

TOGETHER WITH **TOSHA** newsletter

July 2025



In This Issue

Heat Exhaustion

**Fall Arrest Equipment:
Use It Right or Risk the
Consequences**

Fall from Roof

**Tennessee's Youth
Employment Program:
Building Skills, Shaping
Futures**

**TOSHA Consultative
Services: A Proactive
Approach to Workplace
Safety**

**Save the Date for OSHA's
Safe+Sound Week**

Volunteer STAR News



**Employers Must
Be Proactive
to Prevent
Heat Illness**

Employers Must Be Proactive to Prevent Heat Illness



In this article, Erin Pitt, Health Compliance Supervisor for TOSHA, discusses occupational heat illness in the workplace and outlines preventive measures to help protect employees.

Occupational heat illness refers to a spectrum of heat-related conditions that arise from exposure to high temperatures in the workplace, particularly when physical activity is involved. These illnesses range from minor symptoms like heat cramps to life-threatening conditions such as heat stroke.

With summer here, measures to prevent heat illness are more critical than ever.

Types of Heat Illness

Heat Cramps

Painful muscle spasms, often due to loss of electrolytes through sweat.

Heat Exhaustion

Characterized by heavy sweating, weakness, dizziness, nausea, and rapid heartbeat. If untreated, it can progress to heat stroke.

Heat Stroke

A medical emergency marked by a body temperature above 104°F (40°C), confusion, loss of consciousness, and lack of sweating. Immediate medical intervention is essential.

Heat Rash

Skin irritation caused by excessive sweating.

Rhabdomyolysis

A serious condition caused by the breakdown of muscle tissue, releasing damaging proteins into the blood.

Risk Factors

- Environmental: high temperatures, humidity, direct sunlight, and poor ventilation.
- Work-related: strenuous physical activity, wearing protective clothing, and lack of rest breaks.
- Individual: poor physical fitness, certain medications, dehydration, or lack of heat acclimatization.

Preventive Measures in the Workplace

To reduce the risk of heat illness, employers should adopt a comprehensive heat illness prevention program that includes the following elements:

Heat Acclimatization

Gradually increasing workload and exposure for new or returning workers over seven to 14 days allows the body to adapt to heat stress.

Hydration

Provide easy access to cool drinking water. Workers should be encouraged to drink small amounts of water frequently — ideally, 1 cup every 15 to 20 minutes. Additionally, employees need to consume an appropriate amount of water to any electrolyte beverages. Often, the ratio for electrolyte to water is at least 1:2 but can be up to 1:4 (1 electrolyte beverage or supplement: 2-4 cups of water).

Avoid sugar, soda, and caffeinated beverages.

continues on page 3

Employers Must Be Proactive to Prevent Heat Illness

continued from page 2

Work-Rest Cycles

Adjust work schedules to include frequent breaks in shaded or air-conditioned areas, especially during the hottest parts of the day. Use rotating shifts to reduce individual heat exposure.

Engineering Controls

Introduce ventilation systems, shade structures, cooling fans, or misting systems. In indoor settings, improve air conditioning or use reflective roofing materials to lower heat accumulation.

Administrative Controls

Implement policies that reduce heat exposure, such as limiting overtime in extreme heat, educating workers about symptoms, and training supervisors to monitor signs of heat stress. Some employers may wish to change work hours or develop a stop work temperature as well.

Personal Protective Equipment (PPE)

Where possible, provide cooling vests, breathable clothing, or heat-reflective garments. Modify protective clothing to reduce heat burden without compromising safety.

Emergency Response Planning

Ensure prompt access to medical services. Train workers and supervisors in first aid for heat-related conditions and establish clear procedures for emergencies. Perform mock emergency response events for heat illness events.



Conclusion

Preventing occupational heat illness is a health priority and a legal responsibility. Employers must take proactive steps to mitigate heat risks, safeguard worker health, and maintain productivity. Through training, environmental adjustments, and workplace policies, most heat-related illnesses can be effectively prevented. ©





Heat Exhaustion

Insp # 1694606 Arceny Santizo dba Arceny B Santizo Construction Company

A 23-year-old male employee working as a roofer experienced a fatal heat stroke on August 23, 2023. The temperature in Clarksville, Tennessee, on August 23, 2023, peaked at 97°F at 3:52 p.m. At around 3 p.m., the victim began to display symptoms of heat illness, including shaking and vomiting. His supervisor along with other co-workers at the site helped the victim into a shaded area to cool down. After approximately 5-15 minutes, when the victim's symptoms did not abate, the supervisor transported the victim to the emergency room at Tennova Healthcare Clarksville, an approximately 12-minute drive. Upon arrival to the emergency room, the victim had a temperature of 109°F. The victim was admitted to the ICU and ultimately died of complications caused by heat stroke on August 25, 2023. Employees at the worksite had access to cold water; however, there was no training on the signs or symptoms of heat illness and no dedicated break schedule. There was not an employee at the site trained in first aid, extending the time the victim was exposed to heat without treatment.

Citation 1 Item 1 Type of Violation: Serious \$4,000

TCA 50-3-105(1): The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees, in that the employees were exposed to excessive heat: On 08/23/2023, employees were exposed to the hazard of excessive heat

from the climate during roofing operations, including cleaning the ground surrounding the residential roofing job. On 08/23/2023, exposure to excessive heat at the worksite caused an employee to experience a work-related heat stroke, which ultimately resulted in the employee's death.

Citation 1 Item 2 Type of Violation: Serious \$4,000

29 CFR 1926.50(c): In the absence of an infirmary, clinic, hospital, or physician that is reasonably accessible in terms of time and distance to the worksite, which is available for the treatment of injured employees, a person who has a valid certificate in first-aid training from the U.S. Bureau of Mines, the American Red Cross, or equivalent training that can be verified by documentary evidence was not available at the worksite to render first aid: On 08/23/2023, there was not a person available at the worksite at 1400 Dudley Road, Clarksville, TN 37043 to render first aid when the nearest infirmary, hospital, or clinic was approximately 12 minutes away.

continues on page 5



Heat Exhaustion

Insp # 1694606 Arceny Santizo dba Arceny B Santizo Construction Company
continued from page 4

A complete inspection was conducted at the accident scene. Some of the items cited may not directly relate to the fatality.

Citation 2 Item 1a Type of Violation: Other-than-Serious \$1,000

TDLWD Rule 0800-01-03-.05(1)(a)1: Within eight (8) hours after the death of any employee as a result of a work-related incident, the employer did not report the fatality to the OSHA Division of the Tennessee Department of Labor and Workforce Development:

On or before 08/29/2023, the employer did not report an employee's death to TOSHA following a work-related heat stroke.

Citation 2 Item 1b Type of Violation: Other-than-Serious \$0

TDLWD Rule 0800-01-03-.05(1)(a)2: Within twenty-four (24) hours after the inpatient hospitalization of one or more employees or an employee's amputation or an employee's loss of an eye, as a result of a work-related incident, the employer did not report the inpatient hospitalization, amputation, or loss of an eye to TOSHA: On or before 08/29/2023, the employer did not report an employee's inpatient hospitalization to TOSHA following a work-related heat stroke. Ⓞ



Together with TOSHA Quiz *Answer on page 11*



Which of the following is a common symptom of heat exhaustion?

- A** Cold, clammy skin
- B** Loss of consciousness
- C** Rapid, strong pulse
- D** Shivering

Fall Arrest Equipment: Use It Right or Risk the Consequences

In this article, Dave Buckles, TOSHA's Training and Education Manager, emphasizes the importance of properly providing and using fall protection at construction sites.



Each year, TOSHA investigates several fall-related construction fatalities, most of which were preventable. With summer here and construction activities ramping up, it's critical to remember that fall protection is required whenever employees work at heights of 6 feet or more. Acceptable methods include guardrail systems, safety net systems, or personal fall arrest systems. This requirement applies to all construction work, including residential projects such as roofing on private homes.

As a previous Safety Compliance Officer for TOSHA, I would often arrive

at an active construction site to perform an inspection and observe employees working at heights over 6 feet with no fall protection or with inadequate fall protection. I can recall numerous times when, once contractors and employees were aware that TOSHA was on-site, fall arrest equipment would magically appear. Admittedly this was a bit frustrating. It was also common to observe employees wearing fall harnesses without tying off to an anchorage point, rendering the protection ineffective. When I was discussing these violations with employees and employers, some of the common reasons I was given

for not having proper fall protection were:

"I had it on earlier today but forgot to put it back on after coming back from my break."

"We do have fall harnesses, but they are being used by a crew at another jobsite."

"I had planned to be in the area for only a minute."

Surprisingly, some contractors claimed they were not even aware of the fall protection requirements.

So, what does TOSHA expect of the employer when engaged in construction work?

Evaluate the work area to identify potential fall hazards.

Determine the best method of fall protection (e.g., guardrails or fall arrest systems).

Ensure that fall arrest systems include proper **anchorage points**.

Anchorage systems must:

- Be independent of any anchorage used to support or suspend platforms

continues on page 7

Fall Arrest Equipment: Use It Right or Risk the Consequences

continued from page 6

- Support at least **5,000 pounds per employee**, or
- Be part of a system designed by a qualified person with a **safety factor of at least two**

Fall arrest systems must also:

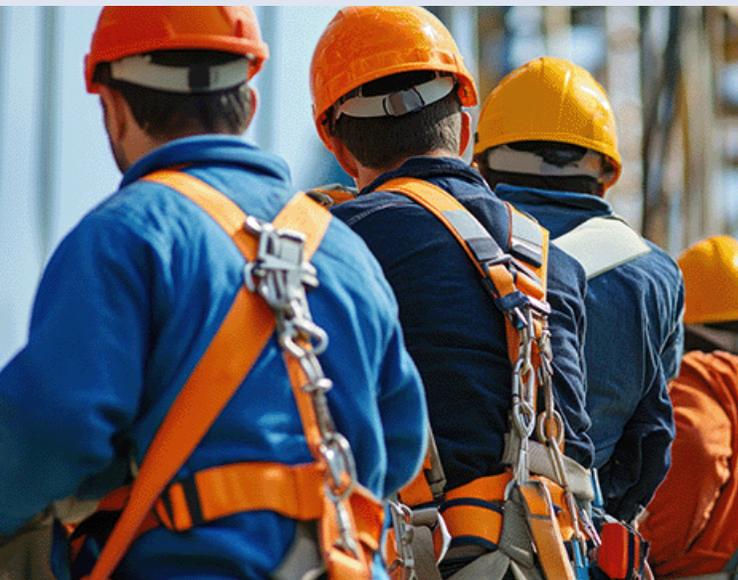
- Limit arresting force to **900** pounds with a body belt or **1,800** pounds with a body harness
- Prevent free falls greater than **6** feet
- Limit deceleration distance to **3.5** feet
- Be strong enough to withstand **twice the potential impact energy** of a fall

It's also critical that fall arrest equipment is properly rigged to prevent an employee from contacting the ground or a lower level in the event of a fall. When fully deployed, a fall arrest system can potentially result in a drop of approximately 16 to 18 feet, depending on the type of equipment used and how it's rigged. For example, if an employee were working at a height of 12 feet and a fall occurred and the system was

not properly adjusted, they could fall up to 18 feet before the fall was even arrested. What does this tell us? The fall would not be adequately arrested, and the employee could strike the ground or lower level, resulting in serious injury and/or likely death.

In my experience, whenever I encountered workers exposed to fall hazards without proper protection, it often became clear that little — or no — training had been provided. No matter which fall protection method is used, employers are required under **29 CFR 1926.503** to provide a training program for each employee who may be exposed to fall hazards. This training must enable employees to recognize fall hazards and understand how to protect themselves, as well as how to properly wear, maintain, and inspect personal fall arrest equipment. This training must also be certified with the name or other identity of the employee(s) trained, the date(s) of the training, and the signature of the person who conducted the training or the signature of the employer.

With a rise in construction activity during the summer, TOSHA reminds employers of the critical importance of fall protection. OSHA's fall protection requirements are outlined in **29 CFR 1926 Subpart M**. Too often, fall-related fatalities occur due to lack of proper equipment or failure to use it correctly. It is the employer's responsibility to identify fall hazards, implement appropriate protection — such as guardrails, safety nets, or personal fall arrest systems — and ensure equipment is properly rigged. Even a minor oversight, like not tying off a harness, can have fatal consequences. ☉



Fall from Roof Insp #1677565

David Arreaga dba D.C. Custom Exteriors

A 38-year-old male employee fell 19 feet off the edge of a roof while installing roofing underlayment on a 5/12 steep sloped roof.

This contractor was hired to construct the framing and exterior portions of a new residential home. According to the owner, his workers were assigned to complete the exterior portions of the house, which included installing plywood sheathing on the roof as sheathing. Two employees were working on a roof with a 5/12 pitch, 19 feet above the deck on the backside of the home; neither employee was wearing or using fall protection. At around 6 p.m. the workers were finishing up for the day and cleaning up the site. According to co-workers, the victim stated that "he wanted to work with



the paper." As the victim was unrolling the underlayment on the roof with his co-worker, he took a step backward and stepped off the edge and fell from the roof, approximately 19 feet to the deck below. The victim was a new employee and had been in the construction field for only a few weeks.

It was determined that the victim was working on the roof to install underlayment material and was not utilizing fall protection. During interviews, employees explained that they only use fall protection on roofs whenever the roof is so steep that they cannot walk easily. It was also determined that there was no training program in place for fall protection, nor did the employer enforce the use of fall protection.

Citation(s) as Originally Issued

A complete inspection was conducted at the accident

scene. Some of the items cited may not directly relate to the fatality.

Citation 1 Item 1 Type of Violation: Serious \$900

29 CFR 1926.50(c): A person with a valid certificate in first-aid training was not available at the worksite to render first aid.

In that an adequately trained person was not available at the worksite to render first aid in the event of employee injury. The closest emergency room, LeConte Medical Center, was approximately 11.9 miles/26 minutes away.

Citation 1 Item 2a Type of Violation: Serious \$4,000

29 CFR 1926.451(a)(6): Scaffolds were not designed by a qualified person.

In that five employees were exposed to fall hazards due to site-built scaffolds constructed of lumber that had not been designed by a qualified person in the following instances:

continues on page 9





Fall from Roof Inspection #1677565—David Arreaga dba D.C. Custom Exteriors

continued from page 8

- a) One site-built scaffold was erected against the rear interior wall in the main living area of the home and reached 15 feet in height.
- b) One site-built scaffold was erected against the rear exterior wall of the home above the main deck and reached 10 feet in height.
- c) One site-built scaffold was erected between the upper and lower decks on the side and rear of the home and reached 11 feet in height.

Citation 1 Item 2b Type of Violation: **Serious \$0**

29 CFR 1926.451(b)(1)(i): Each platform unit (e.g., scaffold plank, fabricated plank, fabricated deck, or fabricated platform) was not installed so that the space between adjacent units and the space between the platform and the uprights were no more than 1 inch (2.5 centimeters) wide, except where the employer can demonstrate that a wider space is necessary. In that a site-built scaffold against the rear interior wall in the main living area of the home utilized two adjacent 2" x 10" planks as a platform, but there was a gap between them along the entire length of the planks that was approximately 7 inches wide.

Citation 1 Item 2c Type of Violation: **Serious \$0**

29 CFR 1926.451(b)(2): Scaffold platforms and walkways were not at least 18 inches wide. In that site-built scaffolds in and around the

home had platforms less than 18 inches wide in the following instances:

- a) One scaffold against the rear exterior wall of the home above the main deck utilized single 2"x 10" lumber as platforms.
- b) One scaffold between the upper and lower decks on the side and rear of the home utilized single 2" x 12" lumber as platforms.

Citation 1 Item 2d Type of Violation: **Serious \$0**

29 CFR 1926.451(f)(7): Scaffolds were not erected, moved, dismantled, or altered by trained and experienced employees under the supervision and direction of a competent person qualified in scaffold erection, moving, dismantling or alteration. Such activities were not performed only by experienced and trained employees selected for such work by the competent person. In that five employees were exposed to fall hazards while constructing site-built scaffolds on the jobsite without being supervised by a competent person, in the following instances:

- a) One site-built scaffold was erected against the rear interior wall in the main living area of the home with a platform height of 15 feet.
- b) One site-built scaffold was erected against the rear exterior wall of the home above the main deck with a platform height of 10 feet.

continues on page 10

Fall from Roof Inspection #1677565—David Arreaga dba D.C. Custom Exteriors

continued from page 9



- c) One site-built scaffold was erected between the upper and lower decks on the side and rear of the home with a platform height of 11 feet.

Citation 1 Item 3 Type of Violation: Serious \$4,000

29 CFR 1926.451(g)(1):

Employees on scaffolds more than 10 feet (3.1 meters) above a lower level were not protected from falling to that lower level by fall protection established in paragraphs (g) (1)(i)-(vii) of this section. In that five employees were exposed to fall hazards greater than 10 feet while using site-built scaffolds on the jobsite without any means of fall protection in place in the following instances:

- a) One scaffold against the rear interior wall in the main living area of the

home was approximately 15 feet above the floor.

- b) One scaffold below the upper deck on the side of the home was approximately 11 feet above the ground.

Citation 1 Item 4 Type of Violation: Serious \$1,200

29 CFR 1926.454(a): The employer did not have each employee who performed work while on a scaffold trained by a person qualified in the subject matter to recognize the hazards associated with the type of scaffold being used and to understand the procedures to control or minimize those hazards. In that five employees were exposed to fall hazards while using site-built scaffolds throughout the worksite and had not been trained on scaffold-specific hazard recognition and controls.

Citation 1 Item 5 Type of Violation: Serious \$7,000

29 CFR 1926.501(b)(11): Each employee on a steep roof with unprotected sides and edges 6 feet (1.8 meters) or more above lower levels was not protected from falling by guardrail systems with toe boards, safety net systems, or personal fall arrest systems. In that two employees were working on a 5/12 pitch roof

19 feet above a deck on the backside of the home and they were not using any form of fall protection, which led to a fatal fall for one of those workers.

Citation 1 Item 6 Type of Violation: Serious \$5,400

29 CFR 1926.501(b)(13):

Each employee(s) engaged in residential construction activities 6 feet (1.8 meters) or more above lower levels was not protected by guardrail systems, safety net systems, or personal fall arrest systems, nor were employee(s) provided with an alternative fall protection measure under another provision of paragraph 1926.501 (b).

In that five employees working within a residence under construction were exposed to fall hazards without utilizing fall protection in the following instances:

- a) One open basement stairwell with no stairs 12 feet above the basement floor.
- b) One open second floor loft area approximately 10 feet above the main floor.
- c) A deck attached to the main floor on the rear of the home with a walking/working surface 18.5 feet above the ground below.

continues on page 11

Fall from Roof

Inspection #1677565

David Arreaga dba D.C. Custom Exteriors

continued from page 10



- d) A deck attached to the walkout basement level on the rear of the home with a walking/working surface 6.5 feet above the ground below.
- e) A rough wall opening on the left side of the home about 13 feet above the ground below.
- f) A rough wall opening on the back side of the home about 12 feet above the upper deck.
- g) A rough wall opening on the front right side of the home about 12 feet above the front deck.
- h) A rough wall opening on the front left side of the home approximately 15 feet above the ground below.

Citation 1 Item 7 Type of Violation: Serious \$1,200

29 CFR 1926.503(a)(1): The employer did not provide a training program for each employee potentially exposed to fall hazards to enable

each employee to recognize the hazards of falling and the procedures to be followed to minimize these hazards. In that five employees were working in, on, and around the home under construction where they were exposed to several fall hazards throughout the worksite but had not been properly trained on fall hazards, protection, and procedures.

Citation 1 Item 8 Type of Violation: Serious \$900

29 CFR 1926.1051(a): At this jobsite, stairway(s) or ladder(s) were not provided at all personnel points of access where there was a break in elevation of 19 inches (48 centimeters) or more, or no ramp, runway, sloped embankment, or personnel hoist was provided. In that five employees were working in, on, and around the home under construction where they were required to climb up or down approximately 3 feet 5 inches on the front deck/porch to enter or exit the worksite. ☉

Together with TOSHA Quiz *Answer to question on page 5*



Which of the following is a common symptom of heat exhaustion?

- A** Cold, clammy skin
- B** Loss of consciousness
- C** Rapid, strong pulse
- D** Shivering

Tennessee's Youth Employment Program: Building Skills, Shaping Futures



YEP, Tennessee's Youth Employment Program, is a state-funded initiative designed to provide Tennesseans between the ages of 14 and 24 with paid work experiences across various industries. The program aims to equip participants with valuable job skills, career exploration opportunities, and professional development, all while they earn competitive wages. This program is more than just a workforce initiative; it's a launchpad for our state's next generation of leaders, innovators, and change-makers.

YEP's mission is to empower young Tennesseans by providing meaningful work experiences that ignite career passions, build essential life and workplace skills, and open doors to future opportunities.

Through partnerships with local businesses, nonprofits, and government agencies, YEP connects youth with real-world employment while fostering a strong sense of responsibility, confidence, and community involvement.

At its heart, YEP is about investing in Tennessee's future by helping young people discover their potential today so they can thrive tomorrow.

Key Features of YEP

Eligibility: Open to Tennessee residents between the ages of 14 and 24. Priority is given to low-income youth and those in foster care.

Program duration: Available year-round, with increased opportunities during the summer months.

Compensation: Participants can earn up to \$3,500, depending on the specific program and hours worked.

Work experience: Offers hands-on work experiences in diverse industries, including partnerships with organizations like the Urban League, Meharry Medical College, Nashville State Community College, Kroger, and UPS.

Employer participation: Employers across Tennessee can host youth workers at no cost, as the program covers wages and administrative expenses. This provides businesses with motivated young talent and potential future employees.

How to Apply

Youth applicants: Interested individuals can apply through the official [YEP website](#).

Employers: Businesses looking to participate can find more information and apply at the same [YEP website](#).

Additional resources: For more details, visit the [Tennessee Department of Labor and Workforce Development Youth Participants page](#).

Benefits

For youth: Gain real-world work experience, develop professional skills, explore career paths, and earn income.

For employers: Access a pipeline of young talent, with administrative support and wage costs covered by the state. ☺

TOSHA Consultative Services: A Proactive Approach to Workplace Safety

TOSHA Consultative Services, administered by the Tennessee Occupational Safety and Health Administration, offers free, confidential assistance to small and medium-sized businesses aiming to enhance workplace safety and health. This program is particularly beneficial for employers in high-hazard industries such as manufacturing and construction.

Unlike enforcement inspections, TOSHA's consultative services are separate from compliance activities and do not result in citations or penalties. Upon request, TOSHA consultants visit workplaces to identify potential hazards, recommend solutions, and assist in developing or improving safety and health programs. Employers receive a written report summarizing findings and suggestions, helping them proactively address issues before they lead to incidents or regulatory violations.

Participation in the program is voluntary and confidential, ensuring that information shared during consultations is not disclosed to enforcement staff. Additionally, businesses that implement effective safety and health management systems may qualify for the Safety and Health Achievement Recognition Program (SHARP), which recognizes exemplary workplace safety practices and can exempt participants from certain routine inspections.

Employers interested in this service can contact the program at 800-325-9901 or visit the **TOSHA Consultative Services webpage.** ©



Save the Date for OSHA's Safe+Sound Week

OSHA's Safe+Sound Week is an annual nationwide event held each August to recognize the successes of workplace safety and health programs and to offer information and ideas on how to keep America's workers safe. The next Safe+Sound Week is scheduled for **August 11-17, 2025**.

What Is Safe + Sound Week?

Safe+Sound Week encourages businesses of all sizes and industries to engage in activities that promote workplace safety and health. The initiative focuses on three core elements:

- **Management leadership:** Demonstrating a commitment to safety and health through leadership actions.
- **Worker participation:** Encouraging workers to participate in identifying and solving safety and health problems.
- **Finding and fixing hazards:** Proactively identifying and addressing workplace hazards before they cause harm.

Participation is free and flexible, allowing organizations to tailor activities to their specific needs. Examples of activities include safety training sessions, hazard hunts, safety equipment demonstrations, and discussions on mental health and well-being in the workplace.

How to Participate

1. **Sign up:** Registration typically opens in July. Organizations can sign up on the **OSHA Safe+Sound Week website** to receive updates and resources.
2. **Plan activities:** Use OSHA's planning tools and resources to organize events that align with your workplace's safety goals.
3. **Promote participation:** Share your planned activities and successes on social media using the hashtag **#SafeAndSoundAtWork**.
4. **Recognize achievements:** After the event, participants can download a certificate of participation and a virtual challenge coin from OSHA's website to acknowledge their commitment to workplace safety.

For more information, resources, and to sign up for updates, visit the **OSHA Safe+Sound Week page**. 



Volunteer STAR News



On March 19, **Assistant Administrator Garrett Rea** presented the employees of **SRK Tennessee Inc.** in Tazewell with the Volunteer STAR Award. This is the fourth time the company has received the award.

SRK Tennessee Inc. manufactures rubber products used primarily in the production of automobiles. Team members on the evaluation included **Steve Morrison and Jay Caldwell (SGE from Marvin Windows and Doors of Tennessee).**



On March 25, **Deputy Commissioner Dewayne Scott** presented the employees of **DENSO Manufacturing Tennessee Inc.** in Maryville with the Volunteer STAR Award. This is the first time the company has received the award. DENSO manufactures a range of products that are shaping the future of mobility in society, including advanced electrification and safety solutions. Team members on the evaluation included **Steve Morrison, Damon Prince, and John Beck.**



On March 20, **Assistant Administrator Garrett Rea** presented the employees of **SRK Tennessee Inc.** in Midway with the Volunteer STAR Award. Team members on the evaluation included **Steve Morrison and Scott Adams (SGE from OxyChem).**



On March 20, **Assistant Administrator Garrett Rea** also presented the employees of **SRK Tennessee Inc.** in Midway with the Commissioner's Award of Excellence.

continues on page 16

Volunteer STAR News

continued from page 15

On May 15, **Assistant Commissioner Larry Hunt** presented the employees of **Marathon Petroleum Company-Knoxville Asphalt Terminal** in Knoxville with the Volunteer STAR Award. This is the first time the company has received the award.

Marathon Petroleum Company-Knoxville Asphalt Terminal manufactures various asphalt mixes used in roadway construction. The facility is also an asphalt bulk storage facility. Team members on the evaluation included **Steve Morrison and Taryn Thomas (SGE from Valero)**.



The Volunteer STAR is patterned after the OSHA Voluntary Protection Program and recognizes the best of the best in the area of safety and health programming and performance. Qualified candidates must demonstrate they have performed in a manner that is below the national average for injury and illness rates in their industrial classification. They must also have all of the critical safety and health management system components in place and involve their employees in a manner that ensures total involvement in safety and health issues. Volunteer STAR is open to all manufacturers (NAICS codes 20-39).

Programs must be in place for at least a year prior to evaluation. In 2024 the Tennessee Volunteer STAR sites experienced, on average, three-year Total Case Incident Rates (TCIRs) 68% below their industry average and three-year Days Away, Restricted or Transferred Case Rates (DARTs) 62% below their industry average. In 2024 there were 13 sites that experienced a TCIR of 0.0, and there were 17 sites that experienced a DART of 0.0. There are 34 Volunteer STAR sites, covering 23,586 employees in Tennessee.

For more information on Volunteer STAR, contact the VPP Manager at 800-325-9901.

Department of Labor and Workforce Development Safety Award Program

The Tennessee Department of Labor and Workforce Development Safety Awards Program is designed to stimulate interest in accident prevention and to promote safety. This program recognizes manufacturing and construction firms throughout the state that achieve and maintain a safe and healthful workplace.

The Governor's Award of Excellence

This award recognizes employers and their employees who together have achieved the required number of hours worked without experiencing a lost workday or restricted duty case at their establishments. Lost workday and restricted duty cases are listed in columns H and I of the OSHA form 300. To qualify for the Governor's Award of Excellence, an establishment must acquire the required number of man-hours without a lost workday or restricted duty incident.

The Commissioner's Award of Excellence

This award recognizes employers and their employees who together have achieved the required number of hours worked without experiencing a lost workday case and have maintained total injury and illness incident rates below the national average. Lost workday cases are listed in column H of the OSHA form 300. To qualify for the Commissioner's Award of Excellence, an establishment must acquire the required number of man-hours listed in the table below without a lost workday incident.

EMPLOYEES	REQUIRED NUMBER OF MAN-HOURS
1 - 25 employees	50,000
26 - 50 employees	100,000
51 - 100 employees	200,000
101 - 150 employees	300,000
151 - 250 employees	500,000
251 - 400 employees	800,000
>400 employees	1 million

In addition, to qualify for either award, the site's average total injury and incident rate (for the most recent three years) must be 10% or more below current national average injury and illness incident rates for the industry-specific NAICS classification as published by the Bureau of Labor Statistics (BLS).

Click any image to visit website



Tennessee
Safety & Health Conference

May 4-6, 2026

Job Specific
Fall Protection
Plan &
Checklists

988
SUICIDE
& CRISIS
LIFELINE

TOSHA SEMINAR SCHEDULE



Basic Safety & Health
Basic Safety for Utilities
Forklift & Warehouse Safety
Maintenance Related Standards
OSHA 30-Hour for General Industry
Record Keeping
Walking, Working Surfaces



Department of
Labor & Workforce
Development

TOSHA

Small Business Safety
and Health Handbook

Employer Checklist
for Outdoor and Indoor
Heat-Related Injury
and Illness Prevention

**SAFE +
SOUND
WEEK
2025**

Sign Up Now

Save the Date
August 11-17

TN Most
Cited
Standards



Agency Links

[OSHA](#)

[Tennessee's Government Website](#)

[Tennessee Department of Labor & Workforce Development](#)

[Tennessee Occupational Safety & Health Administration \(TOSHA\)](#)

Useful Links

[File a Complaint](#)

[Video Library](#)

[Resources Center](#)

[Safety & Health Conference](#)

Recognition Links

[TOSHA Safety Awards](#)

[VPP](#)

[SHARP](#)

The Tennessee Department of Labor and Workforce Development is committed to principles of equal opportunity, equal access, and affirmative action. Auxiliary aids and services are available upon request to individuals with disabilities.



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