

Safety Lines

Employee safety, health: Young workers deserve our attention, training

Thousands of teen workers enter the workforce each year. For many, it is their first time working and they are unfamiliar with their rights and responsibilities under existing labor laws and Minnesota Occupational Safety and Health Administration (MNOSHA) standards.

All workers – no matter their age or experience – have a right to a workplace free from recognized hazards that are causing or are likely to cause serious injury or harm.

Employers should promote safety, health

Employers must provide the information, orientation, and necessary tools and equipment to guide workers in making appropriate choices when performing their work. Employers can help promote worker safety and health by:

- providing adequate job orientation and training, which sets expectations early about how work will be performed;
- maintaining a clean, organized work area;
- providing and maintaining necessary machine safeguards and personal protective equipment; and
- providing adequate supervision.

Actively preventing occupational injuries and illnesses adds value for the business and sets a good example for young workers who may not otherwise think about workplace safety and health. Supporting efforts to reduce workplace injuries and illnesses among young workers can guide them to a lifetime of successful and rewarding work experiences.

More susceptible to workplace accidents

Some of the reasons why young workers are more susceptible to workplace accidents include:

- unfamiliarity with the work and lack of adequate job-orientation and training;
- inadequate supervision;
- pressure to accept the job assignment – doing what is asked of them, working fast, just getting the job done;
- hazardous equipment and work environments; and
- being assigned work that is not age or skill-level appropriate.



Resources

From the Department of Labor and Industry

- How do teen workers get injured? – dli.mn.gov/business/workers-compensation/claim-characteristics
- Labor laws that affect Minnesota’s teen workers – dli.mn.gov/business/employment-practices/teen-workers
- MNOSHA Compliance: Grain-handling information, fatalities, inspections – dli.mn.gov/business/workplace-safety-and-health/mnosh-compliance-grain-handling-information-fatalities
- MNOSHA safety and health standards – dli.mn.gov/business/workplace-safety-and-health/mnosh-compliance-standards-and-regulations
- MNOSHA Workplace Safety Consultation: Free, on-site consultative services – dli.mn.gov/about-department/our-areas-service/minnesota-osa-workplace-safety-consultation



From other organizations

- NIOSH Alert: Preventing deaths, injuries and illnesses of young workers – [cdc.gov/niosh/docs/2003-128/pdfs/2003128.pdf?id=10.26616/NIOSHPUB2003128](https://www.cdc.gov/niosh/docs/2003-128/pdfs/2003128.pdf?id=10.26616/NIOSHPUB2003128)
- Protecting young workers in agriculture: A training for supervisors, parents and teachers (webinar) – agsafetyhealth.training-source.org/training/courses
- Young workers: You have rights! – [osha.gov/youngworkers](https://www.osha.gov/youngworkers)

How do workers get injured?

Claim characteristics flyer updated with 2023 data

Approximately, 22,300 Minnesota workers were paid workers' compensation indemnity benefits (wage loss and disability) for injuries and illnesses in 2023.

- Fifty-nine percent of these workers were men.
- Twenty-seven percent were older than 54 years.
- Eleven percent were younger than 25 years.
- Thirty-five percent were at their job for less than a year.

View the updated one-page flyer online at dli.mn.gov/business/workers-compensation/claim-characteristics.



Requirements, outreach for aquatic weed removal industry

As summer quickly approaches, Minnesota employers performing aquatic weed removal at lakes across the state will be tasked with implementing requirements to protect workers using scuba-diving equipment.

Following the deaths of two workers in separate instances in 2022 and 2024, where Minnesota OSHA (MNOSHA) Compliance issued citations to those employers for violations of the commercial diving standard, the Minnesota Legislature introduced legislation designed to increase protections for workers using scuba diving to perform aquatic weed and plant removal. This new legislation may align the efforts of MNOSHA Compliance and the Minnesota Department of Natural Resources (DNR) to ensure employers permitted to perform this work have formally trained and certified scuba divers and use required standardized equipment.



MNOSHA Compliance has an informational fact sheet for employers: detailing the hazards of scuba diving; reiterating employers' obligations under 29 CFR 1910, subpart T, of the commercial diving standard; and encouraging employers to seek assistance from MNOSHA Workplace Safety Consultation if interested in improving safety and health at their business.

MNOSHA Compliance will also be sending informational letters to employers identified as aquatic weed removal contractors explaining current diving requirements affecting this industry. Additionally, MNOSHA Compliance plans to continue outreach efforts and add inspections to ensure compliance with existing and newly introduced standards in this industry across Minnesota to reduce the risk to employees in this industry.

Free on-site safety and health consultations available

Minnesota OSHA Workplace Safety Consultation offers free consultation services, where employers can find out about potential hazards at their worksites, improve safety management systems and apply for grants to abate safety standards.

The program targets small, high-hazard businesses. It is separate from Minnesota OSHA Compliance inspection activities and no citations are issued as part of a consultation visit.

Learn more and request a consultation

Web: dli.mn.gov • Email: osha.consultation@state.mn.us • Phone: 651-284-5060 or 800-657-3776



More than \$1M remains available in Ergonomics Safety Grant Program

As part of the 2023 legislative session, the Minnesota Department of Labor and Industry received additional one-time funding to administer a Safety Grant Program specifically designed to aid employers covered under Minnesota Statutes, section 182.677, Ergonomics. Minnesota OSHA (MNOSHA) Workplace Safety Consultation soon began administering the program and funds, which are available to:

- **health care facilities**, which includes hospitals with a North American Industry Classification System (NAICS) code of 622110, 622210 or 622310, outpatient surgical centers with a NAICS code of 621493 and nursing homes with a NAICS code of 623110;
- **warehouse distribution centers**, which includes employers with 100 or more employees in Minnesota and a NAICS code of 493110, 423110 to 423990, 424110 to 424990, 454110 and 492110; and
- **meatpacking sites**, which includes meatpacking or poultry processing sites with 100 or more employees in Minnesota and a NAICS code of 311611 to 311615, except 311613.



MNOSHA Workplace Safety Consultation awarded grants to 79 employers with ergonomics-related safety grants, from 83 applications it received since the inception of the program. More than \$1 million for ergonomics safety grants remains available through June 30, 2026.

The statute-designated employers are eligible to apply for safety and health matching grants to abate ergonomics-related hazards in their workplace if they are covered by workers' compensation insurance or are approved as a self-insured employer. Identical to the Safety Program Grant requirements, the safety or health hazards must have been identified in an on-site survey conducted by one of the methods stated above.

The on-site safety and health survey must have resulted in specifically recommended safety or health practices or equipment, training for purchased equipment and/or tuition reimbursement designed to reduce the risk of musculoskeletal disorders to employees. Costs eligible for program participation are all or part of the cost of:

- purchasing and installing recommended equipment intended to prevent musculoskeletal disorders;
- training required to operate recommended equipment;
- tuition reimbursement related to identifying ergonomics-related issues;
- operating or maintaining the equipment; and
- purchasing or renting real property, if necessary, to meet criteria established by the on-site safety and health survey.

For more information, contact MNOSHA Workplace Safety Consultation at dli.grants@state.mn.us or 651-284-5060, or visit [Safety Grant Program – ergonomics](#).

MNOSHA fatality, serious-injury investigations summaries online

Each month, Minnesota OSHA (MNOSHA) Compliance publishes current, updated summaries of its fatality investigations and serious-injury investigations.

For the federal-fiscal-year that began Oct. 1, 2024, MNOSHA Compliance has investigated 10 fatalities as of March 26.

The information provided about each investigation is: the inspection number, date of incident and worksite city; the type of business and number of employees; a description of the event; and the outcome of the MNOSHA Compliance investigation.

The summaries, plus other helpful workplace safety and health information from MNOSHA, are available on the [MNOSHA Compliance: Resources for all industries webpage](#).

Next Construction Seminar, May 20: Cranes in construction

Join Minnesota OSHA (MNOSHA) Compliance at **7 a.m., Tuesday, May 20**, in person or online, for its final Construction Seminar of the 2024/2025 season: Let's talk about cranes in construction. Learn the ins and outs of operator qualifications, certifications, testing requirements, roles and responsibilities. There is no cost to attend.

Crane-lift plans and critical-lift plans are the blueprints for safe and efficient crane operations on construction sites. Operators and project managers use these plans to ensure cranes move smoothly and safely when lifting heavy loads.

Join the meeting at the [Minnesota Department of Labor and Industry in St. Paul, Minnesota](#), or visit the [MNOSHA Compliance: Construction Seminars](#) webpage to get the link to join online when it becomes available.

Presenters will be: **Scott H. Richert, Sr.**, The Travelers Companies, risk control technical specialist – construction, energy and marine; and **Lisa Hollingsworth**, MNOSHA Compliance, principal safety investigator.



Minnesota OSHA Compliance Supervisor Lee Craig explains fall-protection training requirements during the March 18 Construction Seminar at the Department of Labor and Industry.

Translated materials, webpages, Language Line available via DLI website

The Department of Labor and Industry (DLI) posts its available translated materials online at dli.mn.gov/translations. It has documents available in Chinese, Hmong, Karen, Somali and Spanish. A few other documents throughout the website are available in additional languages.

Also, the DLI website now provides Google Translate near the upper left corner of all webpages on its site, allowing visitors to choose the language for the website text.

In addition, DLI has access to Language Line, a free language translation phone service for limited-English speakers. If DLI help is needed, view the contact information at dli.mn.gov/about-department/about-dli/contact-us, call and a DLI employee will get in touch with an interpreter in the needed language.



Spring 2025 safety and health observations

Excavation Safety Stand-down – April 21 through 25

Minnesota OSHA (MNOSHA), along with other safety professionals, is promoting and participating in a statewide Excavation Safety Stand-down. MNOSHA wants to take this opportunity to focus on the importance of excavation safety. The Excavation Safety Stand-down is a voluntary event for employers to pause to reinforce the importance of working safely in and around excavations and discuss topics such as how to properly slope, shore or shield workers from excavation hazards.

Learn more: dli.mn.gov/excavation

National Stand-down to Prevent Struck-by Incidents – April 21 through 25

The National Stand-down to Prevent Struck-by Incidents is a voluntary event for employers to talk directly to employees, focusing on struck-by hazards and reinforcing the importance of training and prevention. Struck-by incidents are the second leading cause of death among construction workers and the leading cause of injuries in the construction industry.

Learn more: cpwr.com/research/research-to-practice-r2p/r2p-library/other-resources-for-stakeholders/struck-by-hazards

National Safety Stand-down to Prevent Falls in Construction – May 5 through 9

The National Safety Stand-down to Prevent Falls in Construction raises fall hazard-awareness across the country in an effort to stop fall fatalities and injuries. Fatalities cause by falls from elevation continue to be a leading cause of death for construction employees, accounting for 395 of the 1,069 construction fatalities nationally recorded in 2022 by the U.S. Bureau of Labor Statistics. During this week, construction employers are asked to pause their work, standing-down with employees to discuss fall safety and prevention.

Learn more: osha.gov/stop-falls-stand-down

Minnesota Safety and Health Conference – May 5 and 6

Sharpen your safety skills and expand your network with a variety of sessions, plus see what's new in workplace safety, at the 2025 Minnesota Safety and Health Conference at Mystic Lake Center, May 5 and 6, in Prior Lake, Minnesota. At 3:30 p.m., Monday, May 5, be sure to catch the Minnesota OSHA (MNOSHA) update, presented by Ryan Nosan, MNOSHA Workplace Safety Consultation, and Ron Anderson and Matt Lucas, MNOSHA Compliance.

Learn more: imiscloud.com/MNSC/MNSC/Conference/2025-Safety-Health-Conference.aspx

Excavation Safety Stand-down

Make a plan to protect workers and prevent accidents

April 21-25, 2025

SAVE THE DATE

CPWR
RESEARCH AND TRAINING

National Safety Stand-Down To Prevent Struck-By Incidents

April 21-25, 2025

A construction-focused event during National Work Zone Awareness Week

VISIT [CPWR.COM/STRUCK-BY-HAZARDS](https://cpwr.com/struck-by-hazards)



NATIONAL SAFETY STAND-DOWN TO PREVENT FALLS IN CONSTRUCTION



2025 MINNESOTA SAFETY & HEALTH CONFERENCE

MNOSHA Compliance signs safety, health partnerships

Recently, Minnesota OSHA (MNOSHA) Compliance signed two Level 3 Cooperative Compliance Partnerships. Level 3 is the peak level of these compliance partnerships, with applicants striving to be an industry leader with very comprehensive safety and health programs.

Both partnerships were signed under the Construction Health and Safety Excellence (CHASE) Minnesota initiative between MNOSHA Compliance and Associated General Contractors (AGC) of Minnesota.

The worksites recognized were:

- **Mortenson Construction**
– Neon in Minneapolis, with a project end date of Feb. 2, 2026; and
- **RJM Construction** –
CentraCare Sauk Crossing Addition in Sartell, Minnesota, with a project end date of Dec. 1, 2025.

The partnerships acknowledge the importance of providing a safe, healthful work environment in construction and seek a working relationship that creates mutual trust and respect among all parties – including project owners and construction workers – involved in the construction process.

View complete information on the [MNOSHA Compliance: Partnership programs webpage](#).



Mortenson Construction • Neon • Minneapolis



RJM Construction • CentraCare Sauk Crossing Addition • Sartell, Minnesota

Minnesota OSHA's calendar of events*

April 2025

April 21-25 *Excavation Safety Stand-down*
dli.mn.gov/excavation

April 25 *Training: OSHA recordkeeping basics*
dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-recordkeeping-standard

May 2025

May 20 *Construction Seminar: Let's talk about cranes in construction*
dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-construction-seminars

June 2025

June 6 *Occupational Safety and Health Advisory Council*
dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-advisory-council

June 6 *Occupational Safety and Health Review Board*
dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-review-board

****All dates subject to change.***

See more at dli.mn.gov/about-department/about-dli/events-minnesota-osh

Training: OSHA recordkeeping basics offered online April 25

The Department of Labor and Industry is offering a free, online introductory-level training seminar about OSHA recordkeeping requirements on Friday, April 25, from 8:30 to 11:30 a.m.

Maintaining an accurate OSHA log of recordable work-related injuries and illnesses is an important skill that benefits employers, workers, safety professionals and government agencies.

Topics

- Recordability of injuries and illnesses
- Counting time
- How many logs to keep
- Creating a log summary
- Recording COVID-19 cases
- Differences between OSHA cases and workers' compensation claims
- Classifying cases
- Privacy cases
- Maintaining logs
- Reporting log data to OSHA



More information

Learn more about the session and how to register to attend (required) on the [MNOSHA Compliance: Recordkeeping standard webpage](https://dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-recordkeeping-standard).