# Introduction

AWAIR (A Workplace Accident and Injury Reduction) Program

WHY

A Workplace and Injury Reduction (AWAIR) program is a plan that is used by contractors to create a formal system of safety for all involved in the company. It is to show that work has been done to analyze the safety needs of the company and create a system of goals and objectives to make the workplace safer. The plan is to be implemented during the year and updated annually.

The Company and owners must take an active interest in the safety of employees and should be working to produce a safe environment and culture that values safety.

Resources: Employers Guide to Developing A Workplace Accident and Injury Reduction (AWAIR) Program *www.dli.mn.gov/osha/PDF/awair.pdf* 2012 Edition

On Jan. 1, 1991, Minnesota adopted an amendment to Minnesota OSHA statutes that requires many employers to develop and use a formal safety and health program, known commonly as an AWAIR program.

* Employers engaged in certain specific industrial classification codes are required by this legislation to develop and implement a written safety and health program with specific actions designed to reduce the incidence of workplace accidents and injuries.
* During 2005, the Minnesota Legislature amended Minnesota OSHA statutes to allow the usage of NAICS codes in the AWAIR list.

HOW

**Workplace Programs.** An employer covered by this section must establish a written workplace accident and injury reduction program that promotes safe and healthful working conditions and is based on clearly stated goals and objectives for meeting those goals.

**The AWAIR program must describe:**

* how managers, supervisors and employees are responsible for implementing the program and how continued participation of management will be established, measured and maintained
* the methods used to identify, analyze and control new or existing hazards, conditions and operations
* how the plan will be communicated to all affected employees so that they are informed of work-related hazards and controls
* how workplace accidents will be investigated and corrective action implemented
* how safe work practices and rules will be enforced
* An ANNUAL review of the AWAIR program must be documented to show how procedures set forth in the program are met

**Does my company need an AWAIR Program?**

A Workplace Accident and Injury Reduction Program 5208.1500 Standard Industrial Classification list for AWAIR -- Employers in the North American industry classifications listed in this part must comply with [Minnesota Statutes, section 182.653](http://www.revisor.mn.gov/statutes/?id=182.653), subdivision 8\*. The North American industry classifications in this part are those defined by the Office of Management and Budget, published in the **North American Industry Classification System**, (**NAICS)** 2002 Ed.

Electrical contractors have **NAICS 238210**

View the most recent list of [NAICS codes](http://www.dli.mn.gov/osha/PDF/naics14.pdf) that must comply with the AWAIR Act in Minnesota.

*http://www.dli.mn.gov/osha/PDF/naics14.pdf* (updated Dec 29, 2014).

**Note:** An employer must comply within six months of its NAICS code being placed on the list. The effective date of this update is **Dec. 29, 2014**; therefore, employers within the NAICS codes on the list will have until **June 29, 2015,** to comply.

This workbook is intended to help employers create an AWAIR program specific to its operation.

**This workbook is not a substitute for an AWAIR program,**

**nor is it a sample program.**

Publications mentioned in this workbook are available on the federal OSHA website at *www.osha.gov* or on the Minnesota Department of Labor and Industry website at *www.dli.mn.gov.*

**RECENT VIOLATIONS**

For Fiscal year 2014, Minnesota OSHA most frequently cited standards in the construction industry were:

* Fall protection violation: 564
* Employee Right-to-Know: 534
* AWAIR non-compliance: 307
* Hazard Communication: 289
* Machine Guarding: 221
* Lockout/tagout: 200
* Electrical Wiring Methods: 185
* Powered Industrial Trucks: 161
* Respiratory Protection: 148
* Carbon Monoxide Monitoring: 119

**Other Recordkeeping Requirements**

All employers with 11 or more employees at any time during the previous year must comply with OSHA recordkeeping requirements with an OSHA 300 Log.

\*For the most current and complete language of the statutes, visit *www.revisor.mn.gov/statutes/?id=182.653*.