

HOUSE SUBSTITUTE FOR  
SENATE BILL NO. 647

A bill to amend 1974 PA 154, entitled  
"Michigan occupational safety and health act,"  
by amending sections 6 and 29 (MCL 408.1006 and 408.1029) and by  
adding sections 17 and 32.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1       Sec. 6. (1) "Place of employment" means a factory, plant,  
2 establishment, construction site or other similar area,  
3 workplace, or environment where an employee is permitted to  
4 work.

5       (2) "Political subdivision" means a city, village, township,  
6 county, school district, intermediate school district, or state  
7 or local government authorized or supported agency, authority, or  
8 institution.

9       (3) "Rule" means a rule as defined by section 7 of ~~Act~~  
10 ~~No. 306 of the Public Acts of 1969, being section 24.207 of the~~

House Bill No. 647 (H-1) as amended May 5, 2004

1 ~~Michigan Compiled Laws~~ **the administrative procedures act of**  
2 **1969, 1969 PA 306, MCL 24.207.** A rule may only be promulgated by  
3 the director of ~~labor~~ **the department of labor and economic**  
4 **growth** [~~or director of~~ **health**] except  
5 as otherwise specifically prescribed in this act.

6 (4) "Serious violation" means a violation of this act, an  
7 order issued ~~pursuant to~~ **under** this act, or a rule or standard  
8 promulgated under this act or adopted by reference ~~pursuant to~~  
9 **under** this act for which a substantial probability exists that  
10 death or serious physical harm could result from the violation or  
11 from a practice, means, method, operation, or process ~~which~~  
12 **that** is in use, unless the employer did not and could not, with  
13 the exercise of reasonable diligence, know of the presence of the  
14 violation.

15 (5) "Standard" means a health or safety standard which  
16 specifies conditions, or the adoption or use of 1 or more  
17 practices, means, methods, operations, or processes necessary to  
18 provide safe and healthful employment in places of employment.  
19 Except as otherwise specifically prescribed in this act, **standard**  
20 **includes** only the **following**:

21 (a) General industry safety standards commission may  
22 promulgate a standard relative to occupational safety.

23 (b) Construction safety standards commission may promulgate  
24 a standard relative to construction safety.

25 (c) Occupational health standards commission may promulgate  
26 a standard relative to occupational health.

27 (6) "Standards promulgation commission" means the general

1 industry safety standards commission, the construction safety  
2 standards commission, or the occupational health standards  
3 commission.

4 (7) "Trade secret" means a confidential process, formula,  
5 pattern, device, or compilation of information which is used in  
6 the employer's business and which gives him an opportunity to  
7 obtain an advantage over competitors who do not know or use it.

8 (8) "Wilful" ~~, for~~ **means the following:**

9 (a) **For** the purpose of criminal prosecutions, ~~means~~ the  
10 intent to do an act knowingly and purposely by an individual who,  
11 having a free will and choice, either intentionally disregards a  
12 requirement of this act ~~,~~ or a rule or a standard ~~promulgated~~  
13 ~~pursuant to~~ **adopted under** this act ~~,~~ or is knowingly and  
14 purposely indifferent to a requirement of this act ~~,~~ or a rule  
15 or a standard ~~promulgated pursuant to~~ **adopted under** this act.  
16 An omission or failure to act is wilful if it is done knowingly  
17 and purposely. Wilful does not require a showing of moral  
18 turpitude, evil purpose, or criminal intent provided the  
19 individual is shown to have acted or to have failed to act  
20 knowingly and purposely.

21 (b) **For purposes of an administrative action under this act,**  
22 **an action performed with knowledge of the hazardous condition and**  
23 **action with a knowing and purposeful intentional disregard of**  
24 **this act, rule, or standard despite that knowledge. Wilful shall**  
25 **be established by factual demonstration of the following:**

26 (i) **Whether the employer had knowledge that the condition**  
27 **was hazardous and did not abate the hazard.**

1           (ii) Whether the employer was aware of the standard  
2 established by this act or by rule.

3           (iii) Whether the employer knew that the condition at issue  
4 violated a standard established by this act or by rule.

5           (iv) Whether the employer had taken steps to comply with the  
6 standard established by this act or rule.

7           (v) How the employer intentionally and deliberately  
8 disregarded his or her responsibilities under a specific  
9 provision of this act or a rule or standard adopted under this  
10 act.

11           (9) "Working day" means any day other than a Saturday,  
12 Sunday, or state legal holiday.

13           **Sec. 17. The department of labor and economic growth and**  
14 **any board or commission created under this act shall not**  
15 **promulgate any rules regarding workplace ergonomics.**

16           Sec. 29. (1) To implement this act, a department  
17 representative, upon presenting appropriate credentials, may  
18 enter without delay ~~—~~ and at reasonable times ~~—~~ a place of  
19 employment to physically inspect or investigate conditions of  
20 employment and all pertinent conditions, equipment, and materials  
21 in the place of employment ~~—~~ and ~~to~~ **may** question privately  
22 the employer, owner, operator, agent, or an employee with respect  
23 to safety or health. The inspection or investigation shall be  
24 conducted without unreasonably disrupting the employer's  
25 operations.

26           (2) If permission to enter a place of employment is denied,  
27 the department may apply to the proper judicial officer for a

1 warrant commanding the sheriff or a peace officer to aid the  
2 department in the conduct of an inspection or investigation to  
3 determine if there is a violation of this act or a rule  
4 promulgated under this act.

5 (3) During an interview or partial interview conducted as  
6 part of an inspection, investigation, or violation proceeding,  
7 the interviewee has, and shall be made aware of, the following  
8 rights:

9 (a) The right to decline an interview.

10 (b) The right to have the interview conducted in private.

11 (c) The right to have present a representative of the  
12 interviewee. In such a case, the interview shall be conducted on  
13 a date and in a location mutually agreed upon by all of the  
14 parties to the interview.

15 (4) The department may conduct a partial interview where it  
16 is necessary to ask certain questions in order to establish a  
17 violation of this act or a rule or standard adopted under this  
18 act. An employer shall not direct an employee to select a  
19 particular interview option.

20 (5) ~~(3)~~ In the conduct of inspections and investigations,  
21 the appropriate department may require the attendance and  
22 testimony of witnesses and the production of evidence under  
23 oath. Witnesses shall be paid the same fees and mileage that are  
24 paid witnesses in the circuit courts. In case of a contumacy,  
25 failure, or a refusal of a person to obey an order, the circuit  
26 court within the jurisdiction of which the investigation is  
27 conducted, or where the person is found or resides or transacts

1 business, or the circuit court for the county of Ingham, upon  
2 application of the appropriate department, may issue an order  
3 requiring the person to appear and produce evidence or give  
4 testimony relating to the matter under investigation or in  
5 question. ~~—and a failure—~~ **Failure** to obey the order of the  
6 court may be punished as a contempt.

7       **(6) All statements relative to a violation proceeding under**  
8 **this act or a rule or standard adopted under this act that are**  
9 **generated by an interview or partial interview shall be in**  
10 **writing and shall have the signature of the interviewee.**

11       **(7) —(4)—** A representative of the employer and a  
12 representative authorized by the employees shall be given the  
13 opportunity to accompany the department representative during the  
14 inspection or investigation of a place of employment to aid the  
15 inspection or investigation, subject to rules promulgated by the  
16 department. In case of controversy, the department  
17 representative, at the time he or she goes into an establishment,  
18 shall determine who may walk around as employer and employee  
19 representatives. If a representative authorized by the employee  
20 does not participate, the department representative shall consult  
21 with a reasonable number of employees concerning matters of  
22 safety or health in the place of employment. The right of  
23 accompaniment may be denied by the department representative to a  
24 person whose conduct interferes with a fair and orderly  
25 inspection or investigation.

26       **(8) —(5)—** In conducting or preparing to conduct an inspection  
27 or investigation, advance notice of the inspection or

1 investigation shall not be given except in the following  
2 situations:

3 (a) In cases of apparent imminent danger, to enable the  
4 employer to abate the danger as quickly as possible.

5 (b) In circumstances where the inspection most effectively  
6 can be conducted after regular business hours or where special  
7 preparations are necessary for an inspection.

8 (c) If necessary to assure the presence of representatives of  
9 the employer and employees, or the appropriate personnel needed  
10 to aid in the inspection.

11 (d) In other circumstances where the department determines  
12 that the giving of advance notice would enhance the probability  
13 of an effective and thorough inspection.

14 (9) ~~(6)~~ Advance notice in any of the situations described  
15 in subsection ~~(5)~~ (8) shall not be given more than 24 hours  
16 before the inspection or investigation is scheduled to be  
17 conducted, except in apparent imminent danger situations and in  
18 other unusual circumstances.

19 (10) ~~(7)~~ During the conduct of an inspection or an  
20 investigation, the department representative may conduct tests  
21 and gather samples of materials and substances as are necessary  
22 to aid in the evaluation of the place of employment. In  
23 implementing this subsection, the confidentiality of trade  
24 secrets shall be protected as prescribed in this act.

25 (11) ~~(8)~~ Subject to rules promulgated by the departments,  
26 following the completion of an inspection or investigation, an  
27 opportunity for a conference shall be afforded the employer; the

1 employee or employee representative; and the employer and the  
2 employee or employee representative if a joint conference is  
3 requested.

4 (12) ~~—(9)—~~ In the performance of duties in the administration  
5 and enforcement of this act, a department representative or an  
6 employee of the appropriate department shall not be personally  
7 liable for damages sustained by an action on his or her part,  
8 except for wanton and wilful negligence.

9 (13) ~~—(10)—~~ An employee or the authorized representative of  
10 an employee who participates in an inspection or investigation,  
11 as provided in subsection ~~—(4)—~~ (7), or the conference provided  
12 in subsection ~~—(8)—~~ (11), as provided in this section, or the  
13 rules promulgated under this section, shall not suffer a loss of  
14 wages or fringe benefits, or be discriminated against in any  
15 manner, for time spent participating in the inspection,  
16 investigation, or conference. An employee or the authorized  
17 representative of an employee who suffers a loss of wages or  
18 fringe benefits, or is discriminated against in any manner, for  
19 participation in an inspection, investigation, or conference, may  
20 file a discrimination complaint, and the department of labor may  
21 order appropriate relief, as provided in section 65. As used in  
22 this subsection and section 31(2), "wages" and "fringe benefits"  
23 ~~—means—~~ **mean** those terms as defined in section 1 of ~~Act No. 390~~  
24 ~~of the Public Acts of 1978, being section 408.471 of the Michigan~~  
25 ~~Compiled Laws—~~ 1978 PA 390, MCL 408.471.

26 **Sec. 32. (1) In determining the existence of a wilful**  
27 **violation of this act that would subject an employer to the**



1 penalties in section 35, the department representative shall,  
2 during the inspection concerning such a citation, carefully  
3 develop and obtain or record all evidence indicating that the  
4 employer had knowledge of the hazardous condition and acted  
5 knowingly and purposefully with intentional disregard of the act  
6 or a rule or standard adopted under this act despite that  
7 knowledge.

8       (2) In determining whether a wilful violation citation should  
9 issue, the department representative shall document and retain  
10 all facts establishing the criteria described in section 6(8)(b)  
11 for consideration by the trier-of-fact in any appeal proceeding  
12 relative to a contested citation of a wilful violation.