

LOUDON COUNTY COMMISSION
REGULAR MEETING
January 05, 2004

- (1) Opening Of Meeting
- (2) Roll Call
- (3) Agenda Adopted
- (4) Minutes Adopted For Dec. 01, 2003
- (5) Audience Comments On Agenda Items
- (6) LCSWDC Appointment Approved Resolution 010504-A
- (7) Annexation Action Taken
- (8) Clean Air Update
- (9) Highway Budget Amendments Approved Exhibit B
- (10) Occupational Safety & Health Program Resolution Adopted Resolution 010504-C
- (11) Financial Statement
- (12) Road List Rolled
- (13) CPC Report
- (14) Attorney Report
- (15) Notary Applications Approved
- (16) Audience Comments
- (17) Adjournment

**LOUDON COUNTY COMMISSION
STATE OF TENNESSEE
COUNTY OF LOUDON**

January 05, 2004

6:00 PM

**(1)
Opening
Of Meeting**

BE IT REMEMBERED that the Board of Commissioners of Loudon County convened in regular session in Loudon, Tennessee on the 5th day of January, 2004.

The **Honorable Roy Bledsoe** called the meeting to order.

Sheriff Tim Guider opened Court and led the Pledge of Allegiance to the Flag of the United States of America, and **Austin Shaver** gave the invocation.

**(2)
Roll Call**

Present were the following Commissioners: **Marcus, Meers, Jenkins, Maples, Franke, Bledsoe, Duff, Shaver, Harold and Miller: (10).**

Thereupon **Chairman Bledsoe** announced the presence of a quorum. Also present was the **Honorable George Miller, County Mayor** and **County Attorney Harvey Sproul**.

**(3)
Agenda
Adopted**

Chairman Bledsoe requested that the January 05, 2004 agenda be adopted.

Commissioner Miller requested that time be allotted to give a Clean Air Coalition report.

A **motion** was made by **Commissioner Shaver** with a second by **Commissioner Miller** to adopt agenda with requested addition.

Upon voice vote the motion **Passed** unanimously.

**(4)
Minutes
Adopted
For Dec.
01, 2003**

Chairman Bledsoe requested the December 01, 2003 County Commission Meeting minutes be approved and accepted.

A **motion** was made by **Commissioner Miller** with a second by **Commissioner Franke** to adopt minutes as presented.

Upon voice vote the motion **Passed** unanimously.

**(5)
Audience
Comments
On Agenda
Items**

Chairman Bledsoe asked for any visitor wishing to address the Commission regarding items on the planned agenda to come forward.

Mr. Bill Harris, Loudon County resident, came forward to speak in opposition of the City of Lenoir City's proposed annexation along Highway 321 and stated that the annexation should be stopped.

County Mayor Miller introduced Jennifer Brewster, the newly hired Director for Keep Loudon County Beautiful.

County Mayor Miller requested discussion and possible action on the following items:

**(6)
LCSWDC
Appointment
Approved**

1. Consideration of adopting a resolution appointing Aprell Patterson to the Loudon County Solid Waste Disposal Commission.

A **motion** was made by **Commissioner Harold** with a second by **Commissioner Maples** to adopt this resolution.

Upon voice vote the motion **Passed** unanimously.

Resolution 010504-A

**(7)
Annexation
Action Taken**

2. Consideration of options regarding proposed annexation in Lenoir City.

After much discussion, a **motion** was made by **Commissioner Shaver** with a second by **Commissioner Duff** to retain Mr. Rex Dale to seek any actions up to and including legal action to protect the interests of Loudon County and county residents in regard to current annexation plans in Lenoir City.

After further discussion and upon roll call vote, the following Commissioners voted **Aye: Marcus, Meers, Jenkins, Franke, Bledsoe, Duff, Shaver and Miller: (8).**

The following Commissioners voted **Nay: Maples and Harold: (2).**

Thereupon the Chairman announced the motion **Passed: (8-0-2).**

**(8)
Clean Air
Update**

Commissioner Miller reported on the 7 County Regional Clean Air Coalition.

(Recess 7:25 – 7:30)

Nancy Richesin, Loudon County Director of Budgets and Accounts, requested discussion and possible action on the following items:

1. Consideration of approving highway budget amendments.

A **motion** was made by **Commissioner Harold** with a second by **Commissioner Shaver** to approve this request.

Upon voice vote the motion **Passed** unanimously.

Exhibit B

2. Consideration of adopting a resolution to rescind the occupational safety and health program for the employees of Loudon County adopted December 20, 1976 and to establish a revised occupational safety and health program, to devise rules and regulations and to provide for a Director and the implementation of such programs.

A **motion** was made by **Commissioner Marcus** with a second by **Commissioner Meers** to adopt this resolution.

Upon voice vote the motion **Passed** unanimously.

Resolution 010504-C

Nancy Richesin stated that financial statements for December 2003 will be distributed at the next County Commission workshop.

Chairman Bledsoe requested consideration of adopting the 2004 Loudon County road list. After much discussion, Commission requested that item be rolled for further discussion and review with Road Superintendent Don Palmer.

There were no objections.

Commissioner Franke reported that Requests For Proposals for the hospital building will be going out in the near future.

Attorney Sproul, Loudon County Attorney reported that Tennessee Waste Movers, Inc. is planning to ask for permission to file an appeal with the Supreme Court. Attorney Sproul also provided dates for set trials.

A **motion** was made by **Commissioner Meers** with a second by **Commissioner Shaver** to approve the following Notary Applications:

Sandra A. Hagan

Donna R. Hall

Patricia M. Lawson

Belinda Croft

Edwin Harrison Arnold

JoAnne B. Smiley

Thelma M. Wampler

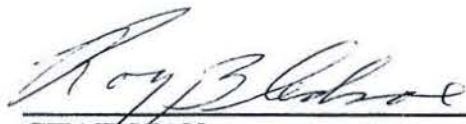
Laura N. Norman

Upon voice vote the motion **Passed** unanimously.

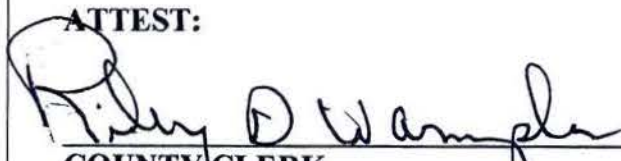
Chairman Bledsoe asked for any visitor wishing to address the commission regarding items not on the planned agenda to come forward.

No one came forward to speak.

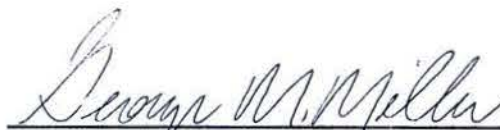
There being no further business, a **motion** being duly made and seconded, the January 05, 2004 meeting stood adjourned at 8:00 p.m.



CHAIRMAN

ATTEST:


COUNTY CLERK



COUNTY MAYOR

LOUDON COUNTY COMMISSION

RESOLUTION 010504-A

**RESOLUTION APPROVING OR ACKNOWLEDGING BOARD OR
COMMITTEE APPOINTMENT BY COUNTY MAYOR**

WHEREAS, by statute, and/or intergovernmental agreement and/or County Procedural Regulations, the County Mayor has authority to make certain committee and board appointments; and

WHEREAS, an appointment is necessary and/or desirable at this time; and

WHEREAS, the County Mayor appoints the following as a member of the

**LOUDON COUNTY SOLID
WASTE DISPOSAL COMMISSION**

Appointee

Panel C

Aprill Patterson

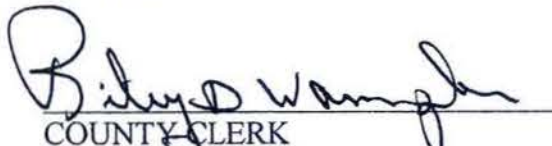
Term Expiration

March 2004

NOW, THEREFORE, BE IT RESOLVED that the Loudon County Commission meeting in regular session assembled this 5th day of January, 2004 hereby approves and acknowledges (as appropriate), the said appointment.


COUNTY CHAIRMAN

ATTEST:


COUNTY CLERK


COUNTY MAYOR

The remaining members and their continuing expiration terms for said board or committee are as follows:

Appointee

Panel A

Robert Phillips (Lenoir City)
Robert Harrison (Loudon)
Ted Sitzlar

Term Expiration

March 2005
March 2005
March 2005

Panel B

Russell Alford
Bill Waldrop

March 2006
March 2006

Panel C

Steve Field

March 2004


Exhibit B

LOUDON COUNTY HIGHWAY DEPARTMENT

BUDGET AMENDMENTS

DECEMBER 15, 2003

<u>ACCOUNT NO. 131</u>		<u>DT</u>	<u>CR.</u>
39000	Fund Balance	66,174.00	
62000-399	Other Contracted Services		10,000.00
63100-338	Maint/Repair-Vechile		10,000.00
63100-417	Equipment Parts-Light		25,000.00
81200-602	Principal on Notes		21,174.00
81200-604	Interest on Notes	15,825.00	
81200-602	Principal on Notes		15,825.00



Don Palmer
Commissioner of Highways
Loudon County Highway Department

RESOLUTION
010504-C

RESOLUTION TO RESCIND THE OCCUPATIOAL SAFETY AND HEALTH PROGRAM FOR
THE EMPLOYEES OF LOUDON COUNTY ADOPTED DECEMBER 20, 1976 AND TO
ESTABLISH A REVISED OCCUPATIONAL SAFETY AND HEALTH
PROGRAM, TO DEVISE RULES AND REGULATIONS, AND TO PROVIDE FOR
A DIRECTOR AND THE IMPLEMENTATION OF SUCH PROGRAM

BE IT KNOWN that the Loudon County Commission hereby rescinds the Occupational Safety and Health Program for the Employees of Loudon County adopted December 20, 1976.

NOW WHEREAS, in compliance with Public Chapter 561 of the General Assembly of the State of Tennessee for the year 1972, the Loudon County Commission hereby establishes the revised "Occupational Safety and Health Program for the Employees of Loudon County."

NOW THEREFORE

SECTION 1. BE IT ORDAINED BY THE Loudon County Commission that there be and is hereby created an occupational safety and health program for the employees of Loudon County as follows:

TITLE:

This section shall provide authority for establishing and administering the Occupational Safety and Health Program for the Employees of Loudon County.

PURPOSE:

The Loudon County Commission, in electing to establish and maintain an effective occupational safety and health program for its employees, shall:

- (1) Provide a safe and healthful place and condition of employment.
- (2) Make, keep, preserve, and make available to the Commissioner of Labor and Workforce Development of the State of Tennessee, his designated representatives, or persons within the Tennessee Department of Labor and Workforce Development to whom such responsibilities have been delegated, adequate records of all occupational accidents and illnesses and personal injuries for proper evaluation and necessary corrective action as required.
- (3) Provide for education and training of personnel for the fair and efficient administration of occupational safety and health standards and provide for education and notification of all employees of the existence of this program.

COVERAGE:

The provisions of the Occupational Safety and Health Program for the Employees of Loudon County shall apply to all employees of each administrative department, commission, board, division, or other agency of Loudon County whether part-time or full-time, seasonal or permanent.

STANDARDS AUTHORIZED:

The occupational safety and health standards adopted by the Loudon County Commission are the same as, but not limited to, the State of Tennessee Occupational Safety and Health Standards promulgated, or which may be promulgated, in accordance with Section 6 of the Tennessee Occupational Safety and Health Act of 1972 (T.C.A. Title 50, Chapter 5).

VARIANCES FROM STANDARDS AUTHORIZED:

The Director of Occupational Safety and Health may, upon written application to the Commissioner of Labor and Workforce Development of the State of Tennessee, request an order granting a temporary variance from any approved standards. Applications for variances shall be in accordance with "Rules of Tennessee Department of Labor and Workforce Development, Occupational Safety, Chapter 0800-1-2, as authorized by T.C.A., Title 5. Prior to requesting such temporary variance, the Director of Occupational Safety and Health shall notify or serve notice to employees, their designated representatives, or interested parties and present them with an opportunity for a hearing. The posting of notice on the main bulletin board as designated by the Director of Occupational Safety and Health shall be deemed sufficient notice to employees.

ADMINISTRATION:

For the purposes of this resolution, The Loudon County Risk Manager is designated as the Director of Occupational Safety and Health to perform duties and to exercise powers assigned so as to plan, develop, and administer the Occupational Safety and Health Program for the Employees of Loudon County. The Director shall develop a plan of operation for the program and said plan shall become a part of this resolution when it satisfies all applicable sections of the Tennessee Occupational Safety and Health Act of 1972 and Part IV of the Tennessee Occupational Safety and Health Plan.

FUNDING THE PROGRAM:

Sufficient funds for administering and staffing the program pursuant to this resolution shall be made available as authorized by the Loudon County Commission.

SEVERABILITY:

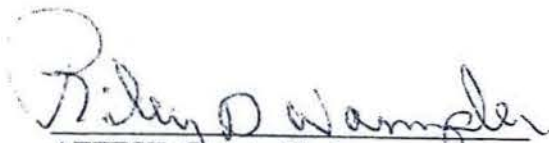
SECTION 2. BE IT FURTHER ORDAINED that if any section, sub-section, sentence, clause, phrase, or portion of this resolution is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed separate, distinct, and independent provision, and such holding shall not affect the validity of the remaining portions hereof.

AMENDMENTS, ETC:

SECTION 3. BE IT FURTHER ORDAINED that the Occupational Safety and Health Program for the Employees of Loudon County may be amended in any particular following the procedure used for the adoption of this program.

This resolution shall take effect this 5th day of January, 2004, having been properly signed, certified and meeting all other legal requirements of the Loudon County Commission, and as otherwise provided by law, the general welfare of Loudon County requiring it.


County Mayor


ATTEST: County Clerk

PLAN OF OPERATION FOR THE OCCUPATIONAL SAFETY AND HEALTH
PROGRAM FOR THE EMPLOYEES OF LOUDON COUNTY

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I. PURPOSE AND COVERAGE

The purpose of this plan is to provide guidelines and procedures for implementing the Occupational Safety and Health Program for the employees of Loudon County.

This plan is applicable to all employees, part-time or full-time, seasonal or permanent.

The intent of the Loudon County Commission in electing to establish and maintain an effective occupational safety and health program for its employees is to:

- a. Provide a safe and healthful place and condition of employment.
- b. Require the use of safety equipment, personal protective equipment, and other devices where reasonably necessary to protect employees.
- c. Make, keep, preserve, and make available to the Commissioner of Labor and Workforce Development, his designated representatives, or persons within the Department of Labor and Workforce Development to whom such responsibilities have been delegated, including the Director of the Division of Occupational Safety and Health, adequate records of all occupational accidents and illnesses and personal injuries for proper evaluation and necessary corrective action as required.
- d. Consult with the Commissioner of Labor and Workforce Development or his designated representative with regard to the adequacy of the form and content of such records.
- e. Consult with the Commissioner of Labor and Workforce Development regarding safety and health problems that are considered to be unusual or peculiar and are such that they cannot be resolved under an occupational safety and health standard promulgated by the State.
- f. Assist the Commissioner of Labor and Workforce Development or his monitoring activities to determine program effectiveness and compliance with the occupational safety and health standards.
- g. Make a report to the Commissioner of Labor and Workforce Development annually, or as may otherwise be required, including information on occupational accidents, injuries, and illnesses and accomplishments and progress made toward achieving the goals of the occupational and health program.
- h. Provide reasonable opportunity for and encourage the participation of employees in the effectuation of the objectives of this program, including the opportunity to make anonymous complaints concerning conditions or practices which may be injurious to employees' safety and health.

II. DEFINITIONS

For the purposes of this program, the following definitions apply:

- a. "COMMISSIONER OF LABOR AND WORKFORCE DEVELOPMENT" means the chief executive officer of the Tennessee Department of Labor and Workforce Development. This includes any person appointed, designated, or deputized to perform the duties or to exercise the powers assigned to the Commissioner of Labor and Workforce Development.
- b. "EMPLOYER" means the Loudon County Commission and includes each administrative department, board, commission, division, or other agency of Loudon County.
- c. "DIRECTOR OF OCCUPATIONAL SAFETY AND HEALTH" or "DIRECTOR" means the person designated by the establishing resolution, or executive order to perform duties or to exercise powers assigned so as to plan, develop, and administer the occupational safety and health program for the employees of Loudon County.
- d. "INSPECTOR(S)" means the individual(s) appointed or designated by the Director of Occupational Safety and Health to conduct inspections provided for herein. If no such compliance inspector(s) is appointed, the Director of Occupational Safety and Health shall conduct such inspections.
- e. "APPOINTING AUTHORITY" means any official or group of officials of the employer having legally designated powers of appointment, employment, or removal there from for a specific department, board, commission, division, or other agency of this employer.
- f. "EMPLOYEE" means any person performing services for this employer and listed on the payroll of this employer, either as part-time, full-time, seasonal, or permanent. It also includes any persons normally classified as "volunteers" provided such persons received remuneration of any kind for their services. This definition shall not include independent contractors, their agents, servants, and employees.
- g. "PERSON" means one or more individuals, partnerships, associations, corporations, business trusts, or legal representatives of any organized group of persons.
- h. "STANDARD" means an occupational safety and health standard promulgated by the Commissioner of Labor and Workforce Development in accordance with Section VI (6) of the Tennessee Occupational Safety and Health Act of 1972 which requires conditions or the adoption or the use of one or more practices, means, methods, operations, or processes or the use of equipment or personal protective equipment necessary or appropriate to provide safe and healthful conditions and places of employment.
- i. "IMMINENT DANGER" means any conditions or practices in any place of employment which are such that a hazard exists which could reasonably be expected to cause death or

serious physical harm immediately or before the imminence of such hazard can be eliminated through normal compliance enforcement procedures.

- j. "ESTABLISHMENT" or "WORKSITE" means a single physical location under the control of this employer where business is conducted, services are rendered, or industrial type operations are performed.
- k. "SERIOUS INJURY or HARM" means that type of harm that would cause permanent or prolonged impairment of the body in that:
 - 1. Part of the body would be permanently removed (e.g., amputation of an arm, leg, finger(s); loss of an eye) or rendered functionally useless or substantially reduced in efficiency on or off the job (e.g., leg shattered so severely that mobility would be permanently reduced), or
 - 2. Part of an internal body system would be inhibited in its normal performance or function to such a degree as to shorten life or cause reduction in physical or mental efficiency (e.g., lung impairment causing shortness of breath).

On the other hand, simple fractures, cuts, bruises, concussions, or similar injuries would not fit either of these categories and would not constitute serious physical harm.

- l. "ACT" or TOSHAct" shall mean the Tennessee Occupational Safety and Health Act of 1972.
- m. "GOVERNING BODY" shall mean the Loudon County Commission.
- n. "CHIEF EXECUTIVE OFFICER" shall mean the Loudon County Mayor.

III. EMPLOYER'S RIGHTS AND DUTIES

Rights and duties of the employer shall include, but are not limited to, the following provisions:

- a. Employer shall furnish to each employee conditions of employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious injury or harm to employees.
- b. Employer shall comply with occupational safety and health standards and regulations promulgated pursuant to Section VI (6) of the Tennessee Occupational Safety and Health Act of 1972.
- c. Employer shall refrain from an unreasonable restraint on the right of the Commissioner of Labor and Workforce Development to inspect the employer's place(s) of business. Employer shall assist the Commissioner of Labor and Workforce Development in the performance of their monitoring duties by supplying or by making available information, personnel, or aids reasonably necessary to the

effective conduct of the monitoring activity.

- d. Employer is entitled to participate in the development of standards by submission of comments on proposed standards, participation in hearing on proposed standards, or by requesting the development of standards on a given issue under Section 6 of the Tennessee Occupational Safety and Health Act of 1972.
- e. Employer is entitled to request an order granting a variance from an occupational safety and health standard.
- f. Employer is entitled to protection of its legally privileged communication.
- g. Employer shall inspect all worksites to insure the provisions of this program are complied with and carried out.
- h. Employer shall notify and inform any employee who has been or is being exposed in a biologically significant manner to harmful agents or material in excess of the applicable standard and of corrective action being taken.
- i. Employer shall notify all employees of their rights and duties under this program.

IV. **EMPLOYEE'S RIGHTS AND DUTIES**

Rights and duties of employees shall include, but are not limited to, the following provisions:

- a. Each employee shall comply with occupational safety and health act standards and all rules, regulations, and orders issued pursuant to this program and the Tennessee Occupational Safety and Health Act of 1972 which are applicable to his or her own actions and conduct.
- b. Each employee shall be notified by the placing of a notice upon bulletin boards, or other places of common passage, of any application for a permanent or temporary order granting the employer a variance from any provision of the TOSH Act or any standard or regulation promulgated under the Act.
- c. Each employee shall be given the opportunity to participate in any hearing that concerns an application by the employer for a variance from a standard or regulation promulgated under the Act.
- d. Any employee who may be adversely affected by a standard or variance issued pursuant to the Act or this program may file a petition with the Commissioner of Labor and Workforce Development or whoever is responsible for the promulgation of the standard or the granting of the variance.
- e. Any employee who has been exposed or is being exposed to toxic materials or

harmful physical agents in concentrations or at levels in excess of that provided for by any applicable standard shall be provided by the employer with information on any significant hazards to which they are or have been exposed, relevant symptoms, and proper conditions for safe use or exposure. Employees shall also be informed of corrective action being taken.

- f. Subject to regulations issued pursuant to this program, any employee or authorized representative of employees shall be given the right to request an inspection and to consult with the Director or Inspector at the time of the physical inspection of the worksite.
- g. Any employee may bring to the attention of the Director any violation or suspected violations of the standards or any other health or safety hazards.
- h. No employee shall be discharged or discriminated against because such employee has filed any complaint or instituted or caused to be instituted any proceeding or inspection under or relating to this program.
- i. Any employee who believes that he or she has been discriminated against or discharged in violation of subsection (h) of this section may file a complaint alleging such discrimination with the Director. Such employee may also, within 30 days after such violation occurs, file a complaint with the Commissioner of Labor and Workforce Development alleging such discrimination.
- j. Nothing in this or any other provisions of this program shall be deemed to authorize or require any employee to undergo medical examination, immunization, or treatment for those who object thereto on religious grounds, except where such is necessary for the protection of the health or safety of others or when a medical examination may be reasonably required for performance of a specific job.
- k. Employees shall report any accident, injury, or illness resulting from their job, however minor it may seem to be, to their supervisor or the Director within twenty-four (24) hours after the occurrence.

V. ADMINISTRATION

- a. The Director of Occupational Safety and Health is designated to perform duties or to exercise powers assigned so as to administer this Occupational Safety and Health Program.
 - 1. The Director may designate a person or persons, as he deems necessary to carry out his powers, duties and responsibilities under this program.
 - 2. The Director may delegate the power to make inspections, provided procedures employed are as effective as those employed by the Director.

3. The Director shall employ measures to coordinate, to the extent possible, activities of all departments to promote efficiency and to minimize any inconveniences under this program.
 4. The Director may request qualified technical personnel from any department or section of government to assist him in making compliance inspections and accident investigations, or to assist him, as he may otherwise deem necessary and appropriate in order to carry out his duties under this program.
 5. The Director shall prepare the report to the Commissioner of Labor and Workforce Development required by subsection (g) of Section 1 of this plan.
 6. The Director shall make or cause to be made periodic and follow-up inspections of all facilities and worksites where employees of this employer are employed. He shall make recommendations to correct any hazards or exposures observed. He shall make or cause to be made any inspections required by complaints submitted by employees or inspections requested by employees.
 7. The Director shall assist any officials of the employer in the investigation of occupational accidents or illnesses.
 8. The Director shall maintain or cause to be maintained records required under Section VIII of this plan.
 9. The Director shall, in the eventuality that there is a fatality or an accident resulting in the hospitalization of three or more employees, insure that the Commissioner of Labor and Workforce Development receives notification of the occurrence within eight (8) hours.
- b. The administrative or operational head of each department, division, board, or other agency of this employer shall be responsible for the implementation of this occupational safety and health program within their respective areas.
1. The administrative or operational head shall follow the directions of the Director on all issues involving occupational safety and health of employees as set forth in this plan.
 2. The administrative or operational head shall comply with all abatement orders issued in accordance with the provisions of this plan or request a review of the order with the Director within the abatement period.
 3. The administrative or operational head should make periodic safety surveys of the establishment under his jurisdiction to become aware of hazards or standards violations that may exist and make an attempt to immediately

correct such hazards or violations.

4. The administrative or operational head shall investigate all occupational accidents, injuries, or illnesses reported to him. He shall report such accidents, injuries, or illnesses to the Director along with his findings and/or recommendations in accordance with APPENDIX V of this plan.

VI. STANDARDS AUTHORIZED

The standards adopted under this program are the applicable standards developed and promulgated under Section VI (6) of the Tennessee Occupational Safety and Health Act of 1972 or which may, in the future, be developed and promulgated. Additional standards may be promulgated by the governing body of this employer as that body may deem necessary for the safety and health of employees.

VII. VARIANCE PROCEDURE

The Director may apply for a variance as a result of a complaint from an employee or of his knowledge of certain hazards or exposures. The Director should definitely believe that a variance is needed before the application for a variance is submitted to the Commissioner of Labor and Workforce Development.

The procedure for applying for a variance to the adopted safety and health standards is as follows:

- a. The application for a variance shall be prepared in writing and shall contain:
 1. A specification of the standard or portion thereof from which the variance is sought.
 2. A detailed statement of the reason(s) why the employer is unable to comply with the standard supported by representations by qualified personnel having first-hand knowledge of the facts represented.
 3. A statement of the steps employer has taken and will take (with specific date) to protect employees against the hazard covered by the standard.
 4. A statement of when the employer expects to comply and what steps have or will be taken (with dates specified) to come into compliance with the standard.
 5. A certification that the employer has informed employees, their authorized representative(s), and/or interested parties by giving them a copy of the request, posting a statement summarizing the application (to include the location of a copy available for examination) at the places where employee notices are normally posted and by other appropriate means. The

certification shall contain a description of the means actually used to inform employees and that employees have been informed of their right to petition the Commissioner of Labor and Workforce Development for a hearing.

- b. The application for a variance should be sent to the Commissioner of Labor and Workforce Development by registered or certified mail.
- c. The Commissioner of Labor and Workforce Development will review the application for a variance and may deny the request or issue an order granting the variance. An order granting a variance shall be issued only if it has been established that:
 - 1. The employer
 - i. Is unable to comply with the standard by the effective date because of unavailability of professional or technical personnel or materials and equipment required for necessary construction or alteration of facilities or technology.
 - ii. Has taken all available steps to safeguard employees against the hazard(s) covered by the standard.
 - iii. Has an effective program for coming into compliance with the standard as quickly as possible.
 - 2. The employee is engaged in an experimental program as described in subsection (b), section 13 of the Act.
- d. A variance may be granted for a period of no longer than is required to achieve compliance or one (1) year, whichever is shorter.
- e. Upon receipt of an application for an order granting a variance, the Commissioner to whom such application is addressed may issue an interim order granting such a variance for the purpose of permitting time for an orderly consideration of such application. No such interim order may be effective for longer than one hundred eighty (180) days.
- f. The order or interim order granting a variance shall be posted at the worksite and employees notified of such order by the same means used to inform them of the application for said variance (see subsection (a)(5) of this section).

VIII. RECORDKEEPING AND REPORTING

- a. Recording and reporting of all occupational accident, injuries, and illnesses shall be in accordance with instructions and on forms prescribed in the booklet, RECORDKEEPING REQUIREMENTS UNDER THE OCCUPATIONAL

SAFETY AND HEALTH ACT OF 1970 (Revised 1978) or as may be prescribed by the Tennessee Department of Labor and Workforce Development.

- b. The position responsible for record keeping is shown on the SAFETY AND HEALTH ORGANIZATIONAL CHART, Appendix II to this plan.
- c. Details of how reports of occupational accidents, injuries, and illnesses will reach the record keeper are specified by ACCIDENT REPORTING PROCEDURES (Appendix V to this plan).

IX. EMPLOYEE COMPLAINT PROCEDURE

If any employee feels that he is assigned to work in conditions which might affect his health, safety, or general welfare at the present time or at any time in the future, he should report the condition to the Director of Occupational Safety and Health.

- a. The complaint should be in the form of a letter and give details on the condition(s) and how the employee believes it affects or will affect his health, safety, or general welfare. The employee should sign the letter but need not do so if he wishes to remain anonymous (see subsection (h) of Section 1 of this plan).
- b. Upon receipt of the complaint letter, the Director will evaluate the condition(s) and institute any corrective action, if warranted. Within ten (10) working days following the receipt of the complaint, the Director will answer the complaint in writing stating whether or not the complaint is deemed to be valid and if no, why not, what action has been or will be taken to correct or abate the condition(s), and giving a designated time period for correction or abatement. Answers to anonymous complaints will be posted upon bulletin boards or other places of common passage where the anonymous complaint may reasonably be seen by the complainant for a period of three (3) working days.
- c. If the complainant finds the reply not satisfactory because it was held to be invalid, the corrective action is felt to be insufficient, or the time period for correction is felt to be too long, he may forward a letter to the Chief Executive Officer or to the governing body explaining the condition(s) cited in his original complaint and why he believes the answer to be inappropriate or insufficient.
- d. The Chief Executive Officer or a representative of the governing body will evaluate the complaint and will begin to take action to correct or abate the condition(s) through arbitration or administrative sanctions or may find the complaint to be invalid. An answer will be sent to the complainant within ten (10) working days following receipt of the complaint or the next regularly scheduled meeting of the governing body following receipt of the complaint explaining decisions made and action taken or to be taken.
- e. After the above steps have been followed and the complainant is still not satisfied

with the results, he may then file a complaint with the Commissioner of Labor and Workforce Development. Any complaint filed with the Commissioner of Labor and Workforce Development in such cases shall include copies of all related correspondence with the Director and the Chief Executive Officer or the representative of the governing body.

- f. Copies of all complaints and answers thereto will be filed by the Director who shall make them available to the Commissioner of Labor and Workforce Development or his designated representative upon request.

X. EDUCATION AND TRAINING

- a. Director and/or Compliance Inspector(s):
 - 1. Arrangements will be made for the Director and/or Compliance Inspector(s) to attend training seminars, workshops, etc., conducted by the State of Tennessee or other agencies.
 - 2. Reference materials, manuals, equipment, etc., deemed necessary for use in conducting compliance inspections, conducting local training, wiring technical reports, and informing officials, supervisors, and employees of the existence of safety and health hazards will be furnished.

- b. All Employees (including supervisory personnel):

A suitable safety and health-training program for employees will be established. This program will, as a minimum:

- 1. Instruct each employee in the recognition and avoidance of hazards or unsafe conditions and of standards and regulations applicable to the employee's work environment to control or eliminate any hazards, unsafe conditions, or other exposures to occupational illness or injury.
- 2. Instruct employees who are required to handle poisons, acids, caustics, explosives, and other harmful or dangerous substances in the safe handling and use of such items and make them aware of the potential hazards, proper handling procedures, personal protective measures, personal hygiene, etc., which may be required.
- 3. Instruct employees who may be exposed to environments where harmful plants or animals are present of the hazards of the environment, how to best avoid injury or exposure, and the first aid procedures to be followed in the event of injury or exposure.
- 4. Instruct employees required to handle or use flammable liquids, gases, or toxic materials in their safe handling and use and make employees aware of

specific requirements contained in Subparts H and M and other applicable subparts of TOSHAct standards (1910 and/or 1926).

5. Instruct employees on hazards and dangers of confined or enclosed spaces.

i. "Confined or enclosed space" means space having a limited means of egress and which is subject to the accumulation of toxic or flammable contaminants or has an oxygen deficient atmosphere. Confined or enclosed spaces include, but are not limited to, storage tanks, boilers, ventilation or exhaust ducts, sewers, underground utility accesses, tunnels, pipelines, and open top spaces more than four feet (4') in depth such as pits, tubs, vaults, and vessels.

ii. Employees will be given general instruction on hazards involved, precautions to be taken, and on use of personal protective and emergency equipment required. They shall also be instructed on all specific standards or regulations that apply to work in dangerous or potentially dangerous areas.

iii. The immediate supervisor of any employee who must perform work in a confined or enclosed space shall be responsible for instructing employees on the danger of hazards which may be present, precautions to be taken, and use of personal protective and emergency equipment, immediately prior to their entry into such an area and shall require use of appropriate personal protective equipment.

XI. GENERAL INSPECTION PROCEDURES

It is the intention of the governing body and responsible officials to have an occupational safety and health program that will insure the welfare of employees. In order to be aware of hazards, periodic inspections must be performed. These inspections will enable the finding of hazards or unsafe conditions or operations that will need correction in order to maintain safe and healthful worksites. Inspections made on a pre-designated basis may not yield the desired results. Inspections will be conducted, therefore, on a random basis at intervals not to exceed 30 calendar days.

a. In order to carry out the purposes of this program, the Director and/or Compliance Inspector(s), if appointed, is authorized:

1. To enter at any reasonable time, any establishment, facility, or worksite where work is being performed by an employee when such establishment, facility, or worksite is under the jurisdiction of the employer and;

2. To inspect and investigate during regular working hours and at other

reasonable times, within reasonable limits, and in a reasonable manner, any such place of employment and all pertinent conditions, processes, structures, machines, apparatus, devices, equipment, and materials therein, and to question privately any supervisor, operator, agent, or employee working therein.

- b. If an imminent danger situation is found, alleged, or otherwise brought to the attention of the Director or Inspector during a routine inspection, he shall immediately inspect the imminent danger situation in accordance with Section XII of this plan before inspecting the remaining portions of the establishment, facility, or worksite.
- c. An administrative representative of the employer and a representative authorized by the employees shall be given an opportunity to consult with and/or to accompany the Director or Inspector during the physical inspection of any worksite for the purpose of aiding such inspection.
- d. The right of accompaniment may be denied any person whose conduct interferes with a full and orderly inspection.
- e. The conduct of the inspection shall be such as to preclude unreasonable disruptions of the operation(s) of the workplace.
- f. Interviews of employees during the course of the inspection may be made when such interviews are considered essential to investigative techniques.
- g. Advance Notice of Inspections.
 - 1. Generally, advance notice of inspections will not be given as this precludes the opportunity to make minor or temporary adjustments in an attempt to create a misleading impression of conditions in an establishment.
 - 2. There may be occasions when advance notice of inspections will be necessary in order to conduct an effective inspection or investigation. When advance notice of inspection is given, employees or their authorized representative(s) will also be given notice of the inspection.
- h. The Director need not personally make an inspection of each and every worksite once every 30 days. He may delegate the responsibility for such inspections to supervisors or other personnel provided:
 - 1. Inspections conducted by supervisors or other personnel are at least as effective as those made by the Director.
 - 2. Records are made of the inspections and of any discrepancies found and are forwarded to the Director.

- i. The Director shall maintain records of inspections to include identification of worksite inspected, date of inspection, description of violations of standards or other unsafe conditions or practices found, and corrective action taken toward abatement. Said inspection records shall be subject to review by the Commissioner of Labor and Workforce Development or his authorized representative.

XII. IMMINENT DANGER PROCEDURES

- a. Any discovery, any allegation, or any report of imminent danger shall be handled in accordance with the following procedures:
 1. The Director shall immediately be informed of the alleged imminent danger situation and he shall immediately ascertain whether there is a reasonable basis for the allegation.
 2. If the alleged imminent danger situation is determined to have merit by the Director, he shall make or cause to be made an immediate inspection of the alleged imminent danger location.
 3. As soon as it is concluded from such inspection that conditions or practices exist which constitutes an imminent danger, the Director or Compliance Inspector shall attempt to have the danger corrected. All employees at the location shall be informed of the danger and the supervisor or person in charge of the worksite shall be requested to remove employees from the area, if deemed necessary.
 4. The administrative or operational head of the workplace in which the imminent danger exists, or his authorized representative, shall be responsible for determining the manner in which the imminent danger situation will be abated. This shall be done in cooperation with the Director or Compliance Inspector and to the mutual satisfaction of all parties involved.
 5. The imminent danger shall be deemed abated if:
 - i. The imminence of the danger has been eliminated by removal of employees from the area of danger.
 - ii. Conditions or practices which resulted in the imminent danger have been eliminated or corrected to the point where an unsafe condition or practice no longer exists.
 6. A written report shall be made by or to the Director describing in detail the imminent danger and its abatement. This report will be maintained by the Director in accordance with subsection (i) of Section XI of this plan.

b. Refusal to Abate.

1. Any refusal to abate an imminent danger situation shall be reported to the Director and Chief Executive Officer immediately.
2. The Director and/or Chief Executive Officer shall take whatever action may be necessary to achieve abatement.

XIII. ABATEMENT ORDERS AND HEARINGS

- a. Whenever, as a result of an inspection or investigation, the Director or Compliance Inspector(s) finds that a worksite is not in compliance with the standards, rules or regulations pursuant to this plan and is unable to negotiate abatement with the administrative or operational head of the worksite within a reasonable period of time, the Director shall:
 1. Issue an abatement order to the head of the worksite.
 2. Post, or cause to be posted, a copy of the abatement order at or near each location referred to in the abatement order.
- b. Abatement orders shall contain the following information:
 1. The standard, rule, or regulation that was found to be violated.
 2. A description of the nature and location of the violation.
 3. A description of what is required to abate or correct the violation.
 4. A reasonable period of time during which the violation must be abated or corrected.
- c. At any time within ten (10) days after receipt of an abatement order, anyone affected by the order may advise the Director in writing of any objections to the terms and conditions of the order. Upon receipt of such objections, the Director shall act promptly to hold a hearing with all interested and/or responsible parties in an effort to resolve any objections. Following such hearing, the Director shall, within three (3) working days, issue an abatement order and such subsequent order shall be binding on all parties and shall be final.

XIV. PENALTIES

- a. No civil or criminal penalties shall be issued against any official, employee, or any other person for failure to comply with safety and health standards or any rules or regulations issued pursuant to this program.

b. Any employee, regardless of status, who willfully and/or repeatedly violates, or causes to be violated, any safety and health standard, rule, or regulation or any abatement order shall be subject to disciplinary action by the appointing authority. It shall be the duty of the appointing authority to administer discipline by taking action in one of the following ways as appropriate and warranted:

1. Oral reprimand.
2. Written reprimand.
3. Suspension for three (3) or more working days.
4. Termination of employment.

XV. CONFIDENTIALITY OF PRIVILEGED INFORMATION

All information obtained by or reported to the Director pursuant to this plan of operation or the legislation (resolution, or executive order) enabling this occupational safety and health program which contains or might reveal information which is otherwise privileged shall be considered confidential. Such information may be disclosed to other officials or employees concerned with carrying out this program or when relevant in any proceeding under this program. Such information may also be disclosed to the Commissioner of Labor and Workforce Development or their authorized representatives in carrying out their duties under the Tennessee Occupational Safety and Health Act of 1972.

XVI. COMPLIANCE WITH OTHER LAWS NOT EXCUSED

- a. Compliance with any other law, statute, resolution, or executive order, as applicable, which regulates safety and health in employment and places of employment shall not excuse the employer, the employee, or any other person from compliance with the provisions of this program.
- b. Compliance with any provisions of this program or any standard, rule, regulation, or order issued pursuant to this program shall not excuse the employer, the employee, or any other person from compliance with any law, statute, resolution, or executive order, as applicable, regulating and promoting safety and health unless such law, statute, resolution, or executive order, as applicable, is specifically repealed.

Wannay Hise
Occupational Safety and Health Contact

**OCCUPATIONAL SAFETY AND
HEALTH PROGRAM PLAN**

APPENDIX I

ORGANIZATIONAL CHART

Department, Agency Office, Board, Etc.	Number of Employees
County Mayor And County Commissioners <i>George Miller</i> 100 River Road, #106 Loudon, TN 37774 865-458-4664	2 10
Agriculture Extension Office <i>John Goddard</i> 100 River Road Loudon, TN 37774 865-458-5612	4
Animal Shelter <i>Lynne Johnson</i> 480 Rock Quarry Road Loudon, TN 37774 865-458-5593	6
Building Commissioner <i>Leo Bradshaw</i> 101 Mulberry Street #101 Loudon, TN 37774 865-458-4470	2
Circuit Court Clerk <i>Lisa Niles</i> 601 Grove Street, P.O. Box 280 Loudon, TN 37774 865-458-2042	2

Clerk and Master <i>Fred Chaney</i> 601 Grove Street, P.O. Box 509 Loudon, TN 37774 865-458-2630	3
Convenience and Recycling Center – Lenoir City <i>Rick Watson</i> 500 Halls Ferry Road Lenoir City, TN 37771 865-988-8781	5
Convenience and Recycling Center – Loudon <i>Rick Watson</i> 300 Rock Quarry Road Loudon, TN 37774 865-458-8536	3
County Court Clerk <i>Riley Wampler</i> 101 Mulberry Street #200 Loudon, TN 37774 865-458-3314	10
County Garage <i>Don Palmer</i> 292 Blair Bend Drive Loudon, TN 37774 865-458-6940	19
E911/Dispatch <i>Charles Cosner</i> 12680 Highway 11W Lenoir City, TN 37771 865-986-9081	22
Economic Development Agency <i>Patrick Phillips</i> 274 Blair Bend Drive Loudon, TN 37774 865-458-8889	3

**Election Commission And
Election Commissioners**

2
5

Patricia Ingram

100 River Road, P.O. Box 193
Loudon, TN 37774
865-458-2560

EMA

2

John Parris

12680 Highway 11W Suite 5
Lenoir City, TN 37771
865-988-0175

Finance and Administration

8

Nancy Richesin

100 River Road, #109
Loudon, TN 37774
865-458-4665

General Sessions Court

10

Lisa Niles

12680 Highway 11W
Lenoir City, TN 37771
865-986-3505

General Sessions Judge

2

William Russell

12680 Highway 11W
Lenoir City, TN 37771
865-986-7094

Health Department

4

Nancy Foshee

210 River Road, P.O. Box 278
Loudon, TN 37774
865-458-2662

Health Improvement Council

3

Christy Crouse

616 Ward Avenue
Loudon, TN 37774
865-458-9119

Highway Department*Don Palmer*

100 River Road, #111

Loudon, TN 37774

865-458-2617

2

Juvenile Center*Rick Thomas*

12665 Highway 11W

Lenoir City, TN 37771

865-986-8696

7

Libraries:**Greenback Library***Clara Sue Hammontree*

6889 Morganton Road

Greenback, TN 37742

865-856-2841

2

Lenoir City Library*Kaye Hathcock*

100 W Broadway, P.O. Box 1156

Lenoir City, TN 37771

865-986-3210

4

Loudon County Library*Tammy Smullen*

100 River Road

Loudon, TN 37774

865-458-3161

2

Philadelphia Library*Kimberly Roberts*

714 Thompson Street

Philadelphia, TN 37846

865-458-9493

1

Tellico Village Library*Becky Haile*

304 Lakeside Plaza

Loudon, TN 37774

865-458-8762

2

Maintenance <i>Glen Presley</i> 1203 W Broadway Lenoir City, TN 37771 865-988-4077	12
Planning <i>Russ Newman</i> 274 Blair Bend Drive Loudon, TN 37774 865-458-3880	3
Property Assessor <i>Doyle Arp</i> 101 Mulberry Street #201 Loudon, TN 37774 865-458-2050	7
Register of Deeds <i>Tracie Littleton</i> 101 Mulberry Street, P.O. Box 395 Loudon, TN 37774 865-458-2605	5
Senior Citizens' Center <i>Toby Brewster</i> 927 Hospital Drive Loudon, TN 37774 865-458-5445	5
Sheriff's Department and Jail <i>Tim Guider</i> 12680 Highway 11W #1 Lenoir City, TN 37771 865-986-4823	75
Soil Conservation 601 Grove Street Loudon, TN 37774 865-458-2306	1
Trustee <i>Estelle Herron</i> 101 Grove Street, P.O. Box 351 Loudon, TN 37774 865-458-3103	5

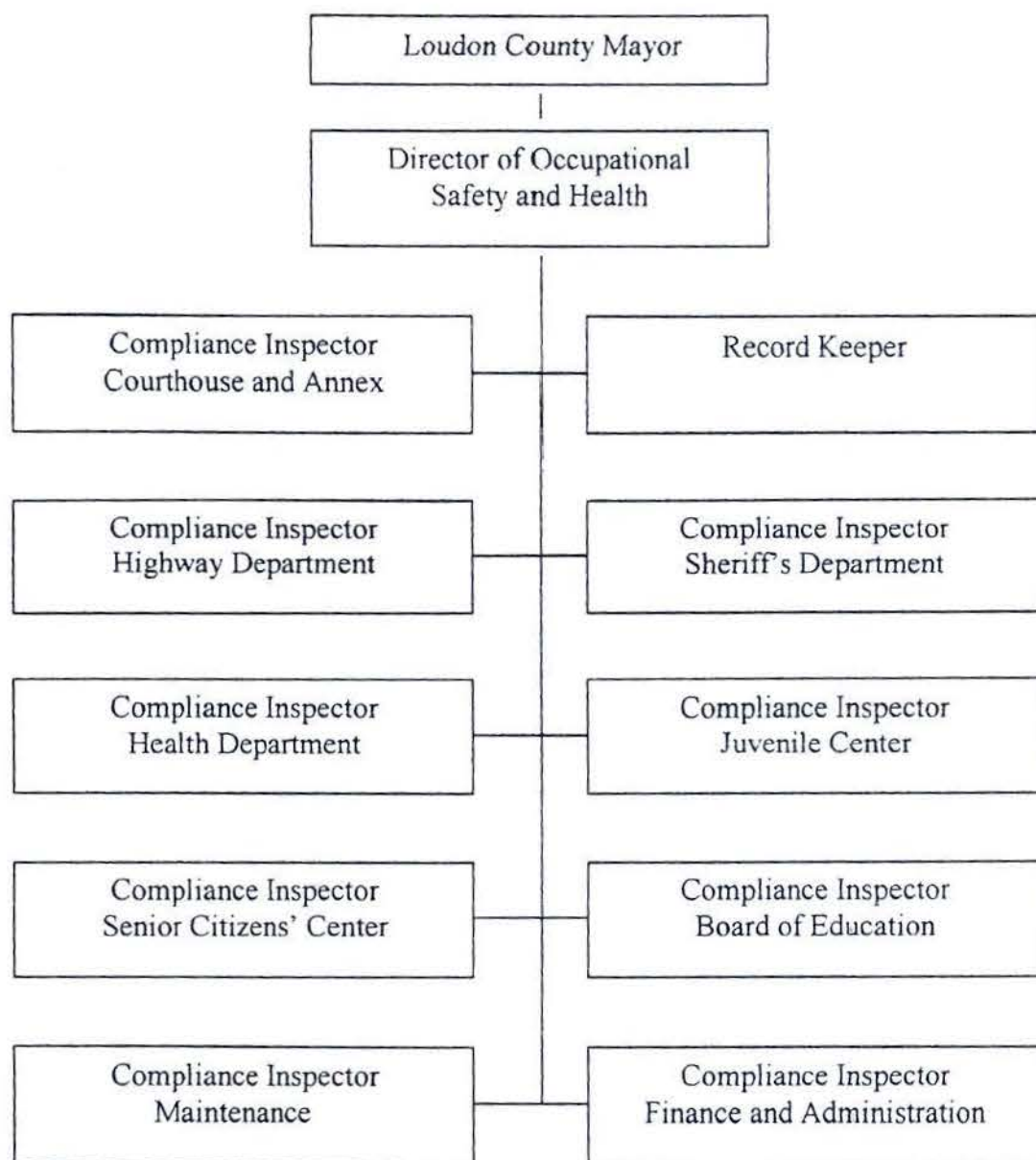
Loudon County Board of Education <i>A. Edward Headlee</i> 100 River Road Loudon, TN 37774 865-458-5411	28
Eaton Elementary <i>Jennifer Malone</i> 423 Hickory Creek Road Lenoir City, TN 37771 865-986-2420	84
Fort Loudoun Middle School <i>Sherry Smith</i> 1703 Roberts Road Loudon, TN 37774 865-458-2026	38
Greenback School <i>Brenda Holbrook</i> 400 Chilhowee Avenue Greenback, TN 37742 865-856-3028	76
Highland Park School <i>David Meers</i> 4404 Highway 11E Lenoir City, TN 37772 865-986-2241	42
Loudon County Family Resource Center <i>Cindy Lawson</i> 103 Maple Lane Loudon, TN 37774 865-458-8502	6
Creekwood Learning Center <i>Judith Millsaps</i> 105 Creekwood Circle Loudon, TN 37774 865-458-4238	3

Loudon Elementary School <i>Janice Stone</i> 2175 Roberts Road Loudon, TN 37774 865-458-2001	61
Loudon High School <i>Roger Eichelberger</i> 1039 Mulberry Street Loudon, TN 37774 865-458-4326	79
North Middle School <i>Steve Millsaps</i> 421 Hickory Creek Road Lenoir City, TN 37771 865-986-9944	69
Philadelphia Elementary School <i>Edward Waller</i> 300 Spring Street Philadelphia, TN 37846 865-458-6801	50
Steekee Elementary School <i>Betty Wright</i> 4500 Steekee School Road Loudon, TN 37774 865-458-3322	37
Loudon County Technology Center <i>Betty Galyon</i> 4380 Harrison Road Lenoir City, TN 37771 865-986-2036	8

Loudon County Government: 259
Loudon County Board of Ed: 581

TOTAL: 840

OCCUPATIONAL SAFETY AND HEALTH PROGRAM
APPENDIX II
SAFETY AND HEALTH ORGANIZATIONAL CHART



OCCUPATIONAL SAFETY AND HEALTH PROGRAM PLAN – APPENDIX III

NOTICE TO ALL EMPLOYEES OF LOUDON COUNTY

The Tennessee Occupational Safety and Health Act of 1972 provides job safety and health protection for Tennessee's workers through the promotion of safe and healthful working conditions. Under a plan reviewed by the Tennessee Department of Labor and Workforce Development, this government, as an employer, is responsible for administering the Act to its employees. Safety and health standards are the same as State standards and jobsite inspections will be conducted to insure compliance with the Act.

Employees shall be furnished conditions of employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious injury or harm to employees.

Each employee shall comply with occupational safety and health standards and all rules, regulations, and orders issued pursuant to this program which are applicable to his or her own actions and conduct.

Each employee shall be notified by the placing upon bulletin boards or other places of common passage of any application for a temporary variance from any standard or regulation.

Each employee shall be given the opportunity to participate in any hearing that concerns an application for a variance from a standard.

Any employee who may be adversely affected by a standard or variance issued pursuant to this program may file a petition with the Director.

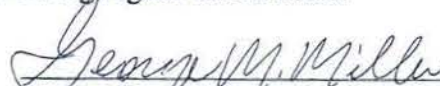
Any employee who has been exposed or is being exposed to toxic materials or harmful physical agents in concentrations or at levels in excess of that provided for by an applicable standard shall be notified by the employer and informed of such exposure and corrective action being taken.

Subject to regulations issued pursuant to this program, any employee or authorized representative(s) of employees shall be given the right to request an inspection.

No employee shall be discharged or discriminated against because such employee has filed any complaint or instituted or caused to be instituted any proceedings or inspection under, or relating to, this program.

Any employee who believes he or she has been discriminated against or discharged in violation of these sections may, within thirty (30) days after such violation occurs, have an opportunity to appear in a hearing before the Director for assistance in obtaining relief or to file a complaint with the Commissioner of Labor and Workforce Development alleging such discrimination.

A copy of the Occupational Safety and Health Program for the Employees of Loudon County is available for inspection by any employee at the Loudon County Mayor's Office during regular office hours.


COUNTY MAYOR

OCCUPATIONAL SAFETY AND HEALTH PROGRAM PLAN

APPENDIX IV

STATEMENT OF FINANCIAL RESOURCE AVAILABILITY

Be assured that the Loudon County Commission has sufficient financial resources available or will make sufficient financial resources available as may be required in order to administer and staff its Occupational Safety and Health Program and to comply with standards.

OCCUPATIONAL SAFETY AND HEALTH PROGRAM PLAN

APPENDIX V

ACCIDENT REPORTING PROCEDURES

Employees shall report all accidents, injuries, or illnesses to their supervisor as soon as possible, but not later than two (2) hours after their occurrence. All fatalities or accidents involving the hospitalization of three (3) or more employees shall be reported to the Director and/or record keeper immediately, either by telephone or verbally, and will be followed by a written report within four (4) hours after their occurrence. The supervisor will investigate the accident or illness, complete an accident report, and forward the accident report to the Director and /or record keeper within twenty-four (24) hours of the time the accident or injury occurred or the time of the first report of the illness.

Since Workers' Compensation Form 6A or OSHA NO. 101 Form must be completed, all reports submitted in writing to the person responsible for record keeping shall include the following information as a minimum:

1. Accident location, if different from employer's mailing address, and state whether accident occurred on premises owned or operated by employer.
2. Name, social security number, home address, age, sex, and occupation (regular job title) of injured or ill employee.
3. Title of department or division in which the injured or ill employee is normally employed.
4. Specific description of what the employee was doing when injured.
5. Specific description of how the accident occurred.
6. A description of the injury or illness in detail and the part of the body affected.
7. Name of the object or substance that directly injured the employee.
8. Date and time of injury or diagnosis of illness.
9. Name and address of physician, if applicable.
10. If employee was hospitalized, name and address of hospital.
11. Date of report.