NECA  **IBEW**

Oregon Pacific-Cascade **Local Union #932**

Joint Safety Committee
Oregon Pacific-Cascade Chapter, NECA
IBEW Local 932
Wednesday September 28, 2022
Meeting Minutes

Rollcall: meeting called to order- In-Person and Videoconferencing
Approval of prior month Minutes

Communications

ASSP Southern Oregon Safety Conference- October 18-20

New Business: Monthly Safety Training and Information Packets (distributed)
Fire Extinguisher placement
Are you a Safety Cop?
SHMS- Management Leadership, Hazard Prevention/Control
GHS- Chemicals determination, Identification and evaluation

OSHA Injury/Incidents (July-Dec)

280- Shock- hand, troubleshooting a light fixture, Recordable
280- Struck-by, cut, hand using bandsaw, Recordable
280- Strain, chest, pulling cable, MD
280- Struck-By, head, wearing hardhat, MD
280- Caught-In, hand, Tugger, MD
659- Struck-By, Head, Dig bar, Recordable
659- Struck-by, Shoulder, Temp power pole, First Aid
659- Strain, abdomen, pulling wire, MD
659- Strain, Knee, kneeling, MD
280- Strain, Back, Strain, Apprentice, LT

Next Meeting – November 30, 2022

Adjourned

_____ November 30, 2022
Elias Campbell- GEW
Senior Safety Consultant

NECA **IBEW**

Oregon Pacific-Cascade **Local Union #932**

Joint Safety Committee
Oregon Pacific-Cascade Chapter, NECA
IBEW Local 932
Wednesday November 30, 2022
Meeting AGENDA

Roll call: meeting called to order- In-person and Videoconferencing
Approval of previous meeting minutes

1.0 Communications

1.1 EAP- program overview- services, link

2.0 New Business: Monthly Safety Training and Information Packets (distributed)

2.1 **Electrocutions**
- 2.1.1 Construction #'s,
- 2.1.2 OSHA citations

2.2 **Noise in the workplace**-5 strategies to reduce noise in the workplace
- 2.2.1 Hearing Conversation Program
- 2.2.2 90db PEL vs 85db PEL

3.0 OSHA Injury/Incidents (July-Dec)

3.1 280- Shock- hand, troubleshooting a light fixture, Recordable
3.2 280- Struck-by, cut, hand using bandsaw, Recordable
3.3 280- Strain, chest, pulling cable, MD
3.4 280- Struck-By, head, wearing hardhat, MD
3.5 280- Caught-In, hand, Tugger, MD
3.6 659- Struck-By, Head, Dig bar, Recordable
3.7 659- Struck-by, Shoulder, Temp power pole, First Aid
3.8 659- Strain, abdomen, pulling wire, MD
3.9 659- Strain, Knee, kneeling, MD
3.10 280- Strain, Back, Strain, Apprentice, LT
3.11 280- Struck-By, Cut, Leg, using a box cutter, Recordable

4.0 Class Schedule

4.1 Posted online

All NECA Contractors are reminded that work related accidents and incidents should be reported via the Accident/ Incident report to the NECA office for consideration by the committee. If you need a copy of the report, contact the Chapter office.

IMPORTANT REMINDER: The variance granted to NECA/IBEW by OR-OSHA requires participation by both Labor and Management Representatives at the Joint Innovative Safety Committee. For the Committee to be viable and provide assistance to Contractors and IBEW Members we need to have consistent attendance of all committee members.

Next Meeting: December 28, 2022

POWERFUL TRADITION ELECTRIFYING FUTURE

OREGON PACIFIC-CASCADE CHAPTER

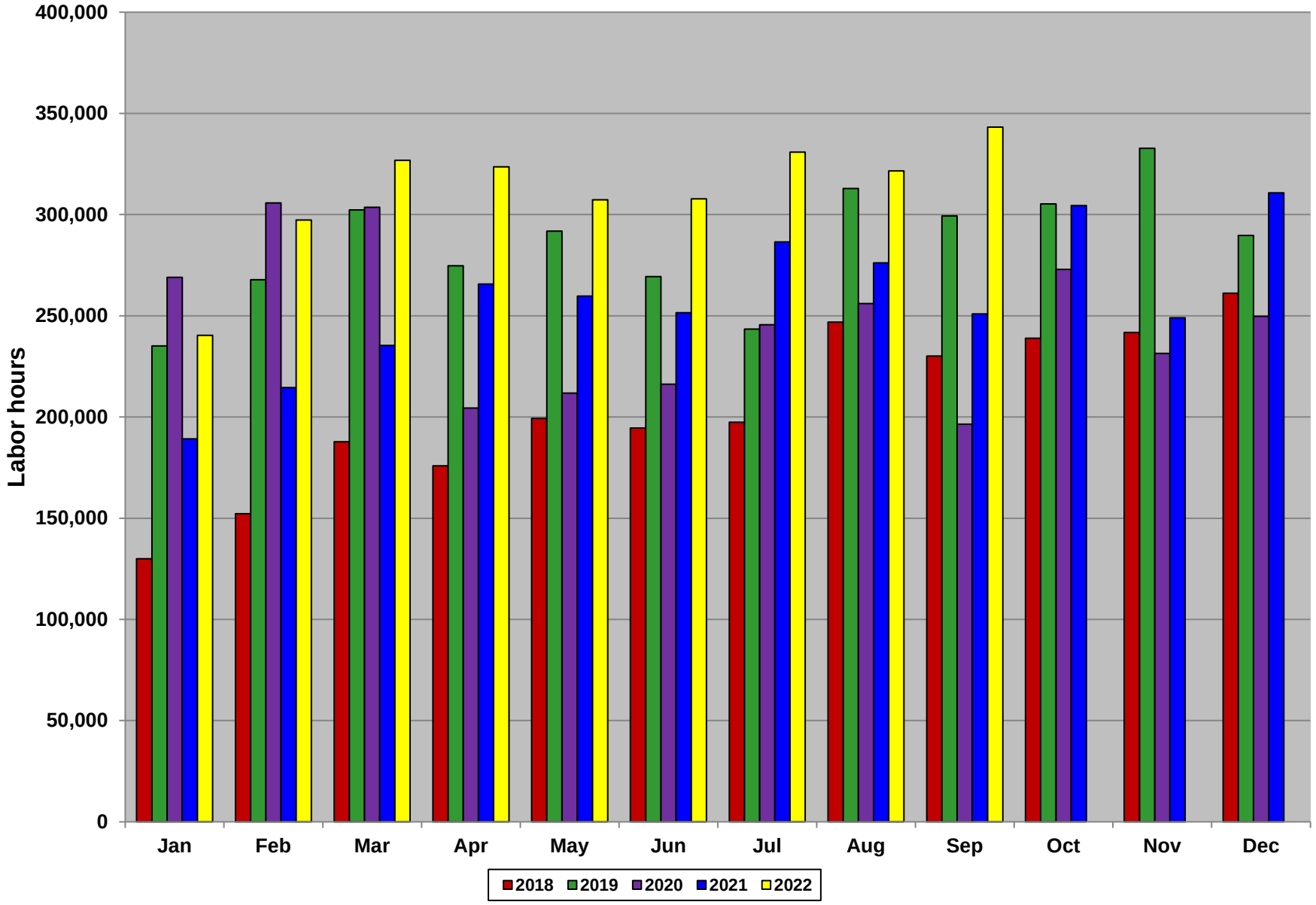
Safety Meeting Packet

November 2022

1040 Gateway Loop, Suite A ◆ Springfield, OR 97477

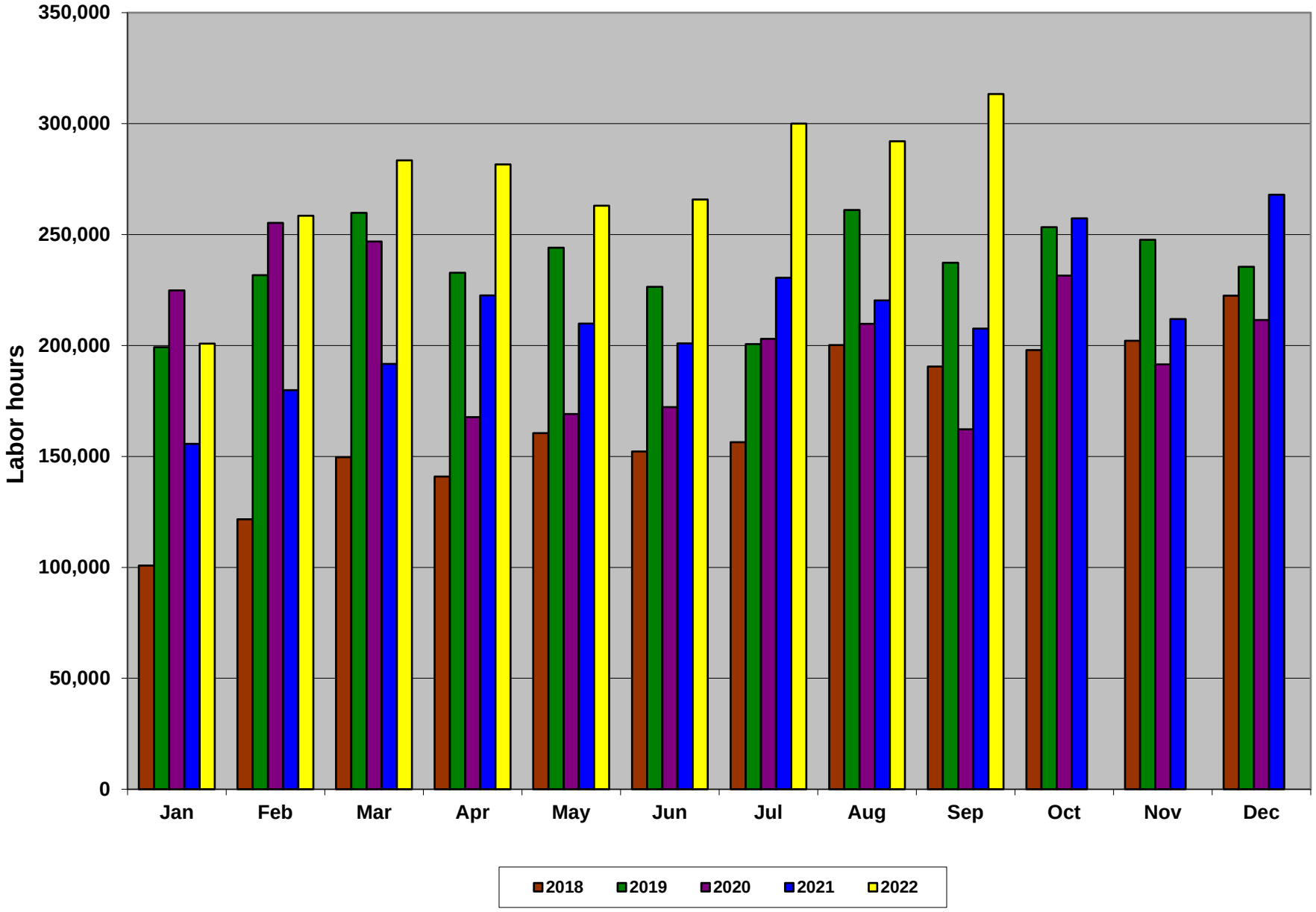
541-736-1443 Office ◆ 541-736-1449 Fax

IBEW LABOR HOUR RECAP, LAST 5 YEARS
ALL SIGNATORIES



11/7/2022

IBEW LABOR HOUR RECAP, LAST 5 YEARS
NECA MEMBERS



11/7/2022

2022 LABOR HOURS RECAP

Local#	Contract Type	Annual Total		Average Hrs/Mo	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
280	Inside	1,281,672	9	142,408	120,071	143,818	155,354	143,742	143,340	138,854	144,406	143,672	148,415			
280	Inside Appr.	400,403	9	44,489	32,600	38,674	45,755	43,832	44,534	46,869	47,369	50,097	50,673			
280	MAI	0	9	0	0	0	0	0	0	0	0	0	0			
280	Material	128,868	9	14,319	11,541	13,773	14,472	13,801	15,080	14,088	15,369	14,746	15,998			
280	Residential	72,054	9	8,006	5,937	7,683	8,850	9,039	7,776	8,343	7,908	7,900	8,618			
280	Resi. Appr.	58,724	9	6,525	4,361	5,788	6,387	7,106	6,530	6,489	7,052	6,758	8,253			
280	S & C	170,891	9	18,988	13,122	17,012	19,668	20,267	17,261	18,997	22,149	20,510	21,905			
280	S & C Appr.	64,765	9	7,196	5,438	7,486	7,017	7,463	6,588	7,112	7,745	7,620	8,296			
280	Support Tech/MOU	137,407	9	15,267	8,163	13,754	15,113	18,774	14,335	15,687	17,794	15,629	18,158			
	TOTAL 280	**2,314,784**	**81**	**257,198**	**201,233**	**247,988**	**272,616**	**264,024**	**255,444**	**256,439**	**269,792**	**266,932**	**280,316**	**0**	**0**	**0**
	Total NECA				**172,464**	**220,226**	**240,771**	**233,600**	**222,978**	**225,525**	**251,028**	**247,118**	**261,484**	**0**	**0**	**0**
	% NECA				**85.70%**	**88.81%**	**88.32%**	**88.48%**	**87.29%**	**87.94%**	**93.05%**	**92.58%**	**93.28%**	**#DIV/0!**	**#DIV/0!**	**#DIV/0!**

Local#	Contract Type	Annual Total		Average Hrs/Mo	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
659	Inside	219,759	9	24,418	17,421	22,465	24,113	27,567	23,683	22,581	27,384	24,671	29,874			
659	Inside Appr.	113,584	9	12,620	8,904	11,196	12,043	13,406	12,199	12,345	14,723	13,306	15,462			
659	Material	8,053	9	895	536	718	619	1,000	871	709	1,162	1,062	1,376			
659	Residential	6,590	9	732	633	661	708	820	642	726	808	706	886			
659	Resi. Appr.	4,255	9	473	359	466	388	480	462	510	589	490	511			
659	S & C	8,393	9	933	581	903	1,404	980	867	717	1,051	870	1,020			
659	S & C Appr.	1,309	9	145	177	219	458	162	163	56	74	0	0			
	Total 659	**361,943**	**63**	**40,216**	**28,611**	**36,628**	**39,733**	**44,415**	**38,887**	**37,644**	**45,791**	**41,105**	**49,129**	**0**	**0**	**0**
	Total NECA				**19,494**	**27,278**	**29,860**	**34,977**	**29,124**	**28,473**	**35,883**	**33,042**	**40,106**	**0**	**0**	**0**
	% NECA				**68%**	**74%**	**75%**	**79%**	**75%**	**76%**	**78%**	**80%**	**82%**	**#DIV/0!**	**#DIV/0!**	**#DIV/0!**

Local#	Contract Type	Annual Total		Average Hrs/Mo	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
932	Inside	78,008	9	8,668	6,804	8,251	9,411	9,839	8,412	8,658	9,436	8,525	8,672			
932	Inside Appr.	36,050	9	4,006	3,041	3,620	4,129	4,348	3,823	4,197	4,678	4,078	4,136			
932	Residential	1,234	9	137	14	162	157	184	103	119	193	153	149			
932	Resi. Appr.	1,410	9	157	115	161	153	194	158	151	189	162	127			
932	S & C	5,248	9	583	497	478	648	573	462	609	711	617	653			
932	S & C Appr.	99	9	11	0	30	0	8	0	18	30	0	13			
	Total 932	**122,049**	**54**	**13,561**	**10,471**	**12,702**	**14,498**	**15,146**	**12,958**	**13,752**	**15,237**	**13,535**	**13,750**	**0**	**0**	**0**
	Total NECA				**8,823**	**10,973**	**12,747**	**13,055**	**10,886**	**11,821**	**13,031**	**11,818**	**11,729**	**0**	**0**	**0**
	% NECA				**84%**	**86%**	**88%**	**86%**	**84%**	**86%**	**86%**	**87%**	**85%**	**#DIV/0!**	**#DIV/0!**	**#DIV/0!**
	Grand Total	**2,798,776**		**310,975**	**240,315**	**297,318**	**326,847**	**323,585**	**307,289**	**307,835**	**330,820**	**321,572**	**343,195**	**0**	**0**	**0**
	Total NECA	**2,458,314**	**9**	**273,146**	**200,781**	**258,477**	**283,378**	**281,632**	**262,988**	**265,819**	**299,942**	**291,978**	**313,319**	**0**	**0**	**0**
	% NECA	**88%**		**88%**	**84%**	**87%**	**87%**	**87%**	**86%**	**86%**	**91%**	**91%**	**91%**	**#DIV/0!**	**#DIV/0!**	**#DIV/0!**

2022 LABOR HOURS RECAP
NECA MEMBERS

Local#	Contract Type	Annual Total		Average Hrs/Mo	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
280	Inside	1,146,388	9	127,376	102,841	127,609	137,010	126,561	124,895	121,868	134,565	132,830	138,209			
280	Inside Appr.	347,358	9	38,595	26,037	32,474	38,784	36,996	36,454	39,666	43,822	46,017	47,108			
280	MAI	0	9	0	0	0	0	0	0	0	0	0	0			
280	Material	121,586	9	13,510	10,795	12,967	13,378	12,608	14,068	12,831	14,823	14,485	15,631			
280	Residential	48,698	9	5,411	3,486	5,176	5,920	6,545	5,242	5,403	5,463	5,411	6,052			
280	Resi. Appr.	45,462	9	5,051	3,330	4,415	4,838	5,445	4,909	4,857	5,514	5,545	6,609			
280	S & C	163,930	9	18,214	12,395	16,528	18,732	19,208	16,487	18,213	21,365	19,581	21,421			
280	S & C Appr.	64,365	9	7,152	5,417	7,303	6,996	7,463	6,588	7,000	7,682	7,620	8,296			
280	Support Tech/MOU	137,407	9	15,267	8,163	13,754	15,113	18,774	14,335	15,687	17,794	15,629	18,158			
	Total 280	**2,075,194**	**81**	**230,577**	**172,464**	**220,226**	**240,771**	**233,600**	**222,978**	**225,525**	**251,028**	**247,118**	**261,484**	**0**	**0**	**0**

Local#	Contract Type	Annual Total		Average Hrs/Mo	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
659	Inside	171,902	9	19,100	12,116	17,102	18,271	22,236	17,946	17,575	21,736	20,162	24,758			
659	Inside Appr.	85,410	9	9,490	5,820	8,063	8,820	10,256	8,937	9,032	11,447	10,521	12,514			
659	Material	6,522	9	725	373	566	437	848	711	522	1,012	872	1,181			
659	Residential	2,987	9	332	279	263	324	333	318	357	357	354	402			
659	Resi. Appr.	1,714	9	190	148	162	146	162	182	214	206	263	231			
659	S & C	8,393	9	933	581	903	1,404	980	867	717	1,051	870	1,020			
659	S & C Appr.	1,309	9	145	177	219	458	162	163	56	74	0	0			
	Total 659	**278,237**	**63**	**30,915**	**19,494**	**27,278**	**29,860**	**34,977**	**29,124**	**28,473**	**35,883**	**33,042**	**40,106**	**0**	**0**	**0**

Local#	Contract Type	Annual Total		Average Hrs/Mo	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
932	Inside	67,051	9	7,450	5,629	7,234	8,400	8,560	6,998	7,401	8,019	7,455	7,355			
932	Inside Appr.	32,494	9	3,610	2,697	3,231	3,699	3,914	3,426	3,793	4,280	3,746	3,708			
932	MAI	0	9	0	0	0	0	0		0	0	0	0			
932	Residential	0	9	0	0	0	0	0		0	0	0	0			
932	Resi. Appr.	0	9	0	0	0	0	0		0	0	0	0			
932	S & C	5,239	9	582	497	478	648	573	462	609	702	617	653			
932	S & C Appr.	99	9	11	0	30	0	8		18	30	0	13			
	Total 932	**104,883**	**63**	**11,654**	**8,823**	**10,973**	**12,747**	**13,055**	**10,886**	**11,821**	**13,031**	**11,818**	**11,729**	**0**	**0**	**0**

	Grand Total	**2,458,314**		**273,146**	**200,781**	**258,477**	**283,378**	**281,632**	**262,988**	**265,819**	**299,942**	**291,978**	**313,319**	**0**	**0**	**0**

IBEW LABOR HOUR RECAP, LAST 5 YEARS
ALL SIGNATORIES

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	129,958	152,277	187,788	175,909	199,302	194,584	197,419	246,866	230,127	238,937	241,813	261,195	2,456,175
2019	235,064	267,789	302,365	274,692	291,848	269,365	243,405	312,956	299,388	305,249	332,724	289,681	3,424,525
2020	269,064	305,744	303,666	204,430	211,800	216,251	245,543	256,035	196,445	272,974	231,380	249,688	2,963,020
2021	189,192	214,593	235,405	265,649	259,752	251,572	286,491	276,130	250,956	304,417	249,043	310,748	3,093,948
2022	240,315	297,318	326,847	323,585	307,289	307,835	330,820	321,572	343,195	0	0	0	2,798,776
Grand Total	823,278	940,403	1,029,224	920,680	962,702	931,772	972,858	1,091,987	976,916	1,121,577	1,054,960	1,111,312	11,937,668

IBEW LABOR HOUR RECAP, LAST 5 YEARS
NECA MEMBERS

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	100,801	121,674	149,612	140,924	160,511	152,229	156,427	200,133	190,473	197,958	202,072	222,483	1,995,297
2019	199,200	231,668	259,726	232,744	244,112	226,383	200,634	261,084	237,306	253,322	247,628	235,455	2,829,262
2020	224,793	255,228	246,899	167,739	169,124	172,186	203,008	209,747	162,195	231,451	191,467	211,496	2,445,333
2021	155,621	179,811	191,728	222,543	209,809	200,925	230,497	220,284	207,617	257,240	211,910	267,914	2,555,899
2022	200,781	258,477	283,378	281,632	262,988	265,819	299,942	291,978	313,319	0	0	0	2,458,314
Grand Total	680,415	788,381	847,965	763,950	783,556	751,723	790,566	891,248	797,591	939,971	853,077	937,348	9,825,791

Training Topics

November 2022

Flame-Resistant Apparel

Epilepsy and Seizures

Compressed Air

Circuit Breaker Panelboards

SAFETY TRAINING TOPIC

Flame-Resistant Apparel

STREET CLOTHES

Artificial fabrics such as nylon and polyester melt into the skin before igniting.

Fabrics melted into the skin make burns deeper and more severe.

Fabrics melted into the skin are extremely painful to remove.

Don't wear artificial fabrics on the job site.

Shirts, pants, underpants, socks, jackets, gloves, and hats arc all items that should be made of a natural fiber, rather than nylon or polyester.

FLAME-RESISTANT CLOTHING WEAR

Wear flame-resistant clothing when working on any equipment that is field-marked to warn of electric arc hazards.

Wear flame-resistant clothing when working on any equipment that may produce an arc blast. Essentially, this is all energized three-phase equipment that has contacts that open and close. If in doubt, ask your foreman for the flash hazard analysis of the equipment you will be working on, and find out what the flash protection boundary distance is for that equipment.

Flame-resistant clothing is made from special flame-retardant materials. Nomex is one of the most widely-recognized trade names of such materials.

Flame-resistant clothing protects you from arc flashes, not steady flame.

Flame-resistant clothing will not protect you if yon decide, for example, to walk into a burning building. But, it does provide a high degree of short-term protection.

Flame-resistant clothing, if worn properly so that it is securely sealed, will provide a barrier between you and superheated plasma gas.

You must wear the other PPE appropriate to your job, along with the flame-resistant clotl1ing. The only purpose of the clothing is to protect you from an arc flash.

Always wear safety glasses or goggles along with the flame-resistant clothing, even if you are wearing the flame-resistant hood and face shield.

Do not open or remove the flame-resistant clothing if you are within the flash protection boundary distance.

Keep in mind that an arc flash can happen at any time. It does not know whether you are taking a break or not. If you are standing in the path of an arc flash, what you are doing at the time doesn't matter.

FLAME-RESISTANT CLOTHING CARE

Inspect your flame-resistant clothing before wearing it.

Give it the smell test, as well as a visual check. If it is not clean, you risk exposure to pathogens.

Look for tears or pinholes, as they can allow plasma through.

Look for stains or anything that may create an ionization path across or through the material.

Launder per manufacturer's instructions. It's best to use a surfactant or non-abrasive detergent (read the label) and reject detergents that contain wood pulp.

Do not launder flame-resistant clothing more times than the manufacturer allows.

When washing flame-resistant clothing, do not mix it with garments made of other materials. Doing so may contaminate the flame-resistant clothing with fibers from the other materials, and that could allow a breach of the suit under flash conditions.

Dry the suit immediately after washing and do so per the manufacturer's instructions. Any material left damp will degrade more rapidly than if dried properly. Also, material left damp will grow molds that can allow a breach of the suit under flash conditions.

REVIEW AND DISCUSSION

- Why should you not wear nylon or polyester clothing on an electrical job?
- Are you wearing any nylon or polyester now? Have another crewmember read your shirt label, if need be.
- What will flame-resistant clothing protect you from? Not protect you from?
- When should you wear flame-resistant clothing?
- What should you do if you're unsure if the equipment you'll be working on requires flame-resist- ant clothing or not?
- Should you wear safety glasses with your flame-resistant clothing, even if you are wearing the flame-resistant hood and face shield?
- If it's hot and you need to take a break, can you stop work and open your flame-resistant clothing? Why or why not?
- What should you do before wearing flame-resistant clothing?
- What are some inspection considerations?
- How should you launder flame-resistant clothing, if the company doesn't handle laundering for you? What are some rules about washing these?

SAFETY TRAINING TOPIC

Epilepsy and Seizures

WHO CAN HAVE SEIZURES

People with seizure disorders including, but not limited to, epilepsy.

- A person who has a fever not related to a seizure disorder.
- People with certain diseases, such as diabetes.
- People who are using pharmaceuticals, correctly or otherwise.
- People with no history of seizures.

TYPES OFSEIZURES

A seizure is a condition where a person's nervous system is overwhelmed.

The grand mal seizure that most people associate with epilepsy is the most dramatic, but not the only, kind of seizure.

At the other end of the seizure spectrum is near comatose loss of consciousness. Seizures occur in varying degrees between these extremes, but are generally characterized as grand mal, petite mal, or psychomotor seizures.

GENERAL SEIZURE RESPONSE

Call for help immediately and activate the Emergency Medical System. Remain with the victim until help arrives or until your foreman assigns someone to take your place. If you are the first on the scene, you are in charge until your foreman or emergency response personnel say otherwise.

Look for any blood, vomit, dentures, or other foreign bodies in the mouth of the victim. Do not attempt to remove them as long as the patient is breathing.

If the victim isn't moving, ensure the victim's airway is not obstructed. An easy test is to ask the victim a question. If the victim answers, the airway is open. If you don't get an answer, place your ear over the victim's mouth or nose and listen for exhalation.

If you are trained in CPR, you may need to administer it.

Make someone available to go with the victim if the victim goes to the hospital. You may need to provide separate transportation from the emergency vehicle. Someone will need to help with the victim's personal effects, admissions paper- work, and notification of family or others. That person may be the foreman or someone appointed by the foreman.

REMOVING OBJECTS FROM THE MOUTH

Generally, by reaching in to pull an object out of the mouth, you are more likely to shove an object farther down the airway than to remove it. Medical personnel have suction equipment for removing such objects.

You can try the Heimlich maneuver if the victim cannot breathe with the object in place.

Clear secretions with a tissue, and try to keep the victim in a side-lying position to prevent choking.

The tongue is the most common airway obstruction. If the victim is lying on his/her back, use a chin-lift or gentle jaw thrust maneuver to raise the tongue. Do not hyperextend the neck.

IF THE VICTIM IS UNRESPONSIVE

- Do not move the victim-the fall may have broken bones or done other damage.
- Do not give the victim water, until the victim is fully conscious.

IF THE VICTIM IS THRASHING ABOUT

- Move hard objects, such as furniture, away from the victim to prevent further injury.
- Place pillows, cushions, or other soft objects around the victim.
- Do not attempt to restrain the victim. Don't even touch the victim if he or she is moving and still having the seizure.
- Do not yell at the victim to calm down. Seizure victims have no control over their seizure, and any excited action on your part will simply draw an unneeded crowd.
- Stay as calm as you can, and reassure the victim and others around.

REVIEW AND DISCUSSION

- What are some rules about responding to active seizures?
- Who can have seizures? Are all seizures dramatic? When should you call for help?
- How long should you remain with the victim?
- What should you look for in the mouth of the victim?
- What should you ensure, if the victim isn't moving?
- Should someone be available to go with the victim? Why?
- How do you remove objects from the victim's mouth?
- What are some rules about responding to passive seizures?

SAFETY TRAINING TOPIC

Compressed Air

DANGERS OF COMPRESSED AIR

A person took a blast of air at 80 PSI in a small wound on his hand. The air caused his arm to swell to twice its normal size, and left him with shooting pains from his fingers to his shoulder.

A blast of 40 PSI can rupture an eardrum from four inches away. It can also cause a fatal brain hemorrhage.

Air at 12 PSI is enough to pop an eyeball out of its socket.

Air at 4 PSI can rupture your bowels. Don't ever "goose" somebody with an air hose.

Compressed air entering through the mouth can rupture lungs and other internal parts.

Using compressed air to blow dust or other debris off your clothing can actually drive it under your skin. This can result in an embolism and a painful death.

CAUTIONS

Wear safety glasses whenever using air tools.

Before operating an air tool, take a quick look at the hose and fittings, to spot anything obviously wrong. If the hose is excessively cracked or worn, take it out of service.

When using compressed air for cleaning, use a pressure-limiting device that limits the nozzle pressure to 30 PSI. You can operate such a device in conjunction with a tank or pipe pressure of 80 PSI or higher. These devices are usually point of use regulator sets complete with a moisture trap.

Hold the nozzle when turning the air on and off. Otherwise, it may dislodge, jump, or in some other way go where it's not supposed to go.

Never kink an air hose to stop the airflow. That's the job of the air valve.

Don't patch a leaking hose with duct tape. You can replace the hose, or you can repair the leak by cutting out the bad section and joining the hose back together with a connector and clamps.

Keep air hoses out of aisles, if possible. If not possible, use a guard over the hose to protect it.

If you have a choice of nozzles, obtain the one with barrel holes perpendicular to the shaft, rather than one with a solid barrel. This is called a safety nozzle. The barrel holes release the pressure from the nozzle, if the tip is covered by any- thing-such as a body part.

Don't point the nozzle at other workers.

PORTABLE AIR COMPRESSORS

While it's unlikely you will be responsible for a plant air system, you may be responsible for a portable air compressor for use with power tools. A portable compressor has its own special requirements.

When loading it in the truck, don't set it on top of the hoses.

THE LIFT

Stow the compressor securely, just as you would other tools, for transportation.

Consider the bending radius of the hoses-rolling them up too tightly will damage them.

Check the hoses and fittings before first use-hoses may have been damaged or fittings may have loosened during transit. Use the safety clips at connections.

Use a heavy cord to power it, and route it to avoid tripping hazards.

You know to use the right power source, but a qualified "helpful" person on the site could jury-rig things and hook you to the wrong source. Take care of the power yourself, to avoid this problem.

You most likely would bring extra lengths of air hose to the job site. Be sure to manage any excess hose so it doesn't create a tripping hazard.

REVIEW AND DISCUSSION

- What are some things that compressed air can do to the human body?
- Why should you never "goose" someone with an air hose?
- Why should you never use an air hose as a brush for cleaning debris off your clothes?
- What should you always wear, when using air tools?
- Why should you hold the nozzle when turning the air on or off?
- What is a safety nozzle, and how does it work?
- If you have a leaking air hose, should you duct tape it? Why or why not? If not, what should you do instead?
- How tightly should you coil the air hoses, when taking a portable compressor from job to job?
- Why should you check hoses and fittings before first use after transporting a compressor?
- Why should you handle the power for the compressor your- self, rather than letting the customer or some other person of unknown qualification do it?

SAFETY TRAINING TOPIC

Circuit Breaker Panelboards

WHY THIS IS IMPORTANT

Working in energized panelboards poses a shock and flash risk to the installer.

With today's 24/7 operations, it is unlikely you will be able to de-energize a panel, unless it is a new installation.

INSPECTION

Before removing the covers from an energized panelboard, note the position of each branch circuit breaker.

If any circuit breaker is in the tripped position for no apparent reason, notify your foreman before proceeding with work.

The two preceding steps may prevent you from being wrongly accused of knocking down a branch circuit, or from inadvertently causing harm by closing a breaker that is on a faulted circuit.

Note the rating and type of circuit breakers the panelboard will accept. Verify the circuit breaker you are installing will fit in the panelboard.

Before adding breakers, verify that the interrupt rating of each circuit breaker to be installed exceeds the available fault current at the panelboard. Do not install a circuit breaker that does not meet or exceed the available fault current in the panelboard.

The available fault current at any location in the facility is generally not posted, but you can make a quick check by looking at other breakers in the panelboard. Question installing a breaker rated at 10 KAIC in a panelboard full of breakers rated at 25 KAIC.

COVER REMOVAL & REPLACEMENT

Removing and replacing panelboard covers is a two-person job.

Store all screws, bolts and other hardware used to secure the covers so they will not be lost. Replace any missing hardware with equivalent devices. The hardware that holds covers in place is designed to keep the covers from blowing off should a fault occur in the enclosure. Missing hardware may allow a door or panel to become a projectile in a fault condition. The result may be the loss of life, limb and property.

If you open a circuit breaker accidentally, do not reset it. Notify your foreman or the operations people immediately. You may do more damage by resetting a breaker than by leaving it open.

RACEWAY, WIRE AND TERMINATIONS

The installation of new circuits often requires you to drill holes in the enclosure for new raceway fittings. Careful drilling, with proper covering and catch materials, will prevent metal chips from falling on energized bus.

Use knockout punches where possible to prevent burrs.

Use a small magnet to remove metal shavings from the enclosure.

Metallic raceway is part of the grounding system. Tighten the

locknut so the connection is snug. Carefully install conductors into

raceway to prevent nicks and other damage to insulation. Replace the conductors if the insulation is damaged. If unsure, perform an insulation resistance test.

Do not install more than one conductor under a lug or termination. Install additional ground or neutral bus bars as required to meet conductor requirements.

Do not allow loose strands of conductor to

"stick out" from termination. Update the

panel circuit directory to reflect new work.

If you remove circuits, place the affected circuit breakers in the "OFF" position and label the circuit breaker as "SPARE" on the panel circuit directory.

REVIEW AND DISCUSSION

- Why is it important to document tripped and "OFF" circuit breakers before removing panel covers?
- When should you reset a circuit breaker that you have accidentally knocked open?
- How many people does it take to remove a panelboard cover?
- How many people does it take to work in a panelboard?
- Should you be concerned if some of the panelboard fasteners are missing?
- What are some concerns about making holes in enclosures?
- When should you double up conductors under a single lug?

- When removing old circuits, what do you do with the circuit breaker?
- Is it acceptable to terminate neutral conductors on the ground bus?
- If a wire is nicked, what color of electrical tape should you use to conceal the damage? Or, should you use tape at all? Why or why not?

News & Training
Safety Alert
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October 2022

Best practices for dealing with unseen, unexpected hazards

News & Training
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October 2022

In This Month's Issue

Insider Content

Articles

News Briefs

Safety Stories You Might Have Missed

Newspaper in trouble after firing whistleblower who complained about fleas in workplace

August 30, 2022

A Texas newspaper is in hot water with OSHA after firing a whistleblower who complained about an insect infestation in the workplace.

The *Killeen Daily Herald* is being sued by OSHA for allegedly firing a reporter after they told management they believed fleas had infested the workplace, leaving them with bug bites.

Read more

Construction laborer suffers fatal fall while climbing scaffold cross braces

August 31, 2022

A 42-year-old construction laborer died when he fell 25 feet as he was climbing the cross braces of a scaffold, according to a new report on the incident.

The laborer was new to the trade and had only received informal on-the-job training, the Aug. 29 Washington State Fatality Assessment & Control Evaluation (FACE) Program report states. He had worked for his employer, a construction contractor, for about five months and had spent two months on the worksite.

Read more

Court upholds $96K fine against mine that continued work during methane incident

September 2, 2022

The U.S. Mine Safety Commission ruled Aug. 24 that an Indiana coal mine violated federal safety standards when it continued to operate an energized drill with explosive amounts of methane present.

This resulted in the commission upholding a $96,000 Mine Safety and Health Administration (MSHA) fine against the mine operator, Peabody Midwest.

Read more

CSB releases new guidance on Accidental Release Reporting Rule

September 2, 2022

The U.S. Chemical Safety and Hazard Investigation Board (CSB) has new guidance on its Accidental Release Reporting Rule, clarifying when employers should submit a report after an accidental release.

This guidance is also meant to help employers better understand the rule in general.

Read more

Worker's repetitive stress injury claim denied over lack of medical evidence

September 6, 2022

A New York Transit Authority worker can't collect workers' compensation benefits after an appeals court found his repetitive stress injury claim from years of working on tracks was unsupported.

The New York Court of Appeals found the worker didn't provide sufficient medical evidence tying his repetitive stress injuries to his job duties.

Read more

Tougher OSHA lead standard could be a reality soon for industry and construction

September 7, 2022

OSHA may toughen its workplace exposure to lead standard for the first time since 1978.

The safety agency proposes to lower the blood lead levels (BLLs) for medical removal and for returning to lead-exposed work for both general industry and construction.

Read more

OSHA joins task force to raise awareness about high suicide rate in construction industry

September 7, 2022

OSHA has joined with a task force of construction industry employers, unions and educators to help raise awareness about the high rate of suicide among construction workers.

The task force seeks to highlight the work stresses seen as the causes of depression and suicidal thoughts and acts among workers in the construction industry, according to the Department of Labor.

Read more

California workers' compensation fund reports significant decrease in opioid use

September 8, 2022

The California State Compensation Fund (State Fund), the state's main provider of workers' compensation insurance, reports that it has seen a significant decrease in opioid use by injured workers since 2014.

State Fund said its efforts have reduced the number of opioid prescriptions for injured workers it provides care for by 82% between 2014 and 2021. Further, State Fund reports a 14% decrease between 2020 and 2021, despite a national increase in opioid use and overdose deaths throughout the COVID-19 pandemic.

Read more

Tree company in hot water for letting teen workers operate woodchipper

September 8, 2022

An Idaho tree services company is in hot water with the U.S. Department of Labor (DOL) for allowing teen workers to operate a power-driven woodchipper.

Done-Rite Tree Co. has to pay $10,747 in penalties after an investigation by the Wage and Hour Division found two 17-year-old workers were regularly loading and operating the woodchipper. Operating power-driven woodchippers is considered a hazardous occupation for minors under the Fair Labors Standard Act.

Read more

Employer must pay workers' compensation for procedure from decade-old injury

September 9, 2022

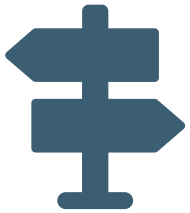
An employer must pay workers' compensation benefits for a spinal cord stimulator for a worker who injured his back on the job more than 10 years earlier.

The Court of Appeals of Iowa upheld a lower court decision that found the worker's continuing back pain was caused by his work injury despite one doctor's claim to the contrary.

Read more

What Would You Do?

OK to let workers deviate from safety plan due to unexpected situation?



"Wow, it's busy out here today," Manage Mike Kelly said as he walked up to Ken Dawson, the manufacturing supervisor.

"Yeah," Ken said. "Some really big orders came down. The warehouse and shipping departments are also full steam ahead."

"I wonder how that's working out in the warehouse considering all the roofing work that's being done over there," said Mike.

"What do you mean?" Ken asked.

"They weren't banking on being this busy so a contractor was scheduled to work on a large area of the warehouse roof," Mike explained. "Certain sections of the warehouse floor are inaccessible to our employees because of safety concerns over falling debris.

"I better go check on that," Mike added.

Supervisor said they could go into restricted area

As Mike was making his way to the warehouse, Sara Wood, an order filler, stopped him.

"Do you have a minute?" she asked.

"Sure," Mike replied. "I was just on my way to check on the warehouse roofing work."

"That's what I wanted to talk to you about," said Sara. "We're super busy but we're not allowed to go into parts of the warehouse we need to get to."

"I know," Mike said. "That's what I wanted to check on. I'll have to check in with the contractor to see if we can make some adjustments to our plan so you and the other order fillers can work safely."

"That's just it, Mike," Sara said. "Management said we could go into the closed-off areas if we don't see anyone working on the roof, but I'm afraid to do that. What if it only seems like no work is being done? Or what if the area is unsafe even though they're not actively working?"

If you were Mike, what would you do in this situation?

Keep them out of the restricted areas

As Sara pointed out, there are plenty of good reasons to stick to the plan and keep employees from entering the area where the roofing work is being done. Even if it may look safe to enter, there's no way to be sure, so Mike should put a stop to anyone going into the restricted areas.

Also, the fact that the roofers weren't expecting anyone to be working in the area below could mean they didn't take precautions they may have otherwise taken.

Further, Mike should find out what the other managers were thinking in allowing employees to enter restricted areas, in direct contrast to the agreed-upon plan.

Did the supervisor already talk to the contractor?

On the other hand, management may have already had a conversation with the contractor, unknown to both Sara and Mike.

Even if that was the case, it should have been communicated to all the affected employees as well as to Mike. That way, everyone is on the same page and the changes to the plan can be properly documented and agreed upon.

Further, did management know the full extent of the plan? If they weren't fully in the know about what the plan required, that's an oversight that would definitely need to be addressed.

Failing to adhere to plan caused 2 deaths in mine

On December 14, 2020, two miners at the Avery Island Mine in Iberia County, Louisiana, died when a section of the mine's ceiling fell on top of them. They were drilling holes in the ceiling to inject grout

What Would You Do?

OK to let workers deviate from safety plan due to unexpected situation? (continued)

to prevent water inflow at the time of the incident.

The two men, who both only had a few months of mining experience, were assigned to perform the drilling even though there was evidence that the area was unsafe due to adverse ground conditions, including a massive sinkhole nearby.

According to U.S. Mine Safety and Health Administration investigators, in the days leading up to the incident, multiple warning signs were recorded indicating that the ceiling could collapse. However, the mine operator didn't follow its Ground Control Plan, which required more in-depth monitoring. This caused supervisors and other miners to miss obvious signs that would have led to the area being barricaded and signs posted warning workers to stay out due to the dangerous conditions.

The mine has since changed its Ground Control Plan to emphasize and address testing and monitoring of adverse ground conditions.

Plans are meant to be followed

Safety plans are in place for a reason, and they should be followed. If conditions dictate a change to the plan, then that change should be discussed with all relevant parties, the written plan adjusted to reflect the change and that change communicated to everyone who needs to know.

A safety plan that's only loosely followed, or not followed in any way, is as useless as having no plan at all.

Read more What Would You Do? in your Membership Dashboard

Sharpen Your Judgement

Was injury caused by LOTO violation or completely unexpected worker misconduct?

I can't wait to get home today, Safety Manager Pete Travers thought as he finished some paperwork. *It's just been one thing after another all day long.*

He had meetings all morning followed by a safety training he had to conduct. Then, in the afternoon, there was a minor emergency when a water pipe in a bathroom burst. After that he found a trail of oil coming from a forklift, which he had to track down, clean up after and put out of service.

Just one of those days, I guess, he thought. *At least it's almost time to go home.*

The phone on his desk rang.

"Hello," he said, certain this call was something that would prevent him from getting home on time.

"It's John Jenkins," the company attorney said. "I need to talk to you right away. We just got an OSHA citation."

Definitely one of those days, Pete thought.

'He tried to adjust moving wire mesh by hand'

"OSHA claims we violated the lockout/tagout (LOTO) standard when an employee was injured while adjusting product on the coating line," John said. "Can you explain what happened?"

"Alex Turner, the injured employee, was trying to help another machine operator, Jim Rogers, realign the wire

Sharpen Your Judgement

Was injury caused by LOTO violation or completely unexpected worker misconduct? (continued)

mesh fencing that was going through the coating process," said Pete. "Apparently Jim was trying to adjust the moving wire mesh with his foot while hanging down from a walkway."

"I don't need you to tell me that's unsafe," John said.

"Exactly," Pete replied. "Alex saw Jim attempting it with his foot, so f or some reason he decided to help by reaching in and adjusting the moving wire mesh by hand.

"As Alex reached down, his right arm was pulled into the rollers," Pete continued. "Several bones were broken in his arm and his skin was degloved from his hand to his bicep."

John cringed at the thought of the gruesome injury. "That's horrible," he whispered.

"I honestly don't know what possessed him to do that," Pete said. "We've got a problem with workers trying to take shortcuts here, which I'm trying to correct, but this was extreme."

5 different safe methods to make adjustments

"I mean, they had to go through a fenced-off area, complete with signs warning people to stay out when the line is running, just to get to the walkway," Pete continued. "Then Jim straddled the walkway in a way that he could get his foot down to the mesh before Alex ran in and lowered his upper body down to the moving line.

"I've seen people do some crazy stuff before, but I'd have never expected anyone to be that reckless," said Pete. "We literally have five different safe methods to fix the alignment on the mesh without having to shut down the line."

"And that's how we can beat this citation," John said. "There's no way this company could have expected someone to bypass a closed gate with a warning sign and hang from an elevated walkway to adjust an active line.

"This isn't even a LOTO violation. Since the machine was already running there was no unexpected start up to worry about," John added. "We can definitely win this."

Pete's company fought the citation. Did it win?

The decision

The company won, on this violation at least. An administrative law judge with the Occupational Safety and Health Review Commission found that there was no way the company could have anticipated the employee's actions in this particular case.

OSHA claimed the incident was a violation of the LOTO standard because the two employees were required to service the line during normal production operations. The standard only applies, however, if employees are required to remove or bypass a guard, which OSHA said was the case since the two workers had to bypass the closed gate.

The company argued it wasn't a LOTO violation since it didn't require employees to bypass the gate to straighten the wire mesh on the coating line. Instead, there were five different methods employees were trained to use for safely straightening the mesh on the line while it was active. Further, the company said there was no way it could have anticipated that any employee would go to such extremes to straighten the wire mesh when it provided safer alternatives that were also far easier to perform.

Employees weren't required to bypass guards

The judge agreed with the company that sections 1910.147(a)(2)(ii) (A) and (B) of the LOTO standard applied to "servicing work during normal production operations 'only if' employees are 'required to remove or bypass a guard' or they are 'required to place any' body part in the 'point of operation' or 'where an associated danger zone exists during a machine operating cycle.'"

And in this case, the judge said the standard didn't apply since the company didn't require employees to bypass guards or place any body parts in the point of operation.

Testimony from former and current employees revealed that

Sharpen Your Judgement

Was injury caused by LOTO violation or completely unexpected worker misconduct? (continued)

the company in no way condoned the method the two employees attempted and was completely unaware it existed. The method of going beyond the closed gate and straightening the mesh by foot was a bad habit the uninjured worker had picked up from a former employee who trained him. In fact, all of the employees who testified were astonished to learn that anyone would attempt to straighten the mesh with feet or hands.

With that in mind, the judge found OSHA also failed to prove that employees were exposed to the hazard.

Analysis: Looking out for employee bad habits, shortcuts

In this case, it was one former employee who showed one of the employees involved in this incident the "foot trick" to straighten the wire mesh on the active line. The former employee felt this trick worked better than the safer, more efficient methods the company trained employees to use. This former employee claimed in court that he never told or trained the other worker to use this dangerous trick, but he did it in front of him several times and said, "This is how I do it."

The supervisor in charge of that department and multiple current and former employees who testified were shocked to learn anyone would do something so dangerous when there were safer, faster methods to accomplish the task.

As safety professionals know, it's important to keep an eye open for these tricks or shortcuts that can quickly become widespread bad habits among employees. If the shortcut is subtle enough, it could fly under the radar of supervisors and management long enough to become a major problem. Once they're found out, it's best to address them immediately.

Cite: *Secretary of Labor v. Riverdale Mills Corporation*, Occupational Safety and Health Review Commission, Nos. 19-1566 and 19-2011, 7/18/22. Dramatized for effect.

Read more You Be The Judge in your Membership Dashboard

Situation awareness: Key to keeping workers safe, more complex than you may think

by Merriell Moyer

Safety professionals want employees to have good situation awareness and notice hazards before they're affected by them, but sometimes it seems that the most obvious things get overlooked.

Why? The simple answer is tunnel vision, but what tunnel vision actually means is a bit more complex.

The American Psychological Association (APA) defines situation awareness as:

"(C)onscious knowledge of the immediate environment and the events that are occurring in it. Situation awareness involves perception of the elements in the environment, comprehension of what they mean and how they relate to one another, and projection of their future states. Situation awareness is influenced by a number of factors, including stress; it may be impaired by cognitive tunneling or social tunneling."

Being able to perceive different elements and events in the environment, comprehending what they mean, how they relate and what they may lead to is important to workplace safety. To put it simply, if you don't smell the gasoline or see the lit match, and fail to understand what the two mean in relation to each other, then you're going to be in trouble.

What is tunnel vision?

While it may seem silly to think that an adult worker would walk into a situation where they wouldn't take notice of an obvious danger like gasoline in the vicinity of an open flame, tunnel vision in the form of cognitive or social tunneling can affect a person's situation awareness.

Cognitive tunneling is defined by the APA as "a psychological state, typical of people concentrating on a demanding task or operating under conditions of stress, in which a single, narrowly defined category of information is attended to and processed. Cognitive tunneling involves the processing of highly critical task-relevant information, with limited or no processing of secondary information that may also be important to the task."

The APA says social tunneling is "a psychological state, usually associated with a demanding task or stressful environment, characterized by a tendency to ignore social cues that may be relevant to a task, such as spoken commands or alert signals from other people."

In short, if a worker is performing a task that requires a great deal of focus they could easily miss an obvious hazard. Likewise, if they're feeling stressed to perform a certain

task – for example, "We need that truck loaded yesterday!" – that can narrow their focus and cause them to miss important details.

A July 13, 2021, incident at the Nyrstar Tennessee Mines in Knox County, Tennessee, illustrates how this sort of tunnel vision can affect workers and lead to fatal consequences.

Rocks, debris on mine floor

Gerald Turbyville was a miner with 10 years of experience at the Nyrstar mine. He and another miner, Kevin Norton, were assigned to work in an area of the mine designated as 17W-3. They took a telescopic boom lift with them to perform their work on the mine's ceiling.

When the two men arrived at 17W-3 they found they couldn't get the boom lift into position because the mine floor was covered with large rocks and mud. Another miner in the area said that rocks and mud had fallen from the ceiling the day before, which he moved before he could work. More rocks and debris had fallen since then. Some of the rocks were large enough that explosives had to be used to reduce their size before being moved by equipment.

They reported this to a supervisor who instructed the other miner to use explosives and a large front-end loader to once again remove the rocks and debris.

Concerns over task, not hazard

Turbyville and Norton reported concerns about the work they were to do on the ceiling of 17W-3 to two other supervisors, but none of their concerns involved the rocks that had been falling in the area. Instead, they were worried about where to position their boom lift to properly do their assigned work.

The two miners returned to 17W-3 before the rocks had been completely blasted and cleared to assist before beginning their own work.

With a member of the blasting crew onboard, Turbyville raised the lift basket so the other miner could attach explosives to a large rock. Turbyville raised the basket to about 11 feet when the blasting crew member felt small rocks hitting him from the ceiling. He laid down in the basket just as a large rock fell from above and struck Turbyville and the right side of the basket.

The blasting crew member was thrown from the basket with his legs contacting the mine floor and his upper body hanging by his fall harness and lanyard, which were attached to the basket. Norton and the other miners in the area ran for cover from the falling rocks.

Norton told another miner to get help. They then helped free the blasting crew member from his harness and got him to safety before checking on Turbyville. Norton found that Turbyville didn't have a pulse.

Turbyville was later declared dead on the scene.

Warning signs were easily seen

Investigators with the U.S. Mine Safety and Health Administration (MSHA) found that mining had started in 17W-3 in 1975 and occurred only sporadically thereafter. Over 45 years, the area had deteriorated due to age and excessive mining. During the five years before the fatal incident, 17W-3 hadn't been mined, with the exception of some exploration drilling. Mining resumed in June 2021, just one month prior to Turbyville's death.

Interviews with miners revealed that they knew rocks had fallen in 17W-3. The broken, loose and hanging rocks were visible from the mine floor and could be seen more clearly when viewed from an elevated idle working place nearby.

There were clear warning signs regarding the hazard but none of the miners or supervisors working in the area noticed them. Everyone was so focused on the work at hand – clearing the debris and moving on to the actual job – that they overlooked clear signs of danger.

Train workers to pause, engage their brains

What can be done to prevent this sort of tunnel vision? According to Donald Groover, an Industrial Hygienist with Dekra Consulting, the answer lies in training workers to pause and take in their environment.

"This is about stepping back, engaging the brain and thinking about the level of exposure," Groover said.

Workers shouldn't rush into a job without first stopping to think about what they're about to do and where they're going to be doing it. They should take just a few moments to think things through and make themselves aware of any new exposures they're about to get into.

Those few moments should be enough to allow them to think things through rather than just running on autopilot.

Read this story online

Real Life Safety

Chemicals: Who's on the hook for greater process safety and risk management oversight?

Chemical safety rules and enforcement are about to get a lot tougher for some but not all regulated industrial sites.

The catch? It all depends on where the facility's located.

EPA is strengthening its Risk Management Plan (RMP) regulations to protect poor and/or minority communities. President Biden signed an executive order in January 2021 instructing EPA to correct disproportionate effects of pollution as part of an environmental justice initiative.

Long story short: Doing business near "overburdened" communities will involve more regulatory "red tape" and higher compliance costs for facilities that manufacture, process, import or store hazardous chemicals.

Proposed changes to RMP regs relate to:

- addressing natural hazards and power loss in hazard reviews and analyses
- facility siting requirements (which will make it more difficult to obtain building permits)
- mandatory safer technologies and alternatives analysis for petroleum & coal products manufacturing and chemical manufacturing processes (North American Industry Codes 324 and 325)
- root cause analysis for RMP-reportable accidents
- third-party compliance audits following accidents, and
- requiring employee participation and giving employees opportunities to report RMP-reportable accidents or non-compliance issues.

Most of these changes were proposed at the tail end of the Obama administration and were rescinded by the Trump administration because of high compliance costs for industry.

EPA's move gives a boost to OSHA enforcement

EPA's RMP regs and general duty clause, both under the Clean Air Act (CAA), are generally considered to be "outside the facility" rules meant to address impacts of a chemical release.

OSHA's process safety management (PSM) rule primarily addresses "inside the facility" impacts of chemical safety – the well-being of employees, along with nearby neighbors and emergency responders, that can be hurt via a chemical release.

Keep in mind OSHA can refer egregious PSM violators to EPA for more strenuous enforcement under the CAA.

Read more Real Life Safety in your Membership Dashboard

Who Got Fined & Why

Nailed for fall, burn and lockout/tagout hazards: $480K fine could balloon if fixes aren't made

OSHA found a handful of hazards at a manufacturing facility. A few weeks later it checked in on one of the company's other locations and found even more problems!

What went wrong: General Aluminum has facilities in Wapakoneta, Ravenna and Conneaut, Ohio. Inspectors found a variety of safety violations at one or more locations within a six-week period. Infractions included:

- a band saw and quench tank that lacked adequate machine guarding
- failure to train workers performing service and maintenance tasks on industrial machinery on energy control procedures aka lockout/tagout
- exposing workers to fall hazards while working on top of casting machines
- burn hazards due to water accumulation around casting machines
- permitting the use of improper PPE
- exposure to electrical and arc flashes
- confined space hazards, and
- powered industrial vehicle hazards.

Result: The company was fined $480,240 for one repeat, two willful and 10 serious violations. OSHA placed the company in its Severe Violator Enforcement Program which makes it vulnerable to frequent inspections and higher fines. General Aluminum produces engineered automotive castings and employs about 1,200 workers nationwide.

Year in the clink for supervisor who skimped on asbestos safety

What went wrong: Babak Khalili of Los Angeles oversaw renovations made by the company Las Vegas Apartments. He admitted to knowing asbestos-containing materials were in both buildings, and that he hired untrained individuals to tear out those materials. Workers violated Clean Air Act requirements such as keeping asbestos materials wet and sealed in leak-proof bags.

Result: Khalili assured himself of jail time by lying to law enforcement about throwing asbestos-containing materials in outdoor dumpsters, then blaming work conditions on the contractor he hired. He was sentenced to one year in prison for endangering workers' health and safety and then trying to cover it up.

Read more Who Got Fined & Why in your Membership Dashboard

Test Your Knowledge

Electrical shocks: Knowing the facts and risks

When electrical currents run through your skin, the resulting shock can be serious.

Have your people test their knowledge of this hazard by answering True or False to the following questions.

check answers on the next page

1. **TRUE OR FALSE:** Electric shocks can range in severity from minor tingling sensations to death.

2. **TRUE OR FALSE:** Live parts of electrical equipment operating at 15 volts or more need to be guarded.

3. **TRUE OR FALSE:** Do not make simple electrical repairs unless you have already shut the power down and have the proper PPE and documents outlining how to fix the equipment.

4. **TRUE OR FALSE:** Even if you aren't touching anything metallic, you're still at risk of getting an electric shock.

Go to the following page to see if you are correct.

Test Your Knowledge

Answers from previous page

1 **TRUE:** A shock of 1 milliampere (mA) will be barely perceptible at all, whereas a shock of 17 mA or more is likely to result in death.

2 **FALSE:** Live parts that operate at 50 volts or more need to be guarded. They should be located in areas where workers can't accidentally come into contact with them and be marked with warning signs.

3 **FALSE:** Unauthorized fixing of electrical equipment is like asking to be shocked. Never attempt to fix electrical equipment unless you've been specifically trained, authorized and instructed to do so by your Supervisor.

4 **TRUE:** The human body can conduct electricity when a current enters and exits through two live wires, one wire and the ground or a metallic part touching a live wire and the ground.

Read more Test Your Knowledge in your Membership Dashboard

FATAL INCIDENT SHOWS NEED TO ADDRESS **HAZARDS THAT AREN'T OBVIOUS**

TRAINING

When a job hazard analysis isn't enough: Training workers to expect the unexpected

by Merriell Moyer

Safety professionals rely on regular, routine training to help keep workers safe from hazards they face on the job. But training only on the normal, everyday hazards isn't enough.

As a safety professional, how can you possibly prepare employees for hazards that may occur outside of their regular training?

The answer is actually simple: training. That's right, you train them to be prepared for the unexpected.

For example, a Washington State Fatality Assessment and Control Evaluation (FACE) program investigation recently found that a worker's tragic death could have been prevented if, among other things, he'd been trained to identify unexpected situations that weren't specifically addressed in a job hazard assessment (JHA).

Forklift was parked on power cord

On Sept. 16, 2021, a 54-year-old forklift operator and a co-worker were installing large metal storage racks in a customer's warehouse.

They were in the process of placing shims under the uprights to level the racks.

The operator was using his forklift to raise the racks so the shims could be installed. At the same time, the co-worker was drilling holes in the concrete floor to anchor the uprights.

The operator shut off the lift's engine and set the parking brake, leaving the forks raised to about 39 inches.

However, he unknowingly parked on top of the cord for the drill his co-worker was using, so the co-worker got into the forklift to move

it and free the cord. The co-worker started the engine and put the lift into forward gear, but since the co-worker wasn't trained to operate the forklift, he didn't know how to release the parking brake.

The co-worker asked the operator for help, so the operator reached into the cab of the forklift and released the parking brake, which caused the forklift to begin moving toward the metal racks.

In a panic, the co-worker swerved to avoid the racks and struck the operator, crushing him between the rear of the forklift and one of the metal uprights. The co-worker jumped from the forklift, which came to a stop when its forks ran into a wall.

The operator was pronounced dead shortly after arriving at the hospital.

Forklift was parked on power cord

Safety professionals, like the FACE Program investigators, can surely identify multiple root causes for this incident. Investigators specifically found that:

- a JHA had been conducted for this task, but this situation was not an expected hazard
- the operator and co-worker hadn't completed a required operator training program before operating the forklift, and
- the operator had received on-the-job training and was authorized by the employer to operate the forklift, but the co-worker had no training and wasn't authorized to operate the forklift.

Workers had blinders on

Quite obviously, the lack of proper forklift training is another major red flag to add that, if addressed, may have prevented this tragic incident.

One thing that's not so obvious – and something the FACE investigators took note of – is that one of the contributing factors was the JHA didn't prepare the workers for the unexpected situation they found themselves in with the forklift parked on the cord.

Instead of thinking through the situation and identifying possible hazards before attempting to free the cord, the co-worker focused on one thing: moving the forklift off the cord. And the operator followed suit, blindly helping without first assessing the situation.

Train them like they're emergency responders

In addressing unexpected situations, the FACE investigators recommended training workers to:

- identify unexpected situations not specifically addressed in a JHA
- evaluate the hazards associated with unexpected situations, and
- control the hazards safely if possible and check with a supervisor if they cannot or if they have questions.

Unexpected situations are typically addressed in training for employees who volunteer to be emergency responders, such as your HAZWOPER-trained individuals. After all, emergencies are full of unexpected situations, so it makes sense to train emergency personnel how to react to them. But the day-to-day workplace can also throw regular workers the occasional curveball too, so it's best to prepare them for it.

Read this story online

Case Study

Trouble getting C-suite to pay attention? Learn context of safety role within organization

As safety professionals, we all approach our jobs based on our own personalities and experiences.

Some are extroverts. Some are introverts. Some like to fly solo while others like to work in a team.

And the years we've spent in safety roles will definitely shape our approach to our jobs.

It has to do with life lessons. Not everyone has experienced the ugly side of safety. But those who have dealt with a fatality or have witnessed a traumatic event certainly have a different outlook and approach.

Safety professionals, just like anyone else, are shaped by their biases, stereotypes and assumptions about other people. This impacts the way we welcome ideas from others, form conclusions, connect with others and how we view ourselves within an organization.

As many different approaches to safety as there are, all safety professionals have one thing in common: We all want to make our workplaces as safe as possible.

Easy to get stuck on opinions, biases

At some point in our careers, especially during those early years, safety professionals are stuck on whatever opinion we have formed in our heads about what it means to be a safety and health professional. We are usually too quick to form conclusions at this point in time, consequently get results we don't expect and then find a coping mechanism to deal with it all.

Some become enforcers, writing rules and expecting everyone to follow. Others take different approaches. Some become cautious, afraid of saying the wrong thing or venturing out to try new things. Others may become the technical know-it-all, somewhat disconnected from the dynamics of the organization, but still trying to show value through technical expertise. Some may try to win workers over with charm and become the social butterfly, thinking that learning everyone's name or remembering everyone's birthday will magically contribute to having safe employees.

And when things don't go as planned, there is a tendency to blame it all on lack of support from the organization.

Reality check: Safety program = management system

Here's a reality check: Even the most talented safety and health professional can't magically change anyone just with an inspirational talk. Or a rule. Or a warning. Or a smile in the morning.

The thing safety professionals have to realize is that it isn't all about your safety record, rules or even your safety and health program.

A successful safety and health management program is first and foremost that: a management system.

This sort of management system requires the leader, the safety professional, to leap out of the comfort zone into that management take-charge role. The way in which you view your role in an organization and how you understand safety's impact to the bottom line of the business will have a lot to do with your motivation and success.

Understanding role in business will lead to better safety results

As a safety professional, you've signed up to be a business leader and your mission is to bring attention to matters related to safety within the business. Becoming familiar with internal dynamics and how these impact one another and what the organization's priorities are should be at the forefront of a safety professional's list of priorities.

Safety professionals need to be in a position where they understand

Case Study

Trouble getting C-suite to pay attention? Learn context of safety role within organization (continued)

their business management role as much as their technical knowledge.

When you accomplish this, safety impact in an organization is immediately a topic of focus since you are now communicating based on the motivation of your customer, the organization that hired you.

Our customer's motivation is frequently triggered by various financial, efficiency, quality and safety metrics. That's the business world plan: the type of accomplishments that trigger people's raises and bonuses. Those factors influence day-to-day business decisions and available budgets.

Knowing this information will help you increase your level of empathy for what the rest of the business management team is facing and will allow you to find opportunities where you can have a higher impact.

(Adapted from "Safety Strategies and Initiatives: Are You Hitting the Mark?," a presentation by Vanessa Barrios-Galvan, Global EHS Segment Leader, PENTAIR, at the ASSP Safety 2022 Conference + Expo)

Read More Case Studies in your Membership Dashboard

Training Tips

Checklist: Pass a hazardous waste inspection with flying colors

EPA's Resource Conservation and Recovery Act (RCRA) permits quite a bit of flexibility for facilities that generate small quantities of one or two hazardous or universal waste items per year.

Keep in mind you don't necessarily have to spend a lot of money on special EPA-approved containers to comply with RCRA.

EPA and state environmental inspectors will accept the following items as waste containers: metal drums, totes, cans, bottles and jars, beakers or test tubes, portable frac tanks, roll-offs, boxes, crates, buckets and pails.

Inspectors consider a variety of factors when it comes to containers and the soundness of your central or satellite accumulation areas:

- "Is there a reasonable chance of a container tipping over or breaking and releasing a dangerous waste to the environment?"
- "Are incompatible wastes being kept in separate containers?"
- "Are containers free of holes, corrosion or other damage?"
- "Do facility personnel keep lids securely on top of containers except when removing or adding waste?"
- "Is the facility properly training staffers on how to handle hazardous, universal or electronic wastes?" If records don't prompt a confident "Yes" response, inspectors are more likely to take a closer look at the site's RCRA program, including containers.

Read more Training Tips in your Membership Dashboard

Relying too much on technology leads to $1.5M shipwreck

by Merriell Moyer

Technology can be used to make a workplace safer, but relying on it too much could have the opposite effect.

An Aug. 9, 2022, investigation report by the National Transportation Safety Board (NTSB) is a perfect illustration of that fact as it explores how a ship crew's overreliance on electronic information systems led to a collision between the ship and an out-of-service oil and gas production platform.

Failed to notice hazard despite seeing it

On Jan. 7, 2021, the bulk carrier *Ocean Princess* and its 24-person crew struck the out-of-service oil and gas production platform SP-83A while operating in the Gulf of Mexico, 24 miles south of Pilottown, Louisiana. There were no injuries and damages were estimated at $1.5 million.

Investigators found the probable cause of the incident was poor bridge resource management, resulting in the bridge team failing to identify the platform and recognize the risk it posed

despite seeing its lights 10 minutes before the incident occurred.

Platform was on paper charts, not electronic display

SP-83A wasn't shown on the ship's electronic chart display and information system because of a charting error. Paper charts showed the location of the platform and several crew members saw visual cues of the platform's presence, but no one informed the bridge personnel. This was mainly because the other crew members assumed the platform had already been seen by the bridge team. If the bridge team would have used the ship's radar systems, it also would have detected the platform.

Bridge teams should use all available resources – paper charts, electronic charts, radar and visual cues – to conduct safe navigation, the NTSB states. Using all of these resources increases the team's collective situational awareness.

Avoiding blind spots

Overreliance on a single data source should be avoided when identifying hazards because it can cause blind spots, just as it did for the bridge team of the Ocean Princess.

This can apply to just about any technology in any industry, as overreliance can lead workers and supervisors to depend too much on the tech and not enough on their own senses or the other resources they may have available. And that can lead to blind spots.

"Increasing operator vigilance and combatting overreliance requires healthy skepticism about situations and information sources regardless of how accurate they could be, or how confident one is in their own assessment," the NTSB states in the report.

This doesn't mean technology shouldn't be used or that it's detrimental in any way, just that it should be used with other resources to ensure safer results.

Read this story online

Real Life Safety

Was painful forklift injury due to a simple error or failure to train?

"Hey Oliver, could you give me a hand here?" Supervisor Chris Welsh called out to one of his workers from the loading dock.

Chris was tying down six long sections of pipe across a pallet. He tossed one of the straps over the top and Oliver secured it to the other side.

"Didn't know we were sending any more shipments out today," Oliver said.

"We weren't supposed to," Chris said. "But a customer just called us in a panic. Seems his supplier fell through."

"That's good news for us, I guess," Oliver said.

"You bet," Chris said. "As long as the competition keeps over-promising, we're going to keep stealing all their customers from them.

"I'm going to pull the forklift around," Chris said. "Would you be able to help me load this on the truck?"

"Sure thing," Oliver said.

Supervisor decides to take over

Oliver heard the horn on the forklift as his Supervisor turned the corner. He stepped out of the way.

Chris pulled the forklift up to the pallet. "It's been a while since I've driven one of these things," he said.

"Do you want me to go grab another driver?" Oliver asked. "I think I saw Donny hanging around a little earlier."

"No. He just went on break," Chris said.

"We could call him," Oliver suggested.

"Don't bother," Chris said. "I wasn't always a Supervisor. I'm no stranger to driving a forklift.

"Besides, we have to get this order out ASAP. It could be a big deal for us."

"Good point," Oliver said.

"Just hang close and make sure the load is balanced," Chris said.

"OK," Oliver said.

Was painful forklift injury due to a simple error or failure to train? (continued)

Lifting the pallet becomes a problem

Chris navigated up to the load and positioned the forks to lift the pallet.

"Still a pro after all these years," he said. "You ready to go?"

Oliver stood to the side. "Ready when you are," he said.

Chris lifted the load carefully. He began driving it forward toward the truck waiting at the end of the loading dock.

"Careful," Oliver said. "It looks like that pallet is sitting a little toward the front of the forks."

"OK," Chris said, slowing to a stop. "Let's adjust it. Hold the pallet steady while I lower the forks."

Oliver walked over to the front of the forklift. As he did, he noticed the pallet was inching forward on the forks.

"Chris, I think we should … "

The heavy load had reached a tipping point and slid forward, onto Oliver.

Workers rushed from all around to help their pinned colleague.

It ends up going to court

Oliver's injuries resulted in huge medical bills. He was unable to return to work.

He sued the company for negligence.

Oliver argued OSHA standards require workers to receive training on how loads should be transported on forklifts and to protect workers from falling loads.

He said the company acted "intentionally and maliciously" when it ignored those standards.

Result: A judge threw out Oliver's lawsuit. He said the worker was entitled to workers' comp for his injuries. But he couldn't prove that the company had any ill will or intended for its worker to be hurt.

Key: Workers should remain clear of forklifts in use at all times.

Never allow workers to stand under elevated forks – even if there's nothing on them.

Read more Real Life Safety in your Membership Dashboard

SAFETY CULTURE

Truck in fatal crash was noted as unsafe: Why did it remain in service?

by Merriell Moyer

This may feel like it doesn't need to be said but if a piece of equipment is in need of maintenance for safety reasons then it needs to be fully taken out of service until it's fixed. Otherwise, it could have fatal consequences.

Safety professionals, supervisors, managers and even workers know this, yet injury incidents and fatalities still happen because the equipment remained operational when it should have been removed from duty.

For example, one worker was killed and another severely injured when the cement mixer truck they were operating crashed while traveling down a ramp at a mine.

Why did it crash? Because the brakes were defective, which was noted on pre-operational inspections. Despite the fact that employees and management knew the vehicle had defective brakes, it remained in service and eventually caused a fatality.

Brakes fail, speed increases

At 4:30 a.m. on Jan. 28, 2022, Monroe Caston, Jr., a 56 year-old cement mixer driver, and David Butler, a 24 year-old mixer driver in training, began their shift at Tri County, a concrete hauling and pumping contractor that was hired by the Freeport-McMoRan Morenci mine in Greenlee County, Arizona.

They retrieved their mixer and drove it to the concrete batch plant for their first load of the day. At 8:35 a.m., when they got to the mine, the load of concrete was rejected because it was too wet, so they were told to take the load down a ramp to another batch plant for disposal.

An escort vehicle was assigned to guide the mixer to the appropriate area. As they began to descend the ramp, Caston and Butler lost the use of their brakes and the truck's speed rapidly increased. By 9:03 a.m., they passed the escort vehicle and a haul truck that was also descending the ramp at the time.

The driver of the haul truck radioed that the cement mixer had passed her and was traveling faster than the speed limit. The mixer continued to accelerate as it descended the ramp then veered out of control on a curve before rolling onto its side and sliding into a berm. Caston and Butler were ejected from the mixer since neither of them were wearing seatbelts.

At 9:12 a.m., an emergency medical technician arrived on scene and began administering first aid, with more arriving within the next few minutes. Caston and Butler were transported to a local hospital. Caston was pronounced dead from his injuries at 6:58 p.m.

Defective brakes mentioned on pre-op inspection

Investigators with the U.S. Mine Safety and Health Administration found the cement mixer truck had a third axle that wasn't lowered while the truck was in use and

was therefore unable to provide additional braking assistance.

The following defects were also found in the braking system:

- three of the four brakes were out of adjustment
- the rear drive axle had mismatching brake chambers resulting in unequal brake force and less effective braking
- the brake shoe on the driver side wasn't correctly positioned
- one brake actuator had an air leak, and
- five of six braking components were worn beyond requirements.

All of these defects combined to make operation of the truck hazardous. Tri County management was notified of the defective brakes on a pre-operational inspection record from Jan. 20, 2022, but failed to take the truck out of service.

One root cause investigators pointed out was that the employer didn't remove defective equipment from service until those defects could be corrected.

Workers trained to recognize, remove defective equipment

Tri County has since taken all of its trucks out of service and inspected the braking systems on each one before putting them back in service.

The company then developed written criteria for removing defective equipment from service along with a standard operating procedure for inspecting brakes before each vehicle use.

All employees were also trained to recognize and remove defective equipment from service.

Read this story online

Training Tips

Are workers doing the right stretches? Try this idea

An Olympic weight-lifter and sprinter both will stretch before competing. But they're certainly not doing the same stretches.

So which stretches are appropriate for your line of work?

Try this: Invite a physical therapist to your facility to observe your workers in action. (Your workers' comp or healthcare provider could be a good place to get started.)

Have them come up with a stretching program specific to the kinds of things your workers do.

This way, your stretching program will be targeting the muscle groups most likely to be injured.

Who Got Fined & Why

Worker loses part of his arm trying to dislodge debris from an energized machine

Workers at this cushion manufacturing plant dodged OSHA hazards on a daily basis and no one ever got seriously hurt. That winning streak came to an end in the worst way.

What went wrong: During normal production hours at the Carpenter Company in Temple, Texas, an employee tried to clear debris from a hot laminating machine when his right forearm became caught. He needed to have part of his forearm removed due to the grievous injuries suffered. The laminating machine lacked machine guards at entry points and adequate locking devices to prevent injury.

Result: In addition to lacking machine guards and locking devices on the laminating machine, OSHA found the company didn't conduct periodic inspections, apply a personal lock to a group lockout procedure to verify energy sources were isolated, and exposed workers to falls into dangerous equipment. The company faces $227,907 in fines.

Note: Close to 60% of amputation injuries suffered annually are related to machinery use and maintenance.

Read more Who Got Fined & Why in your Membership Dashboard

about Safety News & Training Alert

Safety News & Training Alert, part of the **Success*Fuel*** Network, provides the latest Safety and employment law news for Safety professionals in the trenches of small-to-medium-sized businesses. Rather than simply regurgitating the day's headlines,

Safety News Alert delivers actionable insights, helping Safety execs understand what Safety trends mean to their business.

But we don't stop there.

Our editors read and vet hundreds of sources and hand-select the most relevant, practical content. Then we add our seasoned perspective and deliver actionable insights to help you understand what today's trends mean for your business.

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Safety Training Topics

December 2022

Ceiling and Overhead Tray Work

Unsafe Acts

Falling Objects

Cold Weather Safety

SAFETY TRAINING TOPIC

Ceiling and Overhead Tray Work

AVOIDING ELECTROCUTION HAZARDS

Overhead areas frequently contain energized wiring. If you are doing a wire pull or running raceway, observe the location of existing wiring and adapt as necessary.

Look for obvious NEC violations in existing installations. For example, if you see SO cord supplying power to recessed fixtures, you can suspect the installer made other violations. Stop work and inform your foreman, immediately. There may be contract issues, in addition to your personal safety issues, to resolve before work can resume.

Use lockout/tagout procedures, even if you are just installing light fixtures.

Communicate clearly with others on the job. Tools for this purpose include end of day notes, labels on wiring, and conversations. Keep others, especially your foreman, informed of what you are doing.

AVOIDING FALLING HAZARDS

Never stand on the top step of a ladder, or on the step below that one.

Use the right size ladder for the job. Using the wrong ladder "just for a minute" can mean a lifetime of paralysis. Tie-off extension ladders.

If working on scaffolding, check the inspection tag before use. Or, if you are qualified to erect scaffolding, inspect it before use.

Wear the proper fall restraints, if there is a place on which to tie off. In many cases, there may not be a suitable anchor within reach. You will then need to take a more aggressive approach in other fall protection methods.

You are going to drop things. That's a given. Rope off the area if necessary. To reduce the added falling hazards of climbing up and down, bring extra items with you. At the least, have some extra connectors, mounting hardware, and screw- drivers.

Keep wires bundled and neat. A bird's nest of wires can cause entanglement, entrapment, falling, hanging, and other undesirable consequences.

If someone on the ground wants to talk with you, don't try to keep working while dealing with that distraction at the same time.

Look where you place your feet, not just ahead. In one factory, five people fell on five different occasions-through the same hole. None of them saw it, and the company refused to address the issue. One person broke his teeth and all four limbs in the fall.

Use a three-point contact when climbing and descending ladders-one hand and two feet or two hands and one foot.

AVOIDING SHOULDER INJURIES

Shoulder injuries are common on overhead work, because the work often places high demand on the stabilizer muscles of the shoulders-muscles that aren't prepared for that load.

Many people think a rotator cuff injury or shoulder dislocation happens because of strain. That is not true. The cause is disproportionate shoulder development.

Your shoulder sits in a girdle of three muscle bundles: front deltoid, lateral deltoid, and rear deltoid. In most people, the rear deltoid is far too underdeveloped compared to the rest of the shoulder and the result is an unstable joint.

You develop the front and lateral deltoids by lifting things overhead.

You develop the rear deltoid by lifting things up and back-think of picking up a suitcase and pulling your shoulders back. Or rowing.

Many workers in certain trades have very solid rear deltoids because of the work they do. Many ironworkers, for example, lift rebar off the ground and toward their bodies. Electricians do the same thing with raceway. Just make sure you don't neglect this muscle. *Tip: if you have rounded or stooped shoulders, you probably have a shoulder accident waiting to happen.*

AVOIDING NECK FATIGUE

Working overhead often produces neck strain, because people look up while working. To avoid this, raise yourself to the level of work as much as possible, so you are looking straight at the work or down at the work.

If your neck feels tired, stop what you are doing for a moment. Rotate your neck gently through its full range of rotation and then back again. If you do this before your neck feels tired, you can greatly extend how long you can work without neck fatigue.

REVIEW AND DISCUSSION

- Why should you look for obvious NEG violations in existing installations?
- Why should you communicate with others on the job, and what are some ways to do this? What kinds of things should you communicate?
- What are some issues involved in using ladders and scaffolding?
- How should you prepare for the fact you are going to drop things?
- Why should you keep wiring bundled and neat?
- If you are working overhead and someone below you wants to talk with you, what should you do?
- Why do you need to look where you are placing your feet, rather than just looking where you are going?
- What causes rotator cuff injuries and shoulder dislocations?
- How can you correct the cause of rotator cuff injuries and shoulder dislocations?
- How can you reduce or eliminate neck strain?

SAFETY TRAINING TOPIC

Unsafe Acts

KEY CONCEPTS

Groups that focus on eliminating unsafe acts consistently have better safety records than groups that focus on eliminating unsafe conditions.

Even in the safest of conditions, an unsafe act can lead to tragedy.

Even in situations where unsafe conditions exist, workers who approach their tasks with the goal of eliminating unsafe acts usually remain safe.

You cannot control your environment or others around you, but you can control your own actions.

Some of your actions may involve stopping work until unsafe conditions are corrected, or asking others to stop their work to consider what unsafe act or acts they are engaging in and if they can think of a safer approach.

Understand that taking a safety shortcut to "save time" is not what management wants. You do not save time or money when an injury occurs.

If you are a qualified employee who is properly doing the work you are trained to do, it is not your fault if the work isn't meeting someone's schedule. Don't risk your safety in the mistaken idea your job depends on taking such a risk or that you will be rewarded for doing so.

You can save time by working smarter. You risk losing enormous amounts of time, or even your life, by working foolishly.

EXAMPLES OF UNSAFE ACTS

- Arc welding with no shields.
- Not wearing safety glasses.
- Stringing a portable cord loosely across a walkway.
- Standing on the top rung of a stepladder.

WHEN ENTERING THE WORK AREA

- Stop.
- Look for unsafe conditions or unsafe acts in progress.
- Smell for fumes, vapors, or smoke.
- Listen for alarms. Also, listen for leaks-especially if there is process steam-or mechanical sounds that indicate danger.

REPLACING UNSAFE ACTS WITH SAFE WORK PRACTICES

Look at the situation. What tools, materials, equipment, procedures, assistance, and PPE are appropriate for doing the job?

For PPE, think in terms of zones. Systematically assess the danger to each body zone so you get the right PPE: head, eyes, ears, nose/mouth/lungs, torso, arms, hands, legs, and feet.

Ensure the tools and equipment you use are serviceable.

Ask "what if' questions. What if I crawl in there and pass out from a gas? What if I step up there and slip? What if that part is energized?

Think through the job. What are the possible dangers? What steps can eliminate or reduce those dangers?

Look for what can change. Will gravel under the ladder allow it to shift? Can someone else energize this circuit if I don't lock it out? The answer to both questions is yes.

Look for typical hazards by type. For example, falling hazards: is there a danger of slipping, falling, or objects falling onto you?

Look for dumb things you might do, and take precautionary steps. For example, "If I'm working in that panel, I might forget and lean against that exposed bus bar, so I should cover it with a rubber blanket."

REVIEW AND DISCUSSION

- What is the number one cause of worker injury?
- What is misleading about safe conditions?
- What are some actions you may take in response to unsafe conditions or the unsafe acts of others?
- Does management want you to endanger yourself if doing so might mean the difference between timely completion and late completion of a job? Why do you think this is true or untrue?
- If you are a qualified employee doing your job properly, what does that mean in regard to whether you are working fast enough?
- What is the difference between working smarter and working foolishly?
- What are some examples of unsafe acts, other than those already mentioned?
- What should you do when entering a work area?
- How should you assess the safety requirements for a job?
- What is the significance of asking "what if" questions, and how might you apply this concept to a job where you are replacing a 75 KVA dry-type transformer?

SAFETY TRAINING TOPIC

Falling Objects

TO PREVENT INJURING SOMEONE

Rope off areas under elevated platforms, whenever practical. Note that a yellow barrier means "general caution," while a red barrier means "do not enter."

Ensure toeboards on scaffolding and lifts are sufficient to prevent objects from rolling off.

Tie off large tools, so if you drop them they won't bounce off the platform and land on someone below.

If you are in a roped-in area, momentarily stop work when someone alerts you he or she is entering. Resume when danger to that person has passed.

Observe good housekeeping rules on work platforms. Keep them free of debris and free of tools and materials not needed for the job at hand.

Keep tools in a bucket or other high-sided container, so these are less likely to fall off the platform or be kicked off. Make sure the container has a low center of gravity. You may need to place a large fitting or two in the bottom to help ensure this. It also helps to place tools in that container in a "handle up" orientation.

Don't make sudden foot movements when working overhead, to reduce the likelihood of kicking something over.

Never throw a tool or other object to another person. If that person doesn't catch what you throw, where will that object go?

If you arc working on grating above another work area or traffic way, place plywood and plastic down to prevent a dropped object from falling onto people in the level(s) below.

Consider using netting around exposed perimeters.

TO PREVENT BEING INJURED

Wear your hard hat as soon as yon enter the job site. Objects can fall on you while yon are walking through a construction area, even if your shift hasn't started. Remember, objects can fall regardless of the time.

Give roped-off areas a wide berth unless your job requires entry. The rope is someone's estimate of the safety boundary, as well as a signal that danger is present. Danger may extend beyond the boundary.

Before entering a roped-off area, make contact with people working in that area - alert them that you are entering the area. You may need to enter the area as part of the team, but don't assume the falling objects know this.

If you are working on an intermediary platform, such as a scaffold with other scaffolding above it, ensure you have adequate protection above you. Your hard hat alone isn't enough.

Never walk under a crane load. Not only might the load drop, but also the crane operator isn't likely to see you and may become confused if he or she does.

Avoid walking under an opening in the floor above you.

Use caution before entering through a passageway where overhead work is being performed.

DEMONSTRATION

Begin this demonstration by pointing out that jars and bottles are, contrary to what's in the movies, harder than the human head. Place a glass object in a paper bag. The bag keeps broken glass from flying. If you are using glass panes, place the panes on 2x4s sitting in a cardboard box. The box eliminates glass injury and collects fragments.

Start with the smallest object you have collected. Drop the object from ten feet above, or toss it in a smooth arc from the ground. If it breaks the glass, stop dropping objects.

Start with the lightest object that broke the glass. Pass it around, and ask people if they handle objects of similar weight very often. Then, pass the other objects around, in order of increasing heaviness. Once all the objects are passed out, ask that the passing be stopped for a few minutes. Ask someone holding one of the heavier objects to tell the group if that object would be dangerous if it fell on someone. Then, ask people to volunteer how they might prevent such an object from falling on someone.

Be sure to dispose of the broken glass properly.

REVIEW AND DISCUSSION

- Why should you rope off areas under a raised platform?
- Where are the materials for doing that on this job, and how do you use them?
- When should you use yellow barrier vs. red barrier?
- What if you need to enter a roped-off area? Even if you are on the crew, what should you do?
- What if you are in a roped-off area and someone enters? What if that person fails to signal you, first?
- Why are toeboards important, and what should you do if they are inadequate?
- Where should you keep tools while on a platform?
- Is it OK to walk under a crane load, if you wave at the crane operator first? Why or why not?
- What are some common dropping hazards on this job site?
- When should you wear your hard hat, and why?

SAFETY TRAINING TOPIC

Cold Weather Safety

DANGERS OF COLD

Frostbite can easily result in the loss of fingers, toes, ear, and even your nose.

Excessive cold can cause severe fatigue or drowsiness. When you are fatigued or drowsy, you arc at a much higher risk of doing things that are dangerous or even lethal to you and to others.

Excessive cold can cause light-headedness or euphoria, which would leave you in a state of impaired judgment.

RISK FACTORS

Insufficient rest increases your likelihood of injury in general, and your likelihood of cold-induced injuries due to impaired judgment. A person who is 20% sleep deficient is as mentally impaired as a well-rested person who is legally drunk.

Smoking greatly impairs circulation. Smokers have a much higher risk of frostbite than other people do.

Alcohol thins the blood, which is exactly the opposite of what the body needs in cold weather.

Many drugs have properties that impair cold weather endurance, and most illegal drugs are not compatible with cold weather at all. If in doubt about a particular drug, ask a pharmacist.

People with diabetes, heart problems, thyroid problems, and any of several other conditions have reduced tolerance for cold. If you have a medical condition, ask your doctor about cautions you specifically should take.

PROTECTION

Wear your hardhat insulator. This is the easiest way to protect your ears. Also, since 30% of your body heat escapes through your head, this helps you stay warm, period.

Wear the appropriate thermal clothing: socks, boots, gloves, and underwear. Your ears, feet, and hands are most at risk, so afford them the most protection.

Stay hydrated. Soft drinks are loaded with sodium; drink water instead.

Keep a full set of dry clothes on hand, in case you get drenched. At the very least keep a spare set of gloves and socks. Make that two pairs, if you want to be pre- pared for a coworker in need.

Use the buddy system. You and your buddy should watch each other's skin, eyes, and general demeanor for signs that the other has reached a cold weather tolerance limit and it's time for a break.

If working outdoors, park vehicles or erect barriers to reduce wind.

Before going on an outdoor job on a cold day, bring a shelter and an outdoor heater.

Use tools that have thermal insulation or at least choose tools that have some sort of covering. For example, use a pair of pliers with plastic-dipped grips rather than unadorned steel ones.

Limit exposure times. For example, work 15 minutes, then warm up for 10 in the truck. Then work 15 more and so on. In severe weather, you will probably finish the job faster this way than bumbling through with stiff fingers and fatigue.

SIGNS OF TROUBLE

Respect your limits. If you feel chilled, fatigued, irritable, or lightheaded, you are probably too cold.

If your hands or feet tingle, frostbite is probably on the way.

If your hands or feet feel hard or have no feeling, assume frostbite and seek the appropriate treatment immediately.

COPING

If you must wait for help with frozen hands, stick your hands in your armpits.

If you must wait for help with frozen feet, walk. This will at least get some blood flowing into your feet. Do not sit down or stand still.

REVIEW AND DISCUSSION

- What are some reasons cold weather is a serious, dangerous concern?
- Why is insufficient rest a risk factor?
- Why are smoking and alcohol risk factors?
- Why should you wear your hardhat insulator in cold weather?
- What are some articles of thermal clothing you should wear?
- How does the buddy system work?
- What does it mean to limit expo- sure times, and how does this work?
- How do you know when frostbite is probably on the way?
- If your hands or feet feel numb or hard, or you feel nothing at all in them, what should you do?
- What should you do if you must wait for help with frozen hands or feet?

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OSHA, Department of Justice cracking down on willful violations that lead to deaths

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In This Month's Issue

Insider Content

Articles

News Briefs

Safety Stories You Might Have Missed

Report: Inadequate hot work policies led to 2016 explosion that injured 7 workers

September 28, 2022

Deficiencies in a company's hot work policies and procedures led to the 2016 flash fire and explosion at the Sunoco Nederland, Texas, crude oil facility, which resulted in burn injuries to seven workers.

The U.S. Chemical Safety and Hazard Investigation Board (CSB) released its final report on the incident Sept. 28, detailing how the company, and a contractor involved in the incident, failed to provide adequate hot work policies.

Read more

Arizona now requires written injury notification to be forwarded to industrial commission

September 30, 2022

Self-insured employers and insurance carriers in Arizona must forward an employee's written injury notification to the state's industrial commission within seven business days beginning Sept. 24, 2022.

This is the result of Arizona Senate Bill 1403, which amended the state's workers' compensation statute to apply when a self-insured employer or insurance company receives a written notification of an injury from an injured employee who intends to file a workers' compensation claim.

Read more

Family of worker who died from heat illness can't pursue lawsuit against supervisor

October 3, 2022

The family of a worker who died from heat illness can't pursue a lawsuit against his supervisor, who the family accused of causing the death, according to the Missouri Court of Appeals.

Because the supervisor didn't expose the worker to a risk that wasn't normally associated with his job, he couldn't be held personally liable for the death, the court said.

Read more

California still considering whether it should adopt permanent COVID-19 standard

October 4, 2022

The California Occupational Safety and Health Standards Board is still considering whether it should adopt a proposed COVID-19 Permanent Standard to replace the state's current emergency standard.

On Sept. 15, the board held a public hearing to discuss replacing the COVID-19 emergency temporary standard, which will expire Dec. 31, 2022, with the proposed COVID-19 Permanent Standard.

Read more

U.S. Chemical Safety Board offers updates on 4 ongoing investigations

October 4, 2022

The U.S. Chemical Safety and Hazard Investigation Board (CSB) released updates Oct. 3 on four ongoing investigations into chemical releases and explosions.

These updates aren't final investigation reports and still lack information regarding the actual causes of the incidents that are under investigation.

Read more

Appeals court: Employees can pursue lawsuit against Tyson Foods over COVID exposure

October 5, 2022

The U.S. Court of Appeals for the Fifth Circuit has revived a lawsuit filed by employees of Tyson Foods who contracted COVID-19 at work.

The same appeals court ruled in July that Tyson wasn't acting under the direction of the federal government when it remained operational during the pandemic, leading to this latest decision.

Read more

Amazon sues Washington L&I over citations for ergonomics violations

October 5, 2022

Amazon is suing the Washington State Department of Labor & Industries (L&I) over a dispute regarding citations and fines the state agency issued for ergonomics violations.

Amazon filed the lawsuit Oct. 3 in the federal court for the Western District of Washington, asking a judge to prohibit orders from L&I to remedy workplace hazards during the pending appeal over the citations, according to *The Washington Post*.

Read more

Appeals court finds 'stored-in-tiers' rule applied in OSHA case against Walmart

October 6, 2022

Walmart may have to accept an OSHA citation over how it stores products on metal racks after the U.S. 2nd Circuit Court of Appeals found the rule requiring merchandise to be securely stored in tiers did apply.

The appeals court found OSHA's rule "requiring merchandise stored in tiers to be secured can apply whenever goods are kept on tall metal racks," according to *Reuters*.

Read more

Company in hot water for firing disabled worker who requested ergonomic chair

October 6, 2022

A Virginia cybersecurity provider is in hot water with the U.S. Department of Labor (DOL) after an investigation found the employer fired a disabled employee who required an ergonomic chair.

The employee was terminated eight days after joining Resource Metrix as an executive administrative assistant in September 2019.

Read more

California law requires contractors with no employees to have workers' compensation

October 7, 2022

Under a new California law, certain contractors will be required to carry workers' compensation insurance coverage beginning 2023, even if they don't have any employees.

California Governor Gavin Newsom signed SB 216 into law Sept. 30, which will expand in January 2026 to require all other contractors, whether or not they have employees, to have workers' compensation insurance, according to *Business Insurance*.

Read more

You Be The Judge

Was fatal crash evidence that company didn't do enough to train operators?

"Pete, I'm sorry," company attorney John Jenkins said. "But OSHA is citing us over this fatality, and I have to know all the details."

"It's OK," Safety Manager Pete Travers replied. "I can do this."

Crashed into parked flatbed trailer

"Tell me about the incident," John said.

"Jameson Williams, one of our managers, was operating one of our new all-terrain utility vehicles, or UTVs, we bought to use on that huge mall construction site," said Pete. "He stopped to speak with a manager from another contractor and then drove away at a speed of about 10 mph. Another worker on the site saw him a short time later driving at about the same speed.

"A few moments later, the two witnesses heard a crash," Pete continued. "When they investigated they found Jameson had crashed into the front of a flatbed trailer that had been left parked in the middle of the driving lane in the mall's parking facility. Jameson died in the hospital later the same day."

Managers only, speeds under 15 mph

"These UTVs came equipped with off-road tires only, correct?" John asked.

"Yes," Pete replied. "But most of the mall complex was already paved, so the vendor told us we'd have to take some precautions when operating the UTVs on pavement.

"They had to be operated at speeds under 15 mph with no sudden turns, otherwise the operator could lose control," Pete continued. "The vendor made this explicitly clear and pointed out the warnings in the owner's manual. We were also told that anyone who operated the UTVs should be required to read the manual."

"Did that happen?" asked John.

"Yes," Pete said. "We decided that, considering the restrictions, only members of management could operate the UTVs. All the managers, including Jameson, were told about the restrictions and given the manual to read before they were allowed to operate a UTV."

"OSHA said the company failed to adequately train UTV operators to recognize and avoid unsafe conditions," John said.

"No, that's not correct," said Pete. "Everyone who was allowed to operate a UTV was given instruction verbally and told to read the manual for more information. They were all managers and they were well aware of the unsafe conditions. Beside that, there isn't any evidence that Jameson was driving in an unsafe manner. Both witnesses stated he was driving at about 10 mph and wasn't being reckless."

"You're right, Pete," John said. "We can definitely fight this."

Pete's company fought the citation. Did it win?

Decision on next page

You Be The Judge

Was fatal crash evidence that company didn't do enough to train operators? (continued)

The decision

Pete's company won when an administrative law judge with the Occupational Safety and Health Review Commission found OSHA failed to prove the company's methods to make UTV operators aware of unsafe conditions were inadequate.

OSHA cited the company under 29 CFR 1926.21, which states, "The employer shall instruct each employee in the recognition and avoidance of unsafe conditions and the regulations applicable to his work environment to control or eliminate any hazards or other exposure to illness or injury." The agency claimed that company management admitted that it didn't have any instructions regarding how to operate the UTVs, leading to the citation under that standard.

No evidence of unsafe driving, inadequate instruction

However, the company argued that the OSHA inspector investigating the case misunderstood when company officials said there were no written, company-specific instructions. The company stated it had verbally instructed its managers on safe use of the UTVs and provided the owner's manual to read as another way to communicate safe use of the vehicles.

Further, the company pointed out that there was no evidence the manager who died in the crash was driving in a way that wasn't safe. Instead, the judge's decision seems to indicate the crash may have occurred because the flatbed trailer was parked in an unexpected place, was dark in color and had no indicators on or around it to let drivers know it was there.

The judge agreed with the company that there was no evidence it violated the standard, so the citation was vacated.

Analysis: You don't have to be going fast for speed to kill

This case involved a fatal crash that occurred at about 10 mph. The crash occurred in a driving lane of a dimly lit parking garage where a flatbed trailer had been unexpectedly parked for unloading.

There was no indication that the operator braked or swerved in an attempt to avoid crashing into the trailer, meaning he struck it suddenly while driving at approximately the same speed he'd been observed driving moments before.

At 10 mph, the crash caused the left side of the UTV's hood to go underneath the front end of the flatbed trailer, smash the windshield and collapse the left front roof pillar onto the operator. The operator died later that day from injuries sustained in the low-speed crash.

Some workers may think that since powered industrial trucks and other such equipment are incapable of reaching high speeds that they don't have to worry about seat belts or other safety precautions. However, as safety professionals know – and as this case illustrates – even slow speeds can kill.

Cite: *Secretary of Labor v. Sentinel Systems LLC*, Occupational Safety and Health Review Commission, No. 20-0855, 8/2/22. Dramatized for effect.

Read more You Be The Judge in your Membership Dashboard

Real Life Safety

Company put maintenance on the back burner: Now injured worker's suing

"Jack! I've got an order for you," said Supervisor Eric Smith. "And it needs to go out quickly, so drop what you're doing and let's get to work on it."

"Sure thing," said Jack Kent, a warehouse worker. "Only thing is the forklift's out right now."

"You can use the picker instead," said Eric. "It's not that big of an order."

"All right, I forgot about the picker," replied Jack. "It's been a while since I used it."

The picker was a small, electronic powered lift. It didn't have as much lifting capacity as the gas-powered forklift, but it was good enough for most jobs.

"It's all right here on the order sheet," said Eric. "I'll have the forklift sent over soon as soon as it's done."

Jack maneuvered the picker around the warehouse, pulling the items from the list off the high metal shelves and placing them on a pallet to be loaded in the truck.

As he went to pull the last order from the metal shelf, he immediately felt his arm tense up.

A frayed battery cable on the picker was touching the lift and delivering a shock through the lift and to his arm. Smoke filled the area as Jack's arm shook violently and he called his Supervisor for help.

Picker wasn't inspected regularly

Because the lift was rarely used, the company had fallen behind on inspections. Jack suffered serious electrical injuries from the accident and sued.

Result: A judge found the failed inspections contributed to the accident and awarded $880,000 to Jack.

The court cited the lapsed inspection as a direct cause of the injuries.

Key: Always stick to inspection schedules. Even if equipment is rarely used, mechanical failures aren't always the direct result of overuse. And one missed inspection could cost a worker his life.

What you need to know

With workplaces being so busy, routine maintenance can get pushed by the wayside.

But it's crucial to keep up with these inspections to keep your people safe. Be sure to:

- Visually inspect equipment daily and before each use.
- Double-check that maintenance logs are up-to-date.
- Instruct workers to stop what they're doing and come to you if they think equipment may be damaged or faulty.

Based on Cundieff v. W.T. Billard

Read more Real Life Safety in your Membership Dashboard

Exceeding OSHA requirements always the better choice for safety


by Merriell Moyer

You can never be too safe, right? That's why federal and state OSHA requirements are considered the bare minimum to keep workers safe.

Safety professionals know it's always better to go the extra mile, if at all possible, so that workers have extra layers of safety to protect them from whatever hazard they're facing.

For example, a Sept. 19 report by the Washington State Fatality Assessment and Control Evaluation (FACE) Program found that a July 21, 2020, fatal fall may have been prevented if guardrails would have been used on a scaffold in addition to the required use of fall PPE.

No harness, scaffold lacked guardrails

The incident occurred when a 38-year-old siding installer, who owned his own construction company, was working for a subcontractor installing siding at a new construction apartment complex.

On the day of the incident, the installer climbed an extension ladder to get to the third floor level of the scaffold. The scaffold wasn't equipped with a guardrail system as all workers on the construction site were required to wear fall PPE when working at heights.

The installer provided his own full body harness and the subcontractor provided the scaffold and a personal fall arrest system consisting of a vertical rope lifeline with a rope grab and connector. However, the installer didn't wear his harness on the day the incident occurred. As he was working from the scaffold platform, he fell 23 feet, landing on a pile of construction materials on the ground.

He died of multiple blunt force injuries sustained from the fall.

Subcontractor emphasized fall protection

FACE investigators found that all of the subcontractor's employees had received fall protection training. The site superintendent held weekly site-wide safety meetings which included an emphasis on the requirement for workers to use their fall PPE.

The superintendent also did safety walk-arounds once or twice per day to ensure workers were using fall protection. He hadn't yet completed one of these walks on the day of the fatal incident.

Fall PPE + guardrails = safer workers

FACE investigators felt that despite the focus already placed on fall protection, more could have been done, including increased walk-arounds and more emphasis on the requirement to maintain 100% tie off.

Further, the investigators concluded that despite the presence of the personal fall arrest system, which met the state's requirements for working safely at heights, the scaffolding should have also had guardrails to help prevent falls.

Specifically, the report states that contractors should "use guardrails on scaffolds whenever practical instead of or in addition to personal fall protection."

Federal and state requirements are considered the bare minimum for a reason. Those requirements are meant to be a guide, but going above and beyond them, if possible, is always the better choice.

Read this story online

Who Got Fined & Why

How did concrete mixer get turned on with worker inside it?!

Miracle of miracles, the employee lived to tell the tale, but suffered painful injuries as a result of confined space and lockout/tagout training mistakes.

What happened: An employee of Lindsay Precast, a precast concrete manufacturer in Colorado Springs and other locations, entered a concrete mixer for cleanout and maintenance work. A co-worker accidentally turned on the machine. The worker trapped inside the machine sustained serious injuries, "narrowly escaping fatal injuries" according to OSHA's investigation.

Result: OSHA issued a total of $203,035 in fines for failure to:

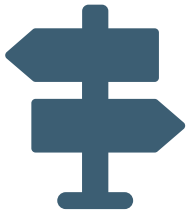
- develop hazardous energy (lockout/tagout) procedures
- train workers on permit-required confined space hazards and the safety procedures for entering these spaces
- train workers on fall hazards and provide fall protection in elevated areas on and around the concrete mixer
- periodically inspect their hazardous energy control procedures, and
- train affected employees on the proper procedures for powering on and off devices requiring lockout/tagout devices.

Note: The company received citations for machine guarding violations following a worker's injury in 2017, and for respiratory protection and electrical violations in 2019. It's been in business since 1961.

Read more Who Got Fined & Why in your Membership Dashboard

What Would You Do?

Long-time employee causes near-miss incident: Progressive discipline or verbal coaching?



Manager Mike Kelly was on a safety walk, heading down the loading dock toward the shipping office.

Mike glanced out an open dock door and saw a pair of maintenance men working on a tractor-trailer by the maintenance shop.

Something doesn't look right, Mike thought. "I don't think they have it chocked," he said aloud.

No sooner did the words leave his mouth when the tractor-trailer began to roll forward on the slight downgrade.

"Look out!" Mike yelled.

Both maintenance men had seen the tractor-trailer begin to move and got themselves safely clear from the vehicle as it slowly rolled forward into another parked tractor-trailer.

As Mike made his way over to the two maintenance men, other employees made their way out to see what the commotion was all about. Jack Hall, the shipping supervisor, and Mark Cooper, the maintenance manager, were among those who came out to see what was happening.

"Are you guys OK?" Mike asked as he approached the two maintenance men, who were both visibly shaken.

"Yeah, I think so," Larry Frederiksen, a long-time employee and senior maintenance tech, said.

"Just a little shaken up, I guess," Ned Enck, a new-hire to the maintenance department, added.

'I'm sure he learned his lesson after that'

"I'm glad you two are alright," Mike said. "However, that never would've happened if you'd have chocked that truck like you're supposed to."

"C'mon, Mike," Jack Hall said, stepping up. "Now isn't the time for that."

"Yeah," said Mark Cooper. "They need a little time."

As the two supervisors walked up, the maintenance men wandered back to where they had been working and began to pick up their tools before heading over to check the damage on the tractor-trailer.

"What do you mean they need a little time?" Mike asked. "They were almost killed a moment ago.

"I'm pretty sure Larry was written up about two months ago for working on a truck without chocking it first, and I know that wasn't his first offense," Mike added.

"Larry is a 62-year-old man who worked on trucks for years in the U.S. Army," Mark said. "He's been with us for more than three decades."

"Larry is a good employee," Jack explained. "He just made a mistake, that's all."

"Look, I'll talk to him, OK," Mark said. "I'm sure he learned his lesson after that. No need for a write-up. Some verbal coaching will set him straight."

If you were Mike, what would you do?

A write-up is definitely warranted

With many of the scenarios that appear here, there is room for alternative ways of approaching the situation. That isn't the case with this one.

Yes, Mike probably should have talked to the two maintenance workers in private. However, that's really the only alternative take here.

Larry may be a good employee. He may be an extremely experienced, talented mechanic. But his failure to adhere to the company's safety policy of chocking the truck tire before performing maintenance almost got him and a co-worker seriously injured or killed.

This wasn't a first offense, and Mike was pretty sure it had happened at least once before the last disciplinary write-up.

Despite Jack's and Mark's feelings about Larry, the maintenance man and his co-worker need to be disciplined and the company's disciplinary policy carried out.

Anything less could lead to a serious injury or a fatality. Period. A Washington State Fatality Assessment & Control Evaluation (FACE) investigation of a similar incident that occurred on May 6, 2021, illustrates that fact.

Decades of experience, dead after failing to use chock

On the day of the incident, a 62-year-old mechanic died when he was

What Would You Do?

Long-time employee causes near-miss incident: Progressive discipline or verbal coaching? (continued)

crushed by a rollaway container chassis.

He'd started repairs on the chassis the day before, leading him to disconnect the air lines to its airbrake chambers, which engaged the parking brake. The next day, as he attempted to move the chassis, it wouldn't move because the parking brake was still engaged.

The mechanic parked the yard tractor he was using to move the chassis on a downgrade with the engine running, parking brake released and wheels unchocked. He told another mechanic who was working with him to reconnect the air lines so the parking brake could be released.

While he waited for the other mechanic to finish his work, he knelt down between the chassis' wheels. When the air lines were reconnected, the restored air pressure released the chassis' parking brake allowing gravity to pull the tractor and chassis combo downhill.

The mechanic, who had decades of experience, was crushed by the wheels of the rolling chassis while the other mechanic, who was still under the chassis, was almost struck by the axles.

8 safety violations in 7 years

FACE investigators reviewed the employer's disciplinary records and found that the mechanic had eight vehicle safety violations within seven years, including three for not setting vehicle parking brakes and using wheel chocks.

These violations caused vehicles to roll away and damage property and exposed other workers to serious injury. The last violations occurred less than two months before the fatal incident. The employer had a progressive discipline policy but FACE investigators said it was ineffective.

'Diminishes hazard prevention, elevates risk of injury, death'

Failure to enforce safety policies "gives rise to a workplace safety culture that tolerates discrepancies between policy and practice, which diminishes hazard prevention and elevates risk of injury and death," according to the FACE investigation report.

Effective discipline serves as an administrative control of hazards and a form of safety program enforcement.

Records can be reviewed to identify broader patterns

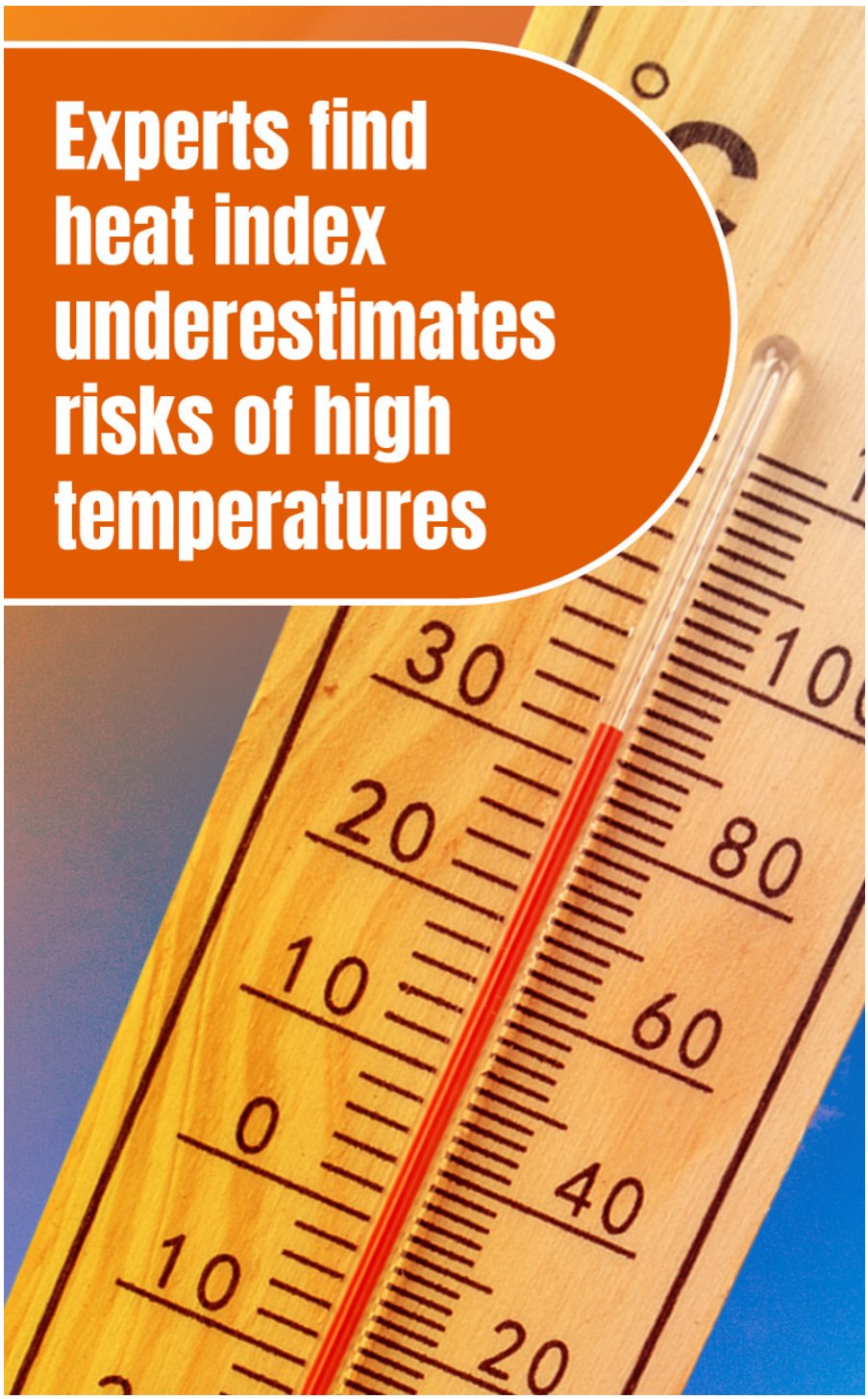
What constitutes a good progressive discipline program? According to the FACE report:

- a disciplinary policy and procedures should be stated in a safety plan's chapter on hazard prevention and control
- the policy should explain the use of discipline as a way to address policy and rule violations that make the workplace unsafe
- discipline needs to be fair and proportionate to the severity of the violation and be consistently applied and effective
- managers and supervisors should be trained to administer and reinforce discipline, if that's something they're responsible for
- managers and supervisors, if responsible for discipline, should be able to investigate and document a violation, plan corrective action, communicate expectations, reinforce positive behavioral change and proceed to the next step in the disciplinary process for repeat violations
- managers and supervisors who are responsible for discipline should assess if repeat violations occur because of inadequate job knowledge and skills, physical and mental fatigue, or tool, equipment and environmental conditions
- if there are any isolated violations, they should be "addressed with individual workers discretely, but all company disciplinary records should be reviewed to identify broader patterns of recurring safety violations across the workforce to develop organization-wide interventions"
- if a worker continues to violate safety rules after receiving corrective retraining, then the employer should examine the training for deficiencies in instructional methods and skill evaluation procedures, and
- if an employer exhausted disciplinary responses for recurring violations, then the progressive sequence should conclude with job reassignment or termination.

Read more What Would You Do? in your Membership Dashboard

Warning: You may be unwittingly misjudging the dangers of extreme heat

by Merriell Moyer



New research reveals that the National Weather Service heat index may be leading people to misjudge the dangers of extreme heat, and it may underestimate the effect of extreme heat on the human body.

Experts are finding that the current heat warning system in the U.S. is falling short as heat waves are becoming more frequent, longer and more intense, according to a National Public Radio (NPR) story.

A deceptively deadly threat

Heat waves are deceptively deadly, but traditional weather forecasts don't typically convey the full extent of the risk, unlike the way they capture the hazards associated with thunderstorms, blizzards or hurricanes.

The heat index "shows how humidity makes the temperature feel hotter, but only for a person sitting in the shade, leaving out outdoor workers and others who spend hours in the sun."

Further, it low-balls the hazards presented by extreme heat by underestimating the effects such as high temperatures have on the human body.

"We're seeing people die needlessly," Kristie Ebi, a professor at the Center for Health and the Global Environment at the University of Washington, told NPR. "We certainly need a better understanding of how

to communicate to people that, in fact, they do need to take action."

Sweating becomes less effective with high humidity

The problem lies in how humidity affects the way the human body cools itself through sweating.

Sweating reduces core temperature as the sweat evaporates and carries heat away from the skin. Without evaporation, that cooling method isn't very effective. In humid air, it's much harder for sweat to evaporate effectively.

Larry Kenny, professor of physiology at Penn State University, told NPR that only sweat that evaporates has any ability to cool the body. When it gets close to the humidity of the sweat on the skin, it can't evaporate.

So when high heat and humidity pass the threshold where little to no evaporation occurs "people can die within a matter of hours, even just sitting in the shade."

Doesn't account for direct sunlight

And that's one of the heat index's shortcomings: It only presents the full danger for people in the shade, without the heat from direct sunlight.

The heat index is supposed to show what the temperature and humidity feel like to the human body, so if the temperature is 88 degrees and the humidity is at 75%, it really feels like 103 degrees.

But in direct sunlight it's going to feel about 15 degrees warmer. Performing vigorous physical activity in direct sunlight could prove extremely dangerous. Further, if the person is standing on blacktop instead of grass, the heat could have a different impact.

This means that outdoor workers who spend hours under the sun could underestimate the danger they're in by using the current heat index.

Leaves out more sensitive, susceptible groups

The heat index was also modeled on how a healthy person who is 5 feet 7 inches tall and weighs 147 pounds – yes, it's that specific – responds to heat. That leaves out a lot of more sensitive, more susceptible groups.

Researchers at the University of California Berkeley found that the heat index may be underestimating the effect of high heat by as much as 28 degrees, even for that specific type of person it was modeled around.

New type of heat alert incoming?

The National Weather Service is currently reviewing this research and looking for ways to improve the heat index. It's working with the U.S. Centers for Disease Control and Prevention, the Environmental Protection Agency and "many of our other federal partners" to find better ways of alerting the general public about dangerous heat.

A new kind of heat alert, called HeatRisk, is also being tested by the National Weather Service in the Western U.S. It provides heat alerts at four different levels, with specific warnings for who is at risk. It also takes into account how long a heat wave has been going on, and whether people are also enduring high nighttime temperatures.

Read this story online

Real Life Safety

Worker's finger severed while cleaning out machine: Was facility to blame?

Machines roared all around Vicky Granger as she finished loading the last of the supplies into a mixer.

It was so loud, it took her a minute to realize her Supervisor, Ed Trevose, was trying to get her attention.

"Vicky! Is that the last of the material I gave you this morning?" he yelled.

"Yes!" Vicky said over the background noise. "Do you have more you need me to mix?"

"Yeah but it's for a different order," Ed said. "So when you're done with this load, give the machine a good wipe down. Then you can come get me and I'll give you the supplies for the next job."

"Sounds good," Vicky said. "I'll find you when I'm ready."

Followed standard procedures to clean the mixer

Vicky shut the lid on the mixer. A short time later, the red light on the mixer came on signaling it was done.

She unloaded the finished product from the bottom hatch and grabbed a rag and bottle of cleaning solution.

Reaching into the mixer, she scrubbed from top to bottom. But when her hand reached the lower section of the machine, she let out a scream that could be heard over all the facility's noise.

Vicky had assumed the blade had completely stopped – but it was still running. Her middle finger was severed, and she was rushed to the hospital.

It couldn't be reattached.

OSHA focused on live energy

OSHA investigated when it learned of the accident.

Result: The company was hit with $23,000 in fines for safety violations related to cleaning and servicing moving machine parts.

Key: Employees need to know the proper way to clean machines. Equipment must be powered down and locked out when being cleaned to prevent injuries.

What your staffers need to know

If a machine with moving parts is being cleaned, workers must exercise extreme caution. Make sure they know:

- machines should be powered down when cleaning
- even if they can't see or hear any moving parts, workers should keep away from points of operation
- guards should be kept on machines when they're in use, and
- safety procedures should be followed every time cleaning is to be done.

Read more Real Life Safety in your Membership Dashboard

Case Study

Is TRIR a valid metric for measuring safety? 3.2T hours of worker data shows it is not

The Total Recordable Incident Rate, or TRIR, is a standard that is used by most safety professionals to measure safety performance, no matter what industry they may be in. But is it statistically valid?

Research conducted by the University of Colorado Boulder involving an investigation into 3.2 trillion hours of worker data found no discernable association between TRIR and fatalities.

Further, the analysis also indicated that the occurrence of recordable injuries is almost entirely random.

An important note on OSHA

One thing to remember when looking at this information: OSHA cares about TRIR. The reason OSHA cares about TRIR, and why it should continue to care, is because it analyzes trillions of hours of worker data to get a bigger picture of injuries and illnesses across all industries. This is a valid use for TRIR.

However, the research shows that TRIR isn't really relevant when looked at from the level of an individual company or business unit.

For OSHA it's relevant. For the rest of us, we're going to have to come up with a better method.

A number that stubbornly refuses to change

To measure TRIR, you collect how many recordable incidents you've had over a certain period of worker hours you're interested in. You then normalize that rate over 200,000 worker hours because that's the current standard. The more recordable incidents you have the higher your TRIR would be and vice versa.

Traditionally, if a company's TRIR is better than the industry standard, it corresponds to better safety performance and is usually rewarded with incentives and performance bonuses. If it's below the industry standard, then you're essentially kicked out of the boardroom.

Safety professionals have strong feelings about this number and what it means. Sometimes safety systems take on progressive approaches to address serious injuries and fatalities but somehow a TRIR remain stubbornly higher and you may be at a loss over what to do. Even though the decisions that were made align with what progressive safety concepts are – moving toward a better culture, adopting more leading activities and relying less on lagging numbers – that TRIR number refuses to change.

Not the most accurate reflection of performance

TRIR is very important across the board because every organization uses this number and compares itself to others based on this number when it comes to safety.

But, all things considered, are we using TRIR appropriately?

There has been some rumbling among safety professionals that TRIR is not the most accurate reflection of the capacity or performance of a safety system that an organization has adopted.

We need to understand where it's not working and how we should be using it, if at all.

A ridiculous example

Here is a somewhat ridiculous example. It's possible, but the question to ask is, is it meaningful?

Company A had a recordable incident in the first 1,000 worker hours that they're in business. This is unlikely, but it is possible.

At that point, their TRIR is 200 per 200,000 worker hours. The industry standard is 1.0. Two hundred is meaningless. We have no understanding of what 200 as a TRIR even means. This is so far off the scale of magnitude in horrible performance that numbers like 200, 250 and 300 are all the same at that point.

Case Study

Is TRIR a valid metric for measuring safety? 3.2T hours of worker data shows it is not (continued)

So you have to ask yourself, if this number isn't meaningful then what are we doing with TRIR and what do we expect from this number?

What we need to ask next is do we expect another recordable incident in the next 1,000 worker hours? Are we expecting two? Or are we expecting none? What is that one incident in the first 1,000 worker hours of Company A telling us?

It's not telling us much because we don't have enough data.

Comparing more traditional examples

Let's look at Company B, which has more traditional TRIR performance with seven recordable incidents over one million worker hours with a TRIR of 1.4 over 200,000 worker hours.

For Company C, we have 24 recordable incidents over six million worker hours. Company C's data gives us a TRIR of 0.8.

On paper, Company C is better than Company B. However, we have a Company C that's boasting a higher number of recordable incidents which is being masked by the higher number of worker hours.

Company B, on the other hand, has fewer recordable incidents with fewer worker hours.

The question to ask here is when are these ratios comparable?

Because the worker hours aren't equal and they never will be. Organizations have a different number of worker hours they engage in and a different number of recordable incidents. So is Company C really better than Company B? According to traditional existing knowledge, the answer is yes. However, think about what we would expect from their performance in the future. Do we expect Company C to consistently stay at 0.8 and do better than Company B? Should we really select one over the other?

That's the real question that needs to be asked when looking at these numbers.

TRIR doesn't accurately predict future stats, fatalities

Research from the University of Colorado Boulder shows that it takes nine years of data to predict the TRIR of the tenth year, so trying to predict TRIR from year one to year two makes no sense. Beyond that, and up to year 10, trying to make predictions is statistically not reliable.

We also found that TRIR is no different than a random data set. You can put in any data set and give it the proper thresholds and it'll generate any random number. It's 98% random – almost like tossing a coin.

Bottom line: TRIR is not predictive of future TRIR unless you go out to nine years worth of data. And then beyond that ninth year, you're really not comparing apples to apples since your safety system can change a lot over time.

TRIR also doesn't accurately predict fatalities since, thankfully, fatal incidents are very rare. Because they're so rare, they become statistical nightmares when it comes to trying to predict them.

Moving toward leading indicators, other metrics

Safety professionals have always had an inkling that TRIR wasn't really working and that's why we've moved more toward leading indicators, other metrics and a focus on safety culture.

According to Vector Solutions, a provider of Online Safety and Health Software, leading indicators play a vital role in preventing worker fatalities, injuries, and illnesses and allow you to take preventive action to address that failure or hazard before it turns into an incident. Using leading indicators can result in direct financial savings to the bottom line, including savings in repair costs, production costs, worker's comp costs, and other legal and/or regulatory costs associated with incidents.

Case Study

Is TRIR a valid metric for measuring safety? 3.2T hours of worker data shows it is not (continued)

We've always known something wasn't right in focusing too much on lagging indicators, but then the question becomes how do we move beyond TRIR?

A framework for judging safety metrics

How do we move forward? By finding more applicable metrics. To do that, we need a framework for judging the quality of any safety metric we have, including TRIR.

We need to ask, is the metric:

- **predictive** – can it tell us something about the future?
- **valid** – is what I'm measuring today the same thing I measured yesterday?
- **objective** – is it quantitative and not opinion-based?
- **clear** – how easy is it to understand?
- **functional** – can we do something about it?
- **important** – can we apply enough of our time and resources to dealing with it?

Not all metrics will touch perfectly on all of these points, but they should get close on most counts.

For example, if you apply this framework to TRIR, you'll see that it is objective, clear and important but it isn't at all predictive or valid when applied to a business unit.

(Adapted from a presentation by Siddharth Bhandari, Director of Construction Safety Research Alliance at the University of Colorado Boulder at the ASSP Safety 2022 Conference + Expo)

Read More Case Studies in your Membership Dashboard

LEGAL

3 criminal cases show DOJ wasn't bluffing about working with OSHA

by Merriell Moyer

The U.S. Department of Justice (DOJ) said in March that it would work closely with OSHA to prosecute employers whose willful violations led to fatalities. Three recent criminal cases show DOJ wasn't bluffing.

Specifically, DOJ said it would be formally collaborating with OSHA in pursuing cases related to worker safety and safe working conditions as well as environmental crimes that impact worker safety.

In May 2022, DOJ prosecuted one company and several management members for an environmental crime that killed several workers. Three months later, it prosecuted two other companies for OSH Act crimes that led to workplace fatalities.

OSH Act violations usually aren't charged criminally

OSHA violations typically aren't charged criminally by federal prosecutors, according to Andrew Brought, an attorney with the law firm Spencer Fane.

"From an evidentiary standpoint, the primary OSH Act crime requires the government prove that the employer willfully violated a safety standard and the violation caused the death of the employee," Brought said. "Also, because an OSH Act crime is a misdemeanor, and not a felony, the maximum punishment is capped at $500,000 as a Class B misdemeanor (although subject to the Alternative Fines Act)."

Further, this crime applies to "any employer" so companies are frequently charged and sentenced

with a fine instead of individual imprisonment.

For environmental crimes, the DOJ's Environment and Natural Resources Division (ENRD) has a Worker Endangerment Initiative that combines Title 18 crimes involving obstruction of justice and false statements with environmental crimes. This helps in prosecuting cases that may not involve a worker fatality but that stemmed from incidents that caused harm to human health and the environment.

Company, 6 officials facing 20 years in prison, $1 million fines

It was this type of case that DOJ prosecuted in May against Didion Milling and six company officials. However, the incident that led to this case did involve fatalities, five to be exact, as well as 15 injuries, from a May 31, 2017, dust explosion.

DOJ alleged that Didion and the six company officials willfully violated two federal safety standards by:

- failing to implement a written program to effectively prevent and remove combustible grain dust accumulations, and
- by not installing venting or suppression on a dust filter collector to prevent an explosion.

Didion was accused of falsifying entries in a cleaning logbook and providing false and misleading testimony regarding knowledge about combustible dust hazards.

The company and its officials are each facing up to 20 years in prison and fines of up to $1 million.

Manufacturer's standard practice leads to criminal charges

On August 15, ABC Polymer Industries was charged with two OSH Act crimes for machine guarding after a worker was pulled into unguarded moving rollers that were part of a plastic extrusion assembly line.

DOJ said the company "had a standard practice of operating that machine with the guard in the 'up' or unprotected position when the rollers were moving. The automatic mechanism that would have stopped the line and rollers' spinning when the guard was in the up position was not used, allowing operators to reach between or near the roller drums to cut tangles in the plastic sheet without stopping the line."

This case is ongoing.

Fatal explosion nets company 3 years of probation, $500K fine

Tampa Electric Company was sentenced for an OSH Act crime on Aug. 18. The crime involved a willful failure to brief employees about "hazards of the job, work protections, special precautions, energy source controls, and personal protective equipment."

That failure led to the June 2017 Big Bend Power Station explosion that killed five workers and severely burned another.

A federal court ordered the company to serve 36 months of probation, pay a $500,000 fine and implement a safety plan following the company's guilty plea for willfully violating an OSHA standard.

Employers should understand factors leading to criminal charges

As Spencer Fane attorney Brought points out, whether or not the current DOJ "continues to place an emphasis on workplace safety crimes is yet to be seen, but … employers and companies should understand and recognize the types of factors that OSHA and EPA will look at in referring cases to the DOJ for criminal enforcement, as well as the underlying conduct that might signal the likelihood for a criminal investigation and prosecution in cases involving worker fatalities and worker endangerment."

Read this story online

Test Your Knowledge

Look before you drive: Forklift inspections

Safe operation of a forklift begins well before you get into the operator's seat. Inspections need to be conducted to be sure the vehicle is in good working order.

See how well you know forklift inspection rules by answering True or False to the following:

1. **TRUE OR FALSE:** Forklifts should be inspected once a week on weeks they're being used.

2. **TRUE OR FALSE:** Once a forklift has been given the visual inspection, work can begin provided no problems were found.

3. **TRUE OR FALSE:** In addition to checking the forklift, operators should also inspect the work area.

4. **TRUE OR FALSE:** Once a month, check that the forklift operation manual is on the premises and labels are on the lift.

5. **TRUE OR FALSE:** Batteries on electric forklifts should be charged every fifth use on average.

Go to the following page to see if you are correct.

Test Your Knowledge

Answers from previous page

1 **FALSE:** Inspections should be conducted at least once a day on days they're being used. For lifts that are in operation all day, examine the lift after each shift.

2 **FALSE:** After a visual pre-operation inspection, operators should conduct an operational inspection with the engine running. Check the brakes, steering, drive control, horn, lights, back-up alarm and other mechanical features.

3 **TRUE:** Look for hazards that could affect driving the lift, such as debris or grease spills. Remove obstacles before operating.

4 **FALSE:** Part of every inspection is making sure the operation manual is on the lift itself and that labels on the lift are legible and free of dirt or debris.

5 **FALSE:** Most batteries are designed to hold a charge for one shift, then be recharged after.

Read more Test Your Knowledge in your Membership Dashboard

Training Tips

Safety ‘share sheets’ keep supervisors on the lookout for likely accidents

If you’ve had a safety incident happen once, chances are pretty good it could happen again – often to a different worker on a different shift.

Getting ahead of these injuries is a must for protecting your people.

A company we know noticed a rash of similar incidents and instituted a new policy: the share sheet.

The sheet is filled out by supervisors for everything from on-the-job injuries to minor problems with equipment.

The form is simple enough: Supervisors describe in a couple of sentences what happened and what action was being taken to prevent it from happening again.

Every supervisor then signs off that they received and read the info. Sheets are posted on a website where Supervisors can easily see and review them.

Instituting safety sheets helped eliminate repeat incidents.

Are your safety walkthroughs getting the results you need?

Sometimes safety walkthroughs can go too smoothly.

Workers go around the site, and don’t spot a single hazard. But often the case is that workers don’t see anything wrong worth mentioning.

They may see a walkway hazard, for example, but figure “That’s always been there,” or think “But I know to avoid that.”

To get them to speak up about things they might not even have thought worth mentioning, start your next safety walkthrough by saying “Today we’re going to look for hazards that a site visitor who didn’t know our rules might run into” or “Today we’re going to look for hazards a new trainee might not notice.”

That gets workers in the right mindset: While they may never be able to picture themselves falling victim to a small hazard, they certainly could envision a situation where someone who didn’t know your site’s rules or layout could run into trouble.

By looking out for others, they’ll actually be looking out for themselves – making you aware of conditions they may have thought were too small to mention.

Read more Training Tips in your Membership Dashboard

Who pays workers' compensation? Temp agency who hired injured worker, or client company?

by Merriell Moyer

Temporary Employee Injured in Warehouse Fall

A temporary agency will have to pay workers' compensation benefits to an employee it argued was actually an employee of one of its clients, according to the Commonwealth Court of Pennsylvania.

The court found there was sufficient evidence to support a workers' compensation judge's decision finding that the temporary agency was the sole employer liable for benefits.

Not allowed to operate powered industrial trucks

Kale Teudhope was hired in November 2017 by Spherion, a temporary employment agency operated by Ruggieri Enterprises. Teudhope was immediately assigned to work at a furniture warehouse owned and operated by Streuber Transportation.

Spherion employees working for Streuber were not allowed to operate powered industrial trucks and they couldn't work at heights of more than 3 feet without prior approval from Spherion management.

Teudhope worked on the warehouse dock, helping to unload trucks and prepare outgoing shipments. While fulfilling these duties from November until December 2017, he didn't operate powered industrial trucks or work at heights of more than 3 feet.

Injured same day he could be hired by client

On Dec. 29, 2017, Teudhope was reassigned to another client. He returned to Streuber on Feb. 23, 2018. During this second stint with Streuber, company management made it known to Spherion that it was impressed with Teudhope's work and wanted to hire him. However, Teudhope had to work more hours for Spherion at Streuber's facility before that would be allowed to happen.

When Teudhope first returned to Streuber, a Streuber manager asked Spherion management if Teudhope could be taught how to operate a powered industrial truck. The manager was told that was fine, but Spherion insisted he was not

allowed to operate a scissor lift. Spherion provided training materials to Streuber, but said Streuber could use its own training materials, if it had any.

Teudhope received the training but Spherion was never notified of this, nor was it notified that Teudhope's job duties changed.

On April 28, 2018, Teudhope was severely injured in a fall while working at the Streuber warehouse. This happened on the same day that he had finally filled his hours of obligation with Spherion and was available to become a Streuber employee.

'Only thing that transferred to client was day-to-day oversight'

Spherion initially accepted liability through issuance of a Notice of Compensation Payable (NCP), but filed a petition to review on Oct. 2, 2019, arguing that the NCP was incorrect and that Teudhope wasn't a Spherion employee at the time of his work injury.

A workers' compensation judge found that Spherion failed to establish the NCP was incorrect because it couldn't prove there were established facts that weren't available to it when the NCP was issued.

According to the judge, Spherion:

- hired Teudhope
- placed him at Streuber
- signed his paychecks
- advised him that Spherion was his employer
- specified his job duties
- mandated prior approval to any changes to his job duties, and
- sent him notices regarding workers' compensation coverage.

The judge found that "the only thing that actually transferred to Streuber was the day-to-day oversight of (Teudhope) that is necessary in all temporary employment situations."

Spherion appealed with the state Workers' Compensation Board, which affirmed the judge's findings in a Feb. 18, 2021 decision.

Agency maintained control over his work

On appeal with the Commonwealth Court of Pennsylvania, Spherion insisted it wasn't Teudhope's employer at the time of the injury.

However, the court disagreed.

"It is well settled that when an employee of one company is loaned to another, the primary factors in determining employer status are the control over the work to be completed and the manner in which it is to be performed," the court stated.

And, as the judge pointed out, all of the evidence pointed to Spherion as the sole responsible employer, so the court upheld the prior decision holding Spherion liable for workers' compensation benefits.

Read this story online

Who Got Fined & Why

Oof! OSHA posts photos of company's lack of fall protection online

Lanyards, lifelines and safety vests on a worksite are a good first step. But if employees aren't wearing them, they're useless – and an easy hazard for passersby to tip off OSHA about!

What happened: An OSHA inspector noted five men working 20 feet or higher off the ground on a rooftop in Suamico, Wisconsin. The inspector found required safety harnesses in a bucket on the ground as roofers worked without any of the fall protection equipment. OSHA followed up a few weeks later and found the same crew working at heights sans protection.

Result: The contractor, Overhead Solutions, which provides residential and commercial roofing, window replacement, siding and other services, was fined for:

- exposing workers to falls, and
- not ensuring fall protection equipment was used effectively.

Fine: $37,293 with repeat inspections likely to come!

Note: OSHA posted photos of the unprotected workers and bucket of unused PPE in its news release about the fine. Bad publicity for bad safety habits is a surefire way to cut into a company's bottom line.

Gas leak exposes lack of process safety measures

All too often, facilities, regulators and emergency responders don't know about chemical hazards until after an accident occurs.

What happened: Grimmway Enterprise in Arden, California, is one of the largest carrot growers and distribution facilities in the world. In the summer of 2019, its refrigeration system leaked approximately 2,335 pounds of anhydrous ammonia, an extremely hazardous substance. A follow-up inspection determined that the facility:

- didn't contact emergency authorities and the National Response Center immediately after the release
- have required pressure relief valves for piping equipment
- lacked safety equipment such as chlorine sensors or alarms
- was missing required operating procedures for its ammonia refrigeration equipment, and
- failed to have procedures in place to notify the appropriate agencies about chemical releases.

Result: Grimmway was fined $214,103 for violating the Clean Air Act's Risk Management Plan rule and reporting duties of the Comprehensive Environmental Response, Compensation and Liability Act and the Emergency Planning and Community Right-to-Know Act.

Read more Who Got Fined & Why in your Membership Dashboard

about Safety News & Training Alert

Safety News & Training Alert, part of the **Success*Fuel*** Network, provides the latest Safety and employment law news for Safety professionals in the trenches of small-to-medium-sized businesses.

Rather than simply regurgitating the day's headlines, Safety News Alert delivers actionable insights, helping Safety execs understand what Safety trends mean to their business.

But we don't stop there.

Our editors read and vet hundreds of sources and hand-select the most relevant, practical content. Then we add our seasoned perspective and deliver actionable insights to help you understand what today's trends mean for your business.

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EAP Summary of Services

A benefit for you and your family members provided by Harrison Electrical Workers Trust

The Employee Assistance Program (EAP) is a **FREE** and **CONFIDENTIAL** benefit that can assist you and your eligible family members with any personal problems, large or small.

Personal Consultation with an EAP Professional

Six (6) counseling sessions face to face, over the phone, or online for concerns such as:

- **Marital conflict**
- **Conflict at work**
- **Depression**
- **Stress management**
- **Family relationships**
- **Anxiety**
- **Alcohol or drug abuse**
- **Grieving a loss**
- **Career development services**

Resources for Life

Canopy will help locate resources and information related to Eldercare, Childcare, or anything else you may need.

Legal Consultations / Mediation

Call Canopy for a free thirty-minute office or telephone. A 25% discount from the attorney's/mediator's normal hourly rate is available thereafter.

Financial Coaching

Coaches will provide unlimited financial coaching to help develop better spending habits, reduce debt, improve credit, increase savings, and plan for retirement.

Identity Theft

This service provides members with up to a 60-minute free consultation with a highly trained Fraud Resolution Specialist™ (FRS) who will conduct emergency response activities and assist members with restoring their identity, good credit, and dispute fraudulent debts.

Home Ownership Program

Assistance and discounts for buying, selling, and refinancing.

Life Coaching

Three (3) telephonic sessions with a master's degree level coach, focusing on setting achievable goals, identifying barriers and making a plan to achieve those goals.

Pet Parent Resources

We offer free pet information and support, including pet insurance discounts, new pet parent resources and bereavement support.

Wellbeing Tools

- Fertility health support
- Online legal tools
- Will kit questionnaire
- Gym membership discounts

Member Site

Innovative educational tools, chat for support, take self-assessments, view videos and webinars, access courses, download documents and more. Access at **my.canopywell.com**, and register as a new user or log-in. Enter **Harrison Electrical Workers** for company name when you register.

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Crisis Counselors are available by phone 24/7/365

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Canopy is committed to creating a safe, inclusive, and equitable society for all.

EAP Summary of Services

The Employee Assistance Program (EAP) is a FREE and CONFIDENTIAL benefit that can assist you, your dependents, and household family members with any personal life problems, large or small.

Confidential Coaching and Counseling access to masters-level counselors in person, over the phone, or online for concerns such as:

- **Stress and Burnout**
- **Depression and Anxiety**
- **Relationships and Family**
- **Alcohol and Drug Use**

Resources for Life

Canopy will help locate resources related to Eldercare, Childcare, Identity Theft, Housing, Pet Parent Support or anything else you may need.

Legal

Call for a free consultation, and then receive a discount thereafter.

Financial Coaching

Access to unlimited financial coaching to help you develop a plan to improve your financial well-being.

Wellbeing Tools

- **Online Legal Tools**
- **Will Kit Questionnaire**
- **Fertility Health Support**
- **Life Coaching**
- **Gym Membership Discounts**

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