NECA **IBEW**

Oregon Pacific-Cascade **Local Union #659**

Joint Safety Committee
Oregon Pacific-Cascade Chapter, NECA
IBEW Local 659
Tuesday October 11, 2022
Meeting MINUTES

Rollcall: meeting called to order-In Person, Video-Conferencing available
Approval of Previous Meeting Minutes

Communications

ASSP Southern Oregon Safety Conference- October 18-20

New Business: Monthly Safety Training and Information Packets (distributed)
EAP Program reminders
Wearables- discuss pros/cons- not in use at this time in jurisdictions
Electrical Worker Safety, 78% skip PPE, 68% participate in training, 47% unsure technology
Safety Committee-Put some pep into your committee?
IEEE/1584 Arc-Flash Hazard Calculations

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

Class Schedule- Posted online

Next Meeting – November 16, 2022

Adjournment

November 16, 2022

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Elias Campbell- NECA/GEW
Senior Safety Consultant

NECA  **IBEW**

Oregon Pacific-Cascade **Local Union #659**

Joint Safety Committee
Oregon Pacific-Cascade Chapter, NECA
IBEW Local 659
Wednesday November 16, 2022
Meeting AGENDA

Rollcall: 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**
- 2.2.1 Hearing Conversation Program
- 2.2.2 5 strategies to reduce noise in the workplace
- 2.2.3 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- 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: November 16, 2022

POWERFUL TRADITION ELECTRIFYING FUTURE

OREGON PACIFIC-CASCADE CHAPTER

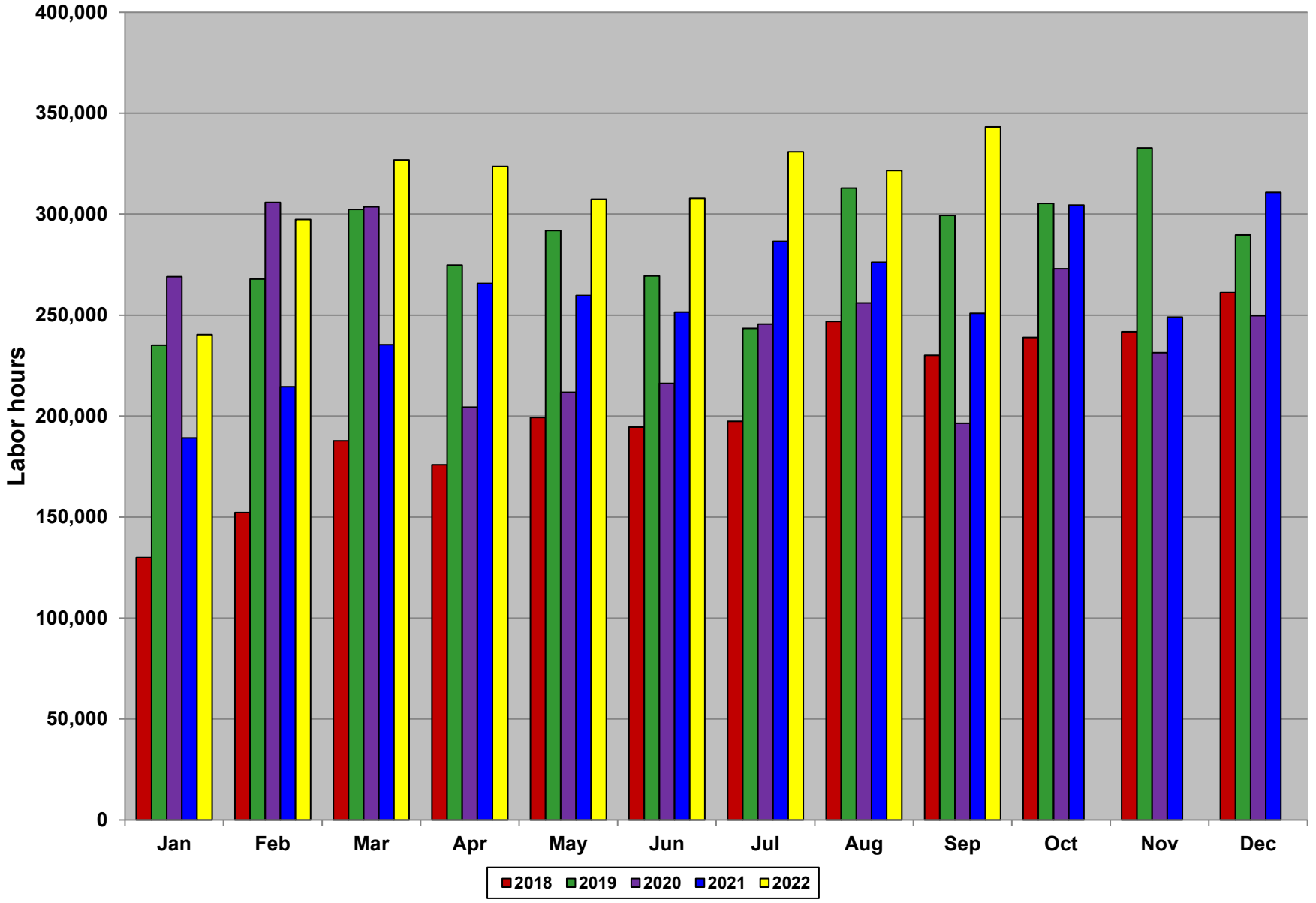
Safety Meeting Packet

November 2022

1040 Gateway Loop, Suite A ◆ Springfield, OR 97477

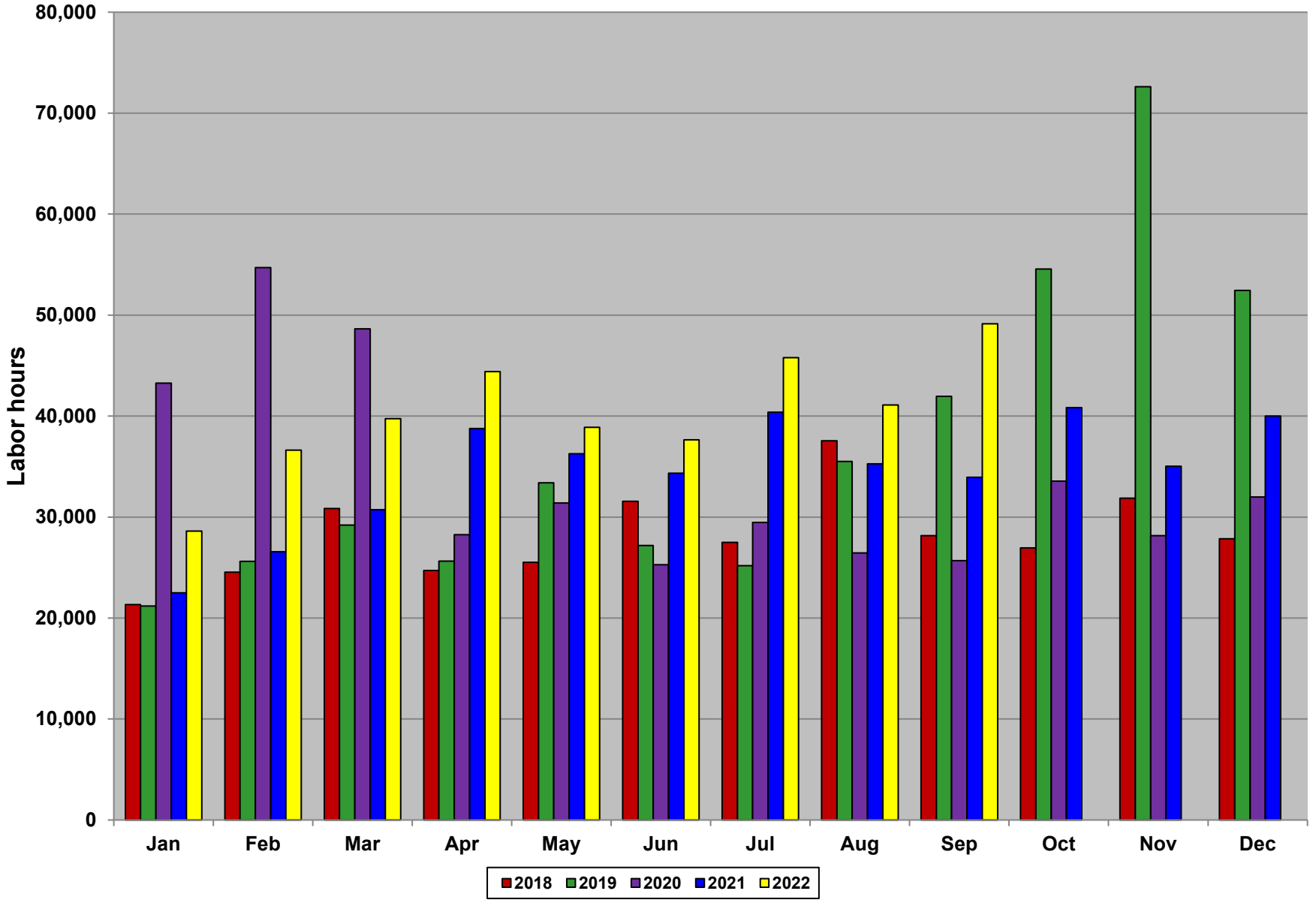
541-736-1443 Office ◆ 541-736-1449 Fax

IBEW LABOR HOUR RECAP, LAST 5 YEARS
ALL SIGNATORIES



11/14/2022

IBEW LABOR HOUR RECAP, LAST 5 YEARS
ALL SIGNATORIES - LOCAL 659



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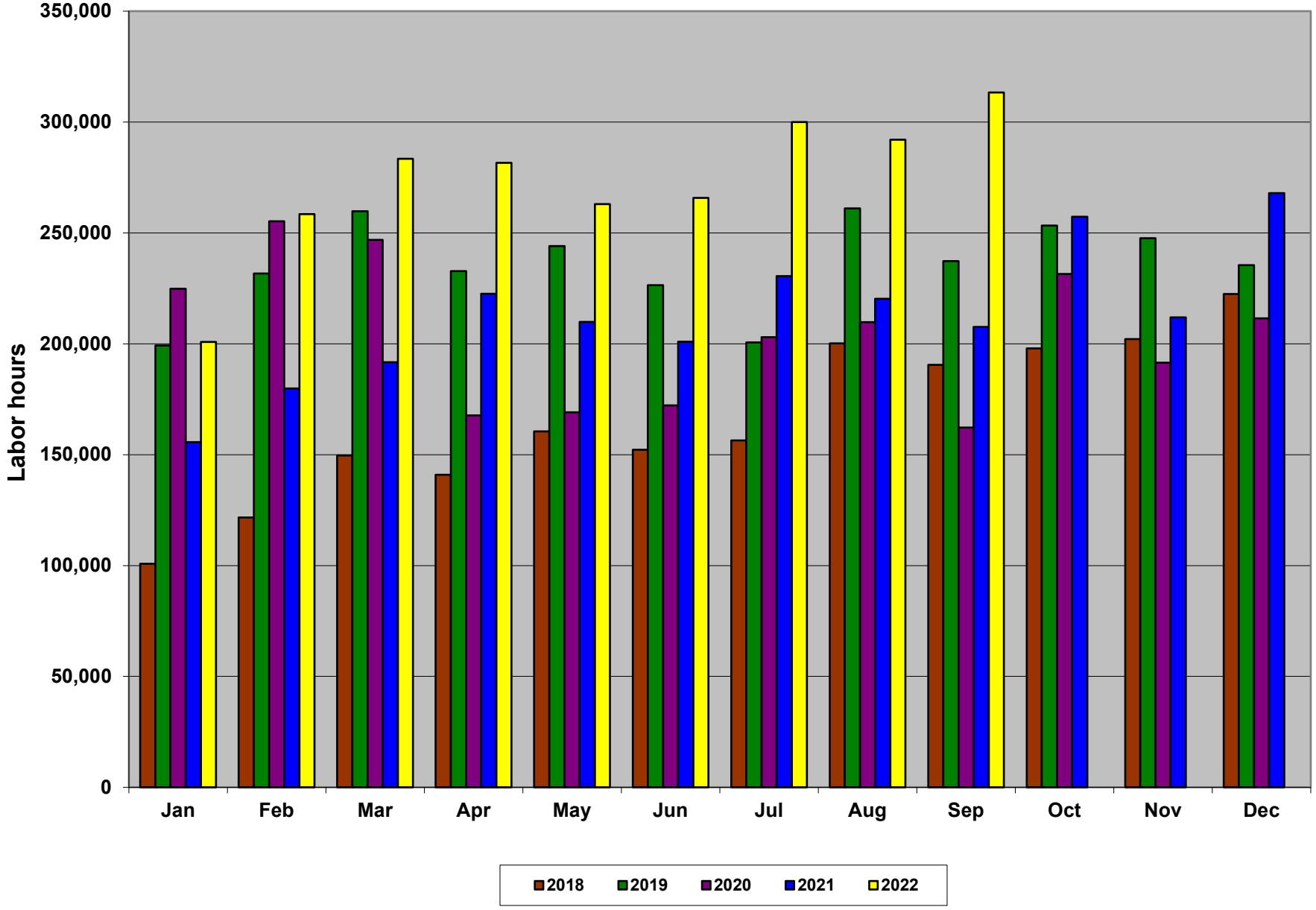
IBEW LABOR HOUR RECAP, LAST 5 YEARS
NECA MEMBERS



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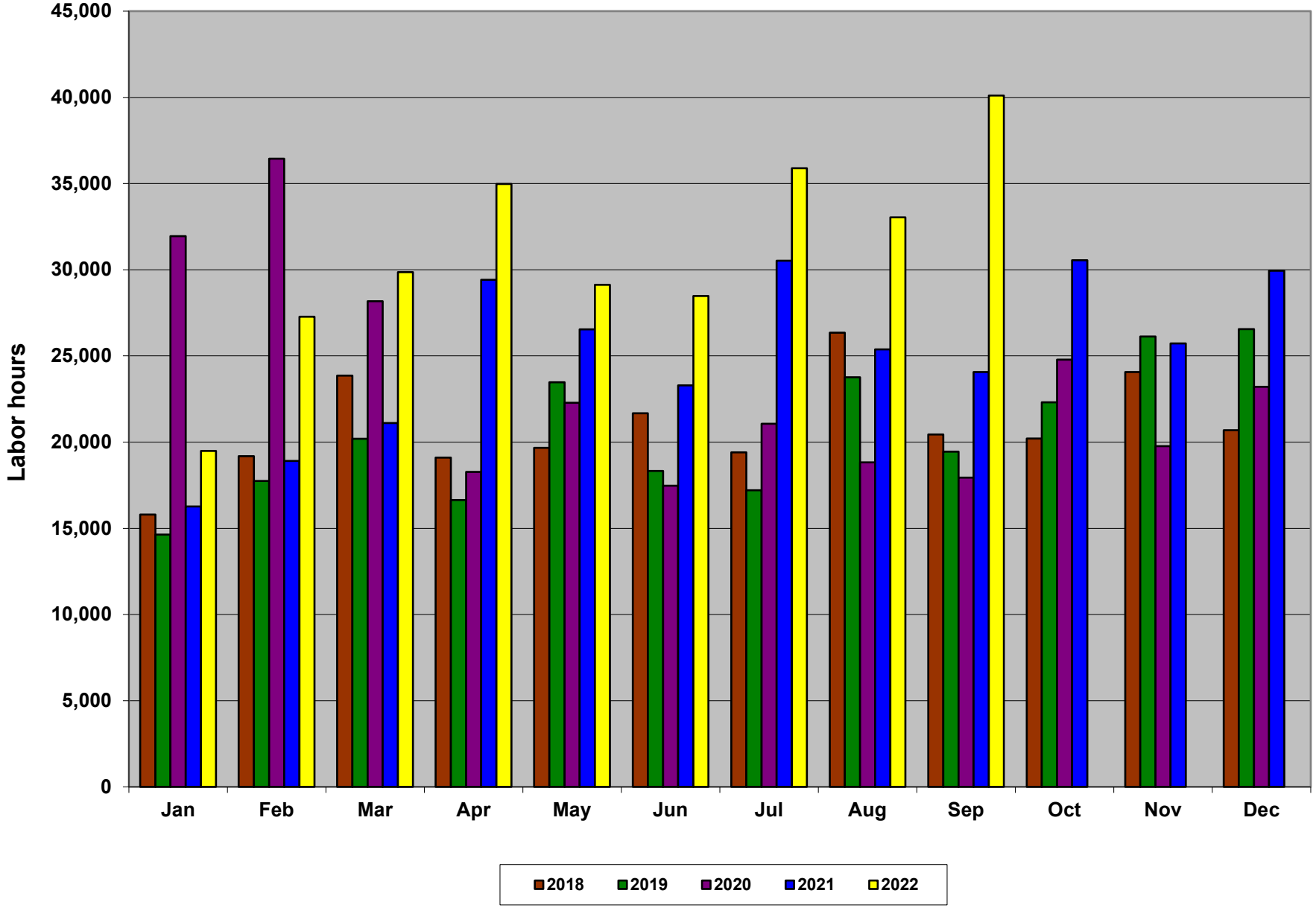
IBEW LABOR HOUR RECAP, LAST 5 YEARS
NECA CONTRACTORS - LOCAL 659



11/14/2022

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
ALL SIGNATORY CONTRACTORS - LOCAL 659

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	21,344	24,542	30,838	24,723	25,527	31,562	27,500	37,546	28,153	26,958	31,873	27,854	338,420
2019	21,197	25,620	29,205	25,630	33,395	27,182	25,193	35,508	41,951	54,575	72,625	52,457	444,538
2020	43,270	54,711	48,644	28,261	31,390	25,282	29,461	26,442	25,695	33,549	28,151	31,985	406,841
2021	22,488	26,569	30,730	38,779	36,280	34,349	40,379	35,278	33,951	40,839	35,040	40,005	414,687
2022	28,611	36,628	39,733	44,415	38,887	37,644	45,791	41,105	49,129	0	0	0	361,943
Grand Total	108,299	131,442	139,417	117,393	126,592	118,375	122,533	134,774	129,750	155,921	167,689	152,301	1,604,486

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

IBEW LABOR HOUR RECAP, LAST 5 YEARS
NECA CONTRACTORS - LOCAL 659

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	15,797	19,177	23,859	19,105	19,663	21,676	19,398	26,348	20,439	20,201	24,060	20,689	250,412
2019	14,628	17,749	20,192	16,638	23,467	18,332	17,202	23,763	19,442	22,313	26,129	26,555	246,410
2020	31,948	36,439	28,175	18,266	22,281	17,473	21,071	18,823	17,933	24,790	19,767	23,209	280,175
2021	16,260	18,904	21,099	29,410	26,543	23,292	30,519	25,376	24,065	30,546	25,720	29,935	301,669
2022	19,494	27,278	29,860	34,977	29,124	28,473	35,883	33,042	40,106	0	0	0	278,237
Grand Total	78,633	92,269	93,325	83,419	91,954	80,773	88,190	94,310	81,879	97,850	95,676	100,388	1,078,666

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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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:

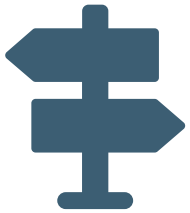
- develop hazardous energy (lockout/tagout) procedures
- train workers on permit-required confined space hazards and the safety procedures for entering these spaces
- train workers on fall hazards and provide fall protection in elevated areas on and around the concrete mixer
- periodically inspect their 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

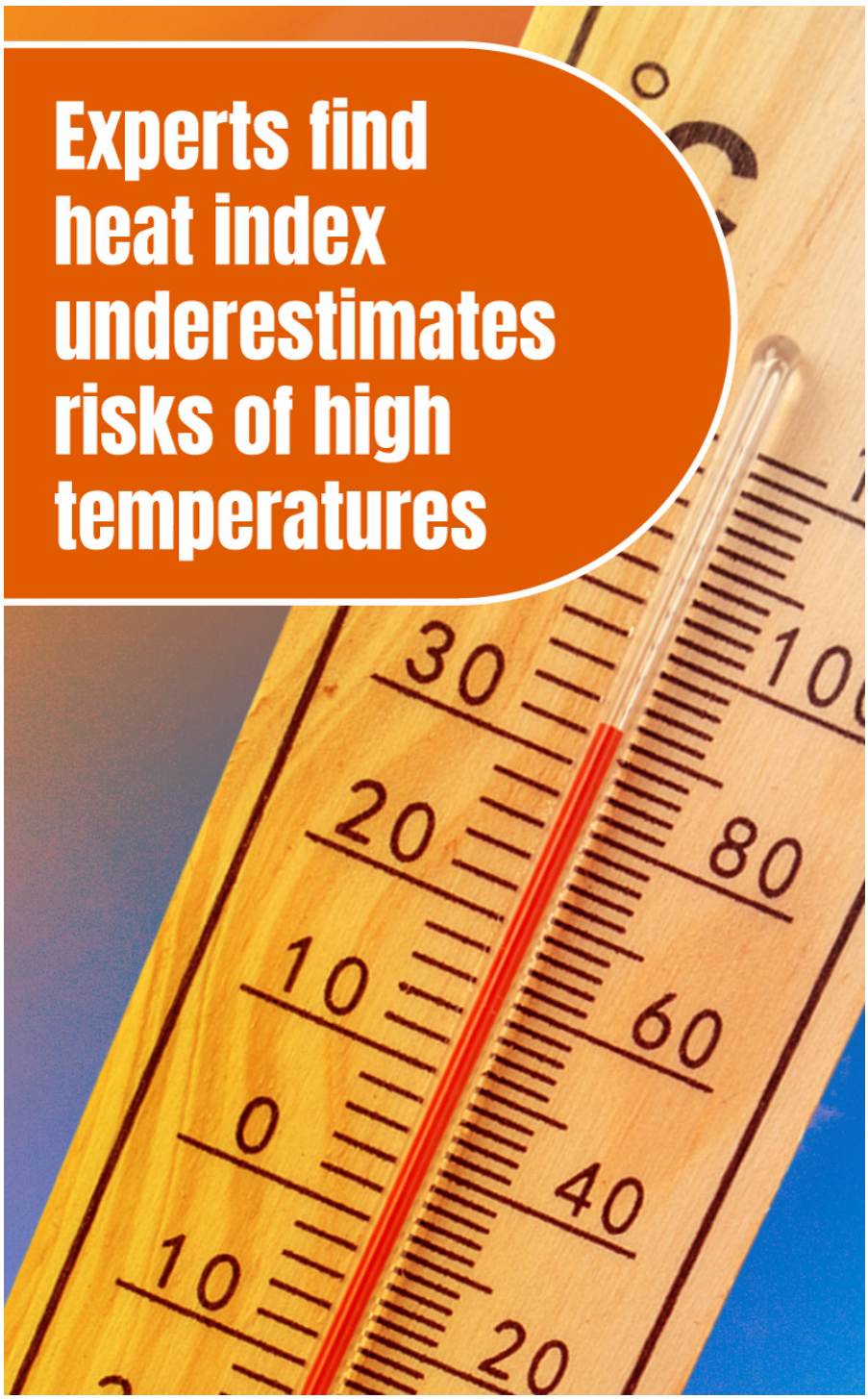
What constitutes a good progressive discipline program? According to the FACE report:

- 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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- **Conflict at work**
- **Depression**
- **Stress management**
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- **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.

canopy

Crisis Counselors are available by phone 24/7/365

call: 800-433-2320 text: 503-850-7721 email: info@canopywell.com

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**

EAP Member Site

Access at my.canopywell.com. Sign in or register with company name Harrison Electrical Workers.

call: 800-433-2320
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