



April 2007

Welcoming Our New 2007 NSMS Members

On behalf NSMS President Roosevelt, the NSMS Executive Committee and the NSMS Board of Directors, we like to thank all members who have renewed their 2007 membership to the National Safety Management Society. We would also like to acknowledge and welcome the following new members to our Society:

- Christopher L. Brown, EHS Manager – The Sherwin-Williams Company (Orlando, Florida).
- Amelia Hague, Safety Program Coordinator – City of Mulberry (Mulberry, Florida).
- Stacey L. Irvine, University EHS Coordinator – Pace University (Briarcliff Manor, New York).
- James T. Jackson, Aeronautical Information Specialist – Transportation Safety Institute (Oklahoma City, Oklahoma).
- James L. Lina, Senior HSE Specialist – PEC/Premier Safety Management, Inc. (Abita Springs, Louisiana).
- Michelle K. Patton, Wellness/Safety Coordinator – Holiday Retirement Corporation (Salem, Oregon).
- Rhonda L. Stringfellow, Safety Manager – Mechanical Field Services, LP (Van Vleck, Texas).

We appreciate your interest in furthering your skills, knowledge and abilities in the management of safety and risks, as well as your interest to networking and professional development. Welcome again to NSMS!

NSMS National Conference Planning is Underway – November 2007

A core group of volunteers have stepped up to form the working committee to plan for our **Winter 2007 National Conference** to be held in Las Vegas, Nevada during the month of November 2007 (dates to be announced later). The team is comprised of:

Dr. Charles McGlothlin of Oakland University in Rodchester, Michigan, Chair
(Email: mcglothl@oakland.edu)

Mr. Walter Caiazza of Risk Stewardship Group, Inc. in Moreno Valley, California
(Email: wcaiazza@adelphia.net)

Mr. Timothy Wells of Risk Management Resources, LLC in Houston, Texas
(Email: twells@rmrllc.com)

Please make note on your calendars. We encourage members to contact our working group if you would like to be part of the planning committee, be a keynote or technical speaker, identify sponsors, or are interested in setting up a vendor exhibit booth. We need the active efforts and support of our members to help make this year's conference a knowledge-packed, networking-strong and entertainingly successful event. Please spread the word and get involved! Thank you.

Call for Papers for Safety Management 2007:

The National Safety Management Society invites those interested in presenting at its SAFETY MANAGEMENT 2007 educational and professional development conference to submit a "proposal to speak" for review by the Conference Planning Committee. Our goal is to provide speakers that will share with our attendees:

- Key issues facing business executives, safety/risk manager and front line supervisors and those professionals and technicians anticipating or entering into such a role.
- Insights into best safety management practices.
- Skills, knowledge and abilities for professional development.
- How to prepare for the challenges in the occupational safety and risk management fields.

Please contact Dr. Charles McGlothlin of Oakland University in Rodchester, Michigan, Chair (Email: mcglothl@oakland.edu) for more information as to the submission timeline and review process for speaker abstracts. The earlier you submit your abstract, the earlier you will receive acceptance notification.

The NSMS “Blog” is Here

Steve Geigle has created and launched the “NSMS Blog” on the NSMS website. It will allow members and others to post comments, remarks and initiate discussions about a variety of safety management topics and issues. You can participate in the Blog by going to the NSMS website (<http://nsms.us>) and look for the link on the home page along the left-hand column of navigation areas.

FREE ACCESS: Online Certified Safety and Health Manager (CSHM) Educational and Exam Preparation Reference Materials

As a benefit for our current and future dues-paying members, NSMS is **permanently** offering free access to the Certified Safety and Health Manager (CSHM) preparation and educational materials. The online resources, created by NSMS member Steve Geigle, can be found at www.cshmprep.com and the only action an NSMS member needs to take is to register for the exam and then emailing Steve to request access from that website. You will need to include your current NSMS member number (found on your membership card and certificate). Once the number is verified, you will be granted a username and password to access the online reference materials. This is a great opportunity to brush up on your safety management and technical knowledge and prepare for a successful passing of the CSHM certification examination.

OSHRC Affirms \$383,950 in Penalties from 1993 Lead Exposure Case

On March 23, 2007, a 59-page decision was made by the Occupational Safety and Health Review Commission (OSHRC) that affirmed \$383,590 in penalties against Manganas Painting Co. Inc., The company's legal battle with OSHA has lasted for 14 years. OSHA originally filed \$4 million in penalties against this 35-employee Pennsylvania bridge painting contractor, and the new OSHRC decision dealt with just one of five docketed cases stemming from the original four inspections of a bridge repainting and abrasive blasting project Manganas did on the Jeremiah Morrow Bridge in 1993 in Lebanon, Ohio.

The case involves violations of the lead standard for construction, 29 CFR 1926.62, for which Manganas Painting was hit with \$1,319,850 in fines; the standard was new when the company was cited, and the bridge work project had been awarded before the standard was issued at the direction of Congress. Manganas fought the case in every possible way, and the citation alleged it had violated the standard across the board -- not removing workers with high blood-lead levels from areas where they would be exposed to high levels of airborne lead dust, not equipping some workers with sufficient respiratory protection, not training as required, not informing workers of their blood test results, and more, according to the description provided in this latest decision.

Ten years ago, Manganas even obtained a subpoena requiring the Assistant Secretary of Labor for Occupational Safety and Health to testify about the circumstances surrounding the citation's issuance. This, too, came before OSHRC, which revoked the subpoena on the grounds the evidence was available from other witnesses and there was no extraordinary circumstance justifying requiring a senior official of the executive branch to testify about his reasons for taking an official action.

Besides affirming \$383,590 in penalties, the March 23 decision establishes that the lead in construction standard's respiratory provisions can be cited by OSHA on a case-by-case basis. In all, OSHRC upheld 31 serious and 22 willful violations by the company.

Bionic Suits a Workplace Hazard of the Future?



Bionic suits, robotic assistants and computers that think for themselves, could be just a few of the more unusual hazards facing health and safety managers in the future.

Speaking at the recent Institution of Occupational Safety and Health (IOSH) conference in Telford, Peter Ellwood of the Health and Safety Laboratory (HSL) explained how safety officials were already looking ahead to 2017 to prepare for possible future risks.

The 'Horizon Scanning' project, headed by the Health and Safety Executive (HSE) and the Department for Work and Pensions (DWP), had already identified a range of issues to focus on over the next few years.

These included obesity, nanotechnology, changing work patterns, increasingly complex occupational health problems and the "hydrogen economy".

The use of hydrogen fuel-cells to power vehicles and machinery could present a greater risk of fire, for example, or lead to an increase in hazards associated with high-pressure storage.

Another major issue was workplace "demographics". Mr Ellwood explained that the UK had already experienced major changes in this area, with a shift towards more blue collar work, more working women, and a growth in flexible and part time roles.

He said such changes were expected to continue, with more older workers and greater migration also having an influence on the working population.

While research had suggested that older workers experienced fewer injuries in the workplace, studies had also shown that their injuries tended to be more severe. On migration, factors such as communication difficulties, cultural differences in risk perception and health and safety culture "may affect risk exposure", according to HSL.

New challenges

A more outlandish prediction for the future, according to Mr Ellwood, was the potential for so-called exoskeletal suits to feature in the workplace of the future.

Sounding like something from a science-fiction film, the technology was currently being developed in Japan, and could be used to assist people in the lifting of heavy objects or may even help workers less physically capable to carry out strenuous manual tasks.

A prototype system developed by Yoshiyuki Sankai of the University of Tsukuba in Japan, known as HAL, has been shown to help people lift up to 40 kg more than they could manage unaided.

Similar developments in Japan - such as the famous Honda Asimo robot (pictured) - could eventually lead to robotic assistants helping out in workplaces. Developments in so-called artificial-intelligence, where computers think for themselves rather than simply following pre-programmed instructions, could also present new and interesting workplace risks.

Speaking earlier at the IOSH '07 conference, HSE chief executive Geoffrey Podger said that those managing health and safety needed to be "flexible" in order to respond to new challenges.

He said the HSE had successfully adapted to the changing workplace since the Health and Safety at Work Act was first introduced in 1974, and that this approach would continue.

"Health and safety will always be a 'Forth Bridge' problem," he said. "As soon as restoration is finished, the need is to start again. Nevertheless, we have seen improvements - the challenge to all of us is to maintain our present success whilst working on new and reactive areas."

IS THERE A HIDDEN AGENDA IN PHASE III OF OSHA'S STANDARDS IMPROVEMENT PROJECT? (Keller & Heckman, LLP – “Workplace Alert”, January 11, 2007)

On December 21, 2006, OSHA issued an advanced notice of proposed rule making (ANPRM) to formally initiate Phase III of its Standards Improvement Project (SIPs III). [http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=FEDERAL REGISTER&p_id=19131](http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=FEDERAL_REGISTER&p_id=19131)

According to OSHA: "SIPs III is the third in a series of rulemaking actions intended to improve and streamline OSHA standards by removing or revising individual requirements within rules that are confusing, outdated, duplicative, or inconsistent. These revisions maintain or enhance employees' safety and health, while reducing regulatory burdens where possible." The ANPRM contains some very important, positive initiatives that meet that description. Unfortunately, however, that description does not tell the whole story, and seems likely to mislead many readers into not carefully reviewing the document. It appears that OSHA is using the term "outdated" to include some requirements that it no longer deems adequate. Two sections of the ANPRM stand out as illustrating this concern by seeking comment on initiatives with the potential for imposing substantially greater compliance requirements on employers.

The section of the ANPRM titled "General Modifications to Training Provisions" invites comments that could lead to a broad rewrite of all OSHA training requirements. That section includes the following text: "How could the Agency modify the training requirements in various OSHA safety and health standards to promote compliance with the training requirements? How should training content and frequency of retraining be addressed to improve employees' safety and health? Please identify changes that could be made to improve the training process." One useful indicator of the agency's current thinking on training would be the current and proposed amendments to the training provisions in OSHA's Electric Power Generation Standard, which include the following:

(2) Training. (i) All employees shall be trained ... in and familiar with the ... safety requirements in this subpart that pertain to their respective job assignments ... any other safety practices, including applicable emergency procedures ... that are not specifically addressed by this subpart but that are related to their work and are necessary for their safety. The degree of training shall be determined by the risk to the employee for the task involved [which seems to suggest the employer must perform a comprehensive risk assessment].

(vii) Demonstration of proficiency. The employer shall determine that each employee has demonstrated proficiency in the work practices involved before that employee is considered as having completed the training required by paragraph (a)(2) of this section.

Note 1 to paragraph (a)(2)(vii) of this section: Though they are not required by this paragraph, employment records that indicate that an employee has successfully completed the required training [which suggests, e.g., records of adequate tests, recorded observations] are one way of keeping track of when an employee has demonstrated proficiency.

Note 2 to paragraph (a)(2)(vii) of this section: Employers may rely on an employee's previous training as long as the employer: (1) Confirms that the employee has the job experience appropriate to the work to be performed, (2) through an examination or interview, makes an initial determination that the employee is proficient in the relevant safety-related work practices before he or she performs any work covered by this subpart, and (3) supervises the employee closely until that employee has demonstrated proficiency in all the work practices he or she will employ.

In what appears to reflect a reversal in policy, the section of the ANPRM titled "Subpart I--Personal Protective Equipment [PPE] (Sec. 1910.132 and Sec. 1915.152)" appears to conclude that the requirement to conduct a PPE hazard assessment and certify that it has been performed is "not sufficiently protective of employees' safety and health," apparently because there is no requirement to document the hazard assessment and share it with the affected employees. Our concern is that, once OSHA heads down that path ("to assure that employers conduct thorough hazard assessments"), PPE assessments will have the look and feel of the assessments required under OSHA's Chemical Process Safety Management Standard.

For more information, please contact: Director of Public Affairs Daniel Horowitz at (202) 261-7613.

CSB Releases Final Strategic Plan for 2007-2012: Heightened Emphasis on Greater Chemical Safety Impact

Washington, DC, February 23, 2007 - The U.S. Chemical Safety Board (CSB) today publicly released its new Strategic Plan for 2007 through 2012. The CSB uses the Strategic Plan as a guide in setting priorities and allocating resources in support of its mission to prevent chemical accidents.

The plan contains a new emphasis on conducting new CSB safety studies that will include significant safety recommendations. The Board also plans to focus on broadly disseminating report findings, lessons, and recommendations through innovative agency outreach efforts.

In the plan, the CSB establishes five strategic agency goals that it hopes to accomplish over the next six years. The four mission goals focus on investigating chemical accidents, conducting safety studies, broadly disseminating agency findings, and successfully

closing safety recommendations. The fifth enabling goal targets the development and retention of a high-performing workforce.

This plan was completely revised during 2006, with a heightened emphasis on investigations, studies, recommendations, and outreach efforts that have a significant potential to impact chemical safety. Each of these five long-term strategic goals include key objectives, key actions for implementation, and associated specific metrics used to measure progress.

Chairman Carolyn W. Merritt said, 'Our quality of work and the influence we exert within industry and the public is a testament to the dedication of our highly trained and motivated people. As leadership grows within the organization, the CSB will continue to produce insightful, challenging and influential work in support of our mission to promote chemical accident prevention.'

The Strategic Plan must be reviewed and revised every three years according to the Government Performance Results Act of 1993. The CSB 2007-2012 Strategic Plan details the legislative mandate, agency goals, factors affecting goal achievement, and relationships with other agencies.

The CSB is an independent federal agency charged with investigating industrial chemical accidents. The Board does not issue citations or fines but does make safety recommendations to plants, industry organizations, labor groups, and regulatory agencies such as OSHA and EPA. The agency's board members are appointed by the president and confirmed by the Senate.

CSB investigations examine all aspects of chemical accidents, including physical causes such as equipment failure as well as inadequacies in safety management systems, regulations, and industry standards.

IAFF Creates Pandemic Flu Site for First Responders

The emergency response community has a new Web site to bookmark and check frequently. The International Association of Fire Fighters announced yesterday that it has created a Virtual Academy: Pandemic Flu Resources for First Responders. Visit www.iaff.org/academy/content/pandemicflu/index.htm.

Not only does the site list and presumably update visitors on current status (there is no U.S. pandemic yet, of course), but also it offers many resources, links, and tools. These include PowerPoint educational programs, including an instructor's guide. And the site offers resources for preparing responders' families for the emergency.

The site offers a downloadable workshop that can be taught in the fire station that is titled "The Shift Based Training Program: Preparing for the Pandemic Flu." IAFF said because

IAFF members are the first to respond and remain on duty throughout any disaster, "it's crucial to have a disaster plan in place for work, school and home."

Insurance Advisory Site Launched for Small Businesses

The Insurance Information Institute announced a new Web site April 4 that will help the owners of small businesses insure them sufficiently. The site, www.iii.org/smallbusiness, is meant for the 7 million small businesses in the United States. They vary in size and sophistication but have two things in common, I.I.I. says: Without the right insurance coverage, each could be wiped out by a disaster or a lawsuit, and almost all are accountable for the safety of their workers and bear responsibility for injuries suffered on the job.

The site has information on coverages businesses should consider, risk management and loss control, workers' compensation, business auto insurance, and more. Also posted are materials about insurance for specific businesses, including construction, e-commerce, farm/ranch, food service, home-based businesses, real estate, and more.

"Insuring Your Business is a comprehensive information resource for small and medium-sized businesses that can help strengthen a businesses insurance program by identifying business risk," said Loretta Worters, vice president of the institute. "A business that is indifferent to loss control may have a higher than average number of insurance claims. A really poor loss history can make it difficult to find insurance. Conversely, businesses that actively manage risks, and thereby control losses, will have fewer claims and will often see those efforts rewarded with lower insurance premiums. Purchasing the right amount and the right type of insurance coverage is critical to long-term business success."

Prepare a Fleet Safety Plan (OR-OSHA Construction Depot Quarterly)

A vehicle safety policy should express your company's concern for employees' safety and describe their responsibilities as drivers and passengers. The policy should cover employees' responsibilities when they use any vehicle as an agent of your company: for example, company vehicles for personal use, personal vehicles for company business, and rental or leased vehicles used for business. Employees also should acknowledge, in writing, that they have read and understood the policy.

Motor vehicle crashes also have far-reaching effects on victims and their families, and cost employers millions of dollars annually. If your employees need to drive when they're on the job, you should manage motor vehicle safety just as carefully as you manage any other aspect of your business. Consider the following to keep your employees safe when they're driving and to ensure that your company's vehicles are safe to drive.

Involve the managers

Managing driver safety starts with commitment from the top. Management's commitment to motor vehicle safety helps ensure that employees follow safe practices and that company vehicles are properly maintained. If managers aren't committed to safety, employees won't be either.

Do a risk analysis

A risk analysis can track how effectively your company is managing vehicle safety. Start your analysis by determining what data your company has on its motor vehicle accidents; you'll need this data to establish a baseline for evaluating accident trends. Don't forget recordkeeping logs such as the OSHA 300 and OSHA 300A. It's a good idea to keep data on all incidents that involve motor vehicles — even those that don't result in damage or injury.

For you analytical types, here are some number crunching formulas you can use for evaluating motor vehicle incidents:

- Incident rate = number of incidents X 100 / number of vehicles operated
- Incident rate = number of incidents X 1,000,000 / vehicle mileage
- Injury incident rate = number of incidents with injury X 1,000,000 / vehicle mileage
- Incidents per 10,000 deliveries = number of incidents X 10,000 / number of deliveries
- Incidents per 10,000 loads = number of incidents X 10,000 / number of loads
- Passenger injury incident rate = number of vehicle incidents resulting in passenger injury X 1,000,000 / number of passengers carried
- Passenger injury rate per million miles = number of passenger injuries X 1,000,000 / vehicle mileage
- Vehicle incidents per 200,000 hours = number of incidents X 200,000 / number of hours worked

Develop safe drivers

Define driver qualifications. Make sure that driver qualifications and special licensing requirements are included in employees' job descriptions.

Run record checks. Tell prospective employees that your company will review their state motor vehicle records and check references from previous employers as part of the hiring process. Review employees' driving records at least annually.

Evaluate employees' driving records. Consider establishing a point system for assessing employees' driving records and determining those whose driving is not satisfactory. For example, you could assign "points" for different categories of moving violations then

determine how many points trigger an unsatisfactory driving record. Educate and train. Ensure that your employees understand your company's vehicle safety policy when they're hired. Many companies have discovered that their new hires have more motor vehicle accidents than veteran employees. Require new hires to participate in safe-driving training as soon as possible after they're hired. Other employees should have the opportunity to periodically update their driving knowledge and skills.

Key training topics cover:

- Defensive driving skills
- Substance abuse policy
- Distracted driving hazards
- Characteristics of aggressive driving
- Vehicle inspection procedures
- Necessary emergency equipment

Discipline and reward. Make it clear to employees that those who violate vehicle safety policies will be disciplined. Drivers who have a history of preventable incidents should receive training that improves their skills. Also, give credit to employees who have exemplary driving records; recognition or special privileges can be effective incentives.

Keep accurate records. Each employee's personnel file should have the following information: a copy of the employee's current Oregon motor vehicle record, reports of incidents involving company vehicles, reference checks from former employers, training records, and a copy of the employee's current driver license.

Keep the vehicles safe. Don't overlook crashworthiness when your company purchases vehicles. You can learn about the safety of a particular vehicle make and model at the National Highway Traffic Safety Administration (NHTSA) Web site: <http://www.nhtsa.dot.gov>.

Choose appropriate equipment upgrades. Before you purchase items such as trailer hitches, cargo racks, or custom tires and wheels, make sure that they're appropriate and safe for drivers and passengers.

Prepare for emergencies. All vehicles should have equipment that helps drivers respond to highway emergencies. Flares or warning signs, a first-aid kit, flashlight, a reflective safety vest, and a fire extinguisher should be essential items; drivers must know where they're located and how to use them.

Establish a regular inspection/maintenance schedule. Develop procedures that ensure company vehicles receive thorough inspections and maintenance on a regular schedule such as miles driven, hours operated, or calendar days. Have employees report mechanical problems to their supervisors immediately.

Document and investigate incidents

Report all incidents. Your company should have a written procedure that tells employees what to do if they're involved in an accident or if they damage a vehicle. The procedure should identify who to notify and what forms are necessary to report the incident; require employees to report incidents within 24 hours.

Incident review and analysis. Review all incidents to determine why they occurred and how to prevent them from happening again. Identify what caused it (the primary surface causes) and any contributing factors (contributing surface causes) and safety management system weaknesses (root causes). Put the findings in writing.

Geigle's Five "STARS" of Safety Training (by Steven Geigle, CSHM – Safety Matters Online Publication, March 2007)

I've recently developed a template for training managers about their safety leadership responsibilities. I've grouped responsibilities into five areas that creates the acronym, "STARS." It's easy to remember, and can serve as the basis for your classroom training in any safety topic. You can get up in front of the class, draw five stars on the board, and take it away with mini-lectures, discussion, questions, and group activities. If the subject changes, no problem. You've got the five STARS.

I've developed a quick training outline using this format for supervisor responsibilities related to a Personal Protective Equipment (PPE) Program. Take a look. After drawing the first of five stars on the white board ask,

"Supervisors, what are your safety responsibilities according to our PPE Plan?"

Revise and follow this basic outline:



Supervision. Detect and correct PPE hazards before someone gets hurt. Inspect and observe:

Conduct the Worksite Hazard Assessment

- Conduct initially and annually thereafter
- Determine the nature of hazards that require the use of PPE.
- Complete the Worksite Hazard Assessment Worksheet.
- File on-site where other safety records are kept.

Conduct PPE inspection

- Randomly no-notice – during your daily activities – Use the PPE Inspection Record if needed
- Daily – employees inspect before and after each use. Informal. No documentation required.
- Quarterly - Use the PPE Inspection Record
 - You need not evaluate all PPE on a site at once.
 - You may schedule monthly or random PPE inspections as you like.
 - Make sure PPE that is not specifically issued to individuals is inspected quarterly
 - Keep Inspection Records with the Site Safety Records.
- Oversee the use of PPE
- Catch errors before someone gets hurt



2 Training. Educate employees why PPE is important. Train them how to use PPE.

- Initial “Safety First” Orientation and Training – basic overview on PPE and how to use. Conducted at the Training Center.
- Initial on-site PPE training – more specific how to use – don't assume common sense
- Use the Safety Training Certification Record – Employee and trainer complete record at time of training. Supervisor or designated person certifies fully qualified prior to three month “apprenticeship” period.
- Use the Safety Meeting Attendance Record – When reviewing PPE topics at safety meetings.
- Training must cover:
 - why PPE is necessary
 - when PPE is necessary
 - what PPE is necessary
 - how to properly don, doff, adjust, and wear PPE
 - the limitations of the PPE
 - the proper care, maintenance, useful life and disposal of the PPE
 - Evaluation knowledge and skills during PPE training will include:
 - Include verbal questions and/or a written exam
 - Include practical skills demonstration
 - Document formal PPE training with the Training Certification Record



Accountability. Require everyone follows PPE safety rules and practices. If justified, correct for non-compliance and always recognize for consistent excellent performance.

- **The Supervisor should:**
 - carry out all PPE Program responsibilities
 - provide everyone with required PPE
 - require everyone to adhere to policies, procedures and rules
 - make sure everyone receives training as appropriate
- **All employees who perform tasks that require the use of PPE should:**
 - properly use and maintain PPE
 - Inspect PPE for defects before/after each use
 - document quarterly PPE inspection
 - report PPE defects
 - replace defective PPE
 - properly clean and store PPE
 - remind coworkers to properly use and wear PPE
 - report incidents, symptoms of overexposure, injury or illness while working with PPE
 - refuse to perform tasks if approved PPE is not provided
 - refuse to be exposed to any hazard requiring PPE until properly instructed and trained on the proper use of PPE



Resources. Purchasing and Issuing - PPE Make sure they always have quality PPE and they're not too hurried to use it.

- **Purchasing PPE** – Site Supervisors
 - Order from Purchasing Department
 - Use a Purchase Request for PPE
 - Notify HSE Department if substitutes, or other items not on the List of Approved Safety Supplies are needed
- **Safety Department** - Evaluates and selects PPE, and updates the List of Approved Safety Supplies
- **Purchasing Department** - Processes Purchase Requests so that PPE arrives to the site within two weeks.
 - Initial Issue of PPE – Use the PPE Initial Issue Record.
 - Initial Issue of PFAS equipment - Inspect PFAS when issued using the Fall Arrest System Inspection Record and use the Personal Fall Arrest Equipment Register to help keep track of the equipment on site.



Support. No matter where in the company we may work, no matter what tasks we may be working on, we must never compromise on safety.

- Support demonstrates leadership
- What does support look like -
 - Make sure you walk the talk
 - Make sure people have time
 - Make sure people aren't overloaded
 - Do what you say you're going to do
 - Fulfill all your obligations
 - Be tough because you care
 - Never encourage safety... ...insist on it!
 - Never ignore safety policies and rules
 - Never allow unsafe behavior
 - Never pressure people work fast

The Costs of Inadequate Safety Training (by Steven Geigle, CSHM – Safety Matters Online Publication, December 2006)

I often teach that the first area OSHA and lawyers will evaluate when investigating or litigating a workplace fatality is training. It's very important that your company develop and implement an effective safety training plan that complies with OSHA standards and conforms to ANSI/ASSE Z490.1-2005. Not only will doing so save lives, but, as you'll see below, it will save the company a lot of money. The article below addresses only OSHA citations. It does not include the costs of litigation against the company which could add millions to total accident costs.

U.S. Department of Labor's OSHA Fines Thomas Industrial Coatings Following Two Worker Fatalities in Kansas City \$2.3 Million Penalty Proposed

WASHINGTON -- The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) cited Thomas Industrial Coatings Inc. of Pevely, Mo., for 33 willful, including "instance-by-instance" willful, and eight serious alleged violations of job safety and health standards. **Proposed penalties total \$2,362,500.**

OSHA's citations resulted from the investigation of **two fatal workplace accidents** within two months involving the painting contractor. Both accidents occurred at the same bridge painting worksite in Kansas City and the same suspended scaffold. One employee died when he fell through a hole in the platform while he was painting. The other employee fell to his death while dismantling the scaffold.

"Not only did two workers suffer fatal falls while working in Kansas City, but another employee of this company suffered a fatal fall in a similar accident earlier in the year in

the St. Louis area," said Edwin G. Foulke Jr., assistant secretary of labor for occupational safety and health. "Three fatalities in five months show gross plain indifference to employee safety. Employers must ensure that their workers are protected from unsafe working conditions."

The instance-by-instance willful violations alleged the **lack of fall protection and training** for employees especially in the use of fall protection and the safe dismantling of the scaffold. The single willful citations alleged the lack of safe scaffold access; that a qualified person did not design the scaffold; and that there were no competent persons to supervise the work. The citations also alleged the employer failed to inspect the scaffold and its components and to secure the suspension cables properly. The serious citations addressed other unsafe practices including the employer's permitting debris that employees could trip over in front of the large platform holes and overloading the personnel lift.

Willful violations are those committed with an intentional disregard of the requirements of the OSH Act or plain indifference to employee safety. OSHA can issue instance-by-instance citations for each violation of a standard; for example, as in this case, issuing a citation for each platform hole through which an employee could have fallen. Serious violations are those that could result in death or serious physical harm about which the employer knew or should have known.

Safety Training Strategies – " Snuggling Germs" (from "Safety Stuff" by Richard Hawk Inc. <http://www.richardhawking.com>)

Buy some Glo-Germ powder off the Internet and before your meeting on infectious disease control powder two fluffy stuffed animals with the powder. As the group begins to learn about disease control, pass the animals around and asked everyone to look them over and see if they noticed anything different about them. A couple of the individuals will always make a big show of snuggling the animals, not knowing what was going to happen next.

At the end of the presentation and questions, you should once again point out how easily disease is transmitted, especially in a closed work environment. Then turned the room lights off and turned a black light on. The powder glows white under ultraviolet light and there were "germs" everywhere, especially on the ones who had cuddled the animals.

If a person didn't realize that what s/he was handling and constantly strokes her/his face, the nose, cheeks and mouth will probably light up like a Christmas tree, glowing white. This has been one of the more effective props to use in a safety meeting. Everyone will be quite surprised at just how far and wide the "germs" could spread.

Safety Training Strategies – “Star Wash” (from "Safety Stuff" by Richard Hawk Inc. <http://www.richardhawkinc.com>)

If your next monthly safety topic covers First Aid Eye Wash/Showers, give a copy of the floor plan of our plant to everyone attending. Then asked each employee to place a star on the floor plan wherever there was an eye wash/shower unit. It will be surprising that to note how many people at your meeting got all of them identified correctly. Give those individuals a prize and tell them that their eyesight was a win for life. For everyone else, give them a headband to put over their eyes. Tell them they didn't care enough about their eyesight and that if they wanted to know what it was like not to see to just put the headband over their eyes for a while. Not only would this make a point, the meeting will help them remember where the plant eye wash/showers are located.

Loony Laws

In Fort Madison, Iowa, the fire department is legally required to practice for fifteen minutes before going to a fire.

New Hampshire law says that when two cars meet at an intersection, each must wait for the other to pass.

If you're in a meat market in Los Angeles, *do not* poke the turkey to see how tender it is.

In South Foster, Rhode Island, any dentist who extracts the wrong tooth must have a similar tooth pulled by the village blacksmith.

In Seattle it's illegal to carry a concealed weapon that exceeds six feet in length.

Home-Made Helmets (from "Safety Stuff" by Richard Hawk Inc. <http://www.richardhawkinc.com>)

During the construction of the Hoover Dam, workers made their own "hard hats" by putting two baseball caps together, one brim in front, the other facing the back. Then, they dunked the caps in tar a few times and set them out to dry. The result? Heads you could nearly bounce a boulder off. They weren't very comfortable, but it was better than having your head cracked open by falling rocks.

Safety Tidbits (from "Safety Stuff" by Richard Hawk Inc.

<http://www.richardhawkinc.com>)

- In the year 1902: Marijuana, heroin, and morphine were all legal and available over the counter at any drugstore.
- Speed limit in most cities: 10 mph.
- Ninety percent of doctors in the United States hadn't attended college.
- Leading causes of death in the United States: pneumonia, influenza, tuberculosis, heart disease, diarrhea, and stroke.
- Nearly 45,000 Americans are treated in emergency rooms each year for "toilet related" injuries.
- As stated in the venerable *British Medical Journal* there is an injury called "Beefburger Slashes" caused by prying apart ice-chilled slabs of meat with a knife.
- Man of steel: Ty Cobb had a .22 bullet lodged in his left shoulder.
- Shows how important they are: One-quarter of the human brain is used to control the eyes.
- John Roebling, the architect of the Brooklyn Bridge died after his foot was crushed by a ferryboat and an infection set in.
- Fatalities of children in unattended U.S. vehicles from 1985-2005: 2,780.