



National Safety  
Management  
Society

**DIGEST**

Updating Members on Safety Management News

## October 2007

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## Welcoming Our New 2007 NSMS Members

On behalf NSMS President Roosevelt, the NSMS Executive Committee and the NSMS Board of Directors, we would also like to acknowledge and welcome the following new members this month to our Society:

- Kathy M. D'Andrea, Safety Manager – Western Nevada Supply (Sparks, Nevada)
- John Flahie (CST), Environment, Health & Safety Field Coordinator – EnCana Oil & Gas (USA), Inc (Parachute, Colorado)
- Mukhtar Parmar, EH&S Officer – Ports, Customs & Free Zone Corporation (Dubai, Jabel Ali, United Arab Emirates)
- Lee Phillips, Safety Manager – Penta Building Group (Las Vegas, Nevada)

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!

***Don't Forget to Register Now for the  
NSMS Annual Conference!***

**Time is getting short** to get your registration forms completed and submitted to NSMS for attending our annual safety conference. **DON'T MISS OUT!** We need to supply our host facility a headcount by mid-October at the latest.

Our **2-Day Annual Conference will be in Las Vegas, Nevada from November 15-16, 2007** (Thursday and Friday) and held at:

**Tuscany Suites and Casino**  
(255 E Flamingo Rd., Las Vegas, NV 89169)  
Tuscany Room Reservations Toll Free 1-877-887-2261  
(Ask for the Safety Management Integration & Operational Excellence Group Rate)

*Enjoy the beauty of Italy in Las Vegas. The Tuscany is on Flamingo Road, just east of the famous Las Vegas Strip. Tuscany offers attractive over sized guest "Suites". Each suite is situated in a lovely European setting that offers a great sense of relaxation and privacy. Their standard suites (king bed or two double beds) are significantly larger than average hotel rooms and are offered at extremely affordable rates for NSMS Conference attendees (\$65/night, plus tax). Additional person in the room will be at \$20 per person, per night, plus room tax. Children twelve (12) and under may share the same room with parents at no additional charge.  
**Website - <http://www.tuscanylasvegas.com/>***

**Conference registration may be completed in one of three manners:**

1. Downloading and printing the hardcopy form from our NSMS website ([http://www.nsms.us/newsletters/conference\\_agenda.pdf](http://www.nsms.us/newsletters/conference_agenda.pdf)) and mailing it along with your conference registration fee payment to:

National Safety Management Society  
P.O. Box 4460  
Walnut Creek, CA 94596-0460

2. Registering online at [http://www.nsms.us/conference/conf\\_reg.htm](http://www.nsms.us/conference/conf_reg.htm) and mailing your conference registration fee payment to:

National Safety Management Society  
P.O. Box 4460  
Walnut Creek, CA 94596-0460

3. Registering online at [http://www.nsms.us/conference/conf\\_reg.htm](http://www.nsms.us/conference/conf_reg.htm) and paying online via PayPal at <http://www.nsms.us/pages/confonlinepay.html>

Don't miss the opportunity to attend this informative conference. It is a cost-effective investment for yourself and your organization!

# **“Safety Management Integration and Operational Excellence”**

*(Program Agenda - Updated October 5, 2007)*

Our conference theme this year is, **“Safety Management Integration and Operational Excellence”**. This event will offer informative speakers, professional development workshops and networking opportunities to help our members and guests acquire or enhance skills, knowledge and abilities to effectively develop, implement, evaluate and improve its safety management programs in alignment with their organizational missions and business operations, as well as enhance their level of skills, knowledge and abilities to become for competitive advantage and career success. The learning objectives of this conference is to provide attendees with the latest concepts, best practices and professional development skills to help them partner with, and integrate safety management practices into, business operations, as well as gain competitive advantage for career advancement and professional success.

Current List of Participants:

Carbon Block Technology  
Eastern Kentucky University  
EcoBank Nigeria  
EnCana Oil & Gas USA  
FEMA Gulf Coast Recovery Office  
Griggs Safety  
Mandalay Bay Hotel and Casino  
Oakland University  
Oregon State University  
Penta Building Group  
Risk Management Resources, LLC  
Risk Stewardship Group, Inc.  
Service Lloyds Insurance Company  
State of Nevada Risk Management Office  
State of Nevada - SCATS  
Tetra Technologies, Inc.  
U.S. Department of Labor  
Vestas Americas

## **Day 1 – November 15, 2007**

- 7:30 am to 8:30 am Conference Registration/Check-in
- 8:30 am to 9:00 am Welcome/Introductions/Announcements (NSMS President Roosevelt Smith and Executive Director Jeffrey Chung)
- 9:00 am to 10:00 am “Integrating the Environmental, Health, Safety and Security Functions into Operations” – James J. Thatcher, PhD.
- 10:00 am to 10:30 am Morning Refreshment Break/Exhibits Open
- 10:45 am to 11:45 am “A New Benchmark for Integrating a Systematic Safety Management Approach” – Charles W. McGlothlin, Jr., PhD P.E.
- 11:45 am to 12:45 pm Group Lunch: "Communicating Diversity" – Marilyn C. Alston, MBA, CSHM
- 1:00 pm to 2:30 pm “Professional Development Workshop A: Problem Solving Tools for the Safety and Health Manager and Professional” – Jeffrey Y. Chung, PhD CSHM CHFP and Walter C. Caiazza, B.S. CSHM
- 2:30 pm to 3:00 pm Afternoon Refreshment Break/Exhibits Open
- 3:15 pm to 4:15 pm “The Five Stars of Safety Leadership” – Steven J. Geigle, M.A., CSHM.
- 4:30 pm to 6:00 pm Networking Session

## **Day 2 – November 16, 2007**

- 7:30 am to 8:30 am Conference Registration Check-in
- 8:30 am to 9:30 am “How Surveys Can Be Used to Identify Management and Employee Perceptions of Your Safety Program” – Erike Young.
- 9:30 am to 10:00 am Morning Refreshment Break/Exhibits Open
- 10:15 am to 11:15 am “The Aging Workforce: An Emerging Human Factor and Safety Issue Facing Safety/Risk Managers, Supervisors and Operations – Jeffrey Y. Chung, PhD CSHM CHFP
- 11:30 am to 12:30 pm “Safety Management Integration and Operational Excellence” – Anthony Veltri, Ed.D.
- 12:45 pm to 1:45 pm Open Lunch Period
- 2:00 pm to 3:30 pm “Professional Development Workshop B: CSHM Exam Prep Course/Safety Management Practices Refresher” – Steven J. Geigle, M.A. CSHM.\*

**\*NOTE:** For those who are interested in professional certification, the Institute for Safety and Health Management (ISHM) will offer the Certified Safety and Health Manager (CSHM) certification exam on Saturday, November 17, 2007, at the Nevada OSHA Office in Las Vegas (time TBA). ISHM Board of Directors Chairperson, Jan Rosenberg, will host and administer the CSHM certification test. Please visit the ISHM website at <http://www.ishm.org> for more information and to register.

3:30 pm to 4:00 pm	Afternoon Refreshment Break/Exhibits Open
4:00 pm to 5:00 pm-	“Safety vs. Risk Management: Can’t All Just Get Along” – Scott Sloan, CSP CSHM ARM.
5:00 pm to 5:30 pm	Closing Comments/Program Evaluation/Final Thoughts

## **NSMS Annual Conference Vendor Invitation**

The National Safety Management Society is hosting a 2-Day Annual Conference in Las Vegas, Nevada from November 15-16, 2007. Our theme this year is, “Safety Management Integration and Operational Excellence”. This event is packed with informative speakers, professional development workshops and networking opportunities to help our members and other attendees learn more about the current state of safety and health practices, as well as resources and products that may facilitate their program implementation and worker protection.

Our conference agenda includes dedicating a portion of each day for interested vendors to set-up exhibit booths/display tables to for resources sharing and information exchange. NSMS would like to invite your company to showcase its safety products and services to our attendees. The exhibitor participation fee is \$150. We are also looking for a vendor(s) who may be interested in sponsoring either a mid-session “hospitality break” and/or a “Networking Social Hour” immediately following the exhibit session (from 4:30 pm to 6:00 pm).

We wish to acknowledge the following organizations who have registered to participate:

- **Oakland University Rochester, Michigan**
- **Eastern Kentucky University**

Contact Walter Caiazza ([wcaiazza@roadrunner.com](mailto:wcaiazza@roadrunner.com)) to reserve your slot if your organization would like to participate in the afternoon vendor exhibit session or sponsor hospitality. Space is limited.

## **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](http://www.cshmprep.com) and the only action an NSMS member needs to take is to register for the CSHM exam (through the Institute for Safety and Health Management – ISHM) 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 and membership status are 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.

## **National Safety Management Society Now on Giveline!**

The National Safety Management Society has been confirmed and added to Giveline, and is now eligible to receive donations.

### **START SPREADING THE WORD!**

Be sure to use the following link for your web site and for e-mails you send about Giveline. The link will auto-select National Safety Management Society.

**Your Personalized Link is :** <http://www.giveline.com/default.asp?v=V068404794>

**Start Shopping Now!** Go ahead and make a purchase on behalf of National Safety Management Society. There is FREE SHIPPING using this discount code: NCD07

## **NIOSH and OSHA Agency Heads Dish on Challenges, Goals** (by Katherine Torres)

Agency challenges, complex emerging issues and goal-setting initiatives were some of the topics discussed by OSHA Administrator Edwin Foulke Jr. and National Institute for Occupational Safety and Health (NIOSH) Director Dr. John Howard during a “morning talk show” session at the American Industrial Hygiene Conference and Exposition (AIHce) in Philadelphia.

Among the hot topics brought up by the moderator and session attendees was the constraints that OSHA and NIOSH face in the current political climate – unlike in the climate of the early years of the Occupational Safety and Health (OSH) Act, when many of the major safety and health standards were passed. Howard asserted that it is time for Congress and stakeholders to reexamine whether the OSH Act should be updated to address the issues and challenges of the 21st century.

“Certainly times have changed, if you look at the '70s when the [OSH] Act was new and a lot of things were possible,” Howard said. “Now some of those things take more time; there are more constraints that have been applied to many activities that occur both at OSHA and at NIOSH.”

## **Nanotechnology, NIOSH Reorganization**

Despite the current regulatory and political hurdles, Howard argued that NIOSH is making strides in addressing the safety and health challenges of the 21st century.

Nanotechnology, for example – an emerging topic in the occupational safety and health community – is fraught with unknowns, Howard noted, and coming up with regulations for risk control is not a possibility at the moment. However, NIOSH and other stakeholders are engaging in voluntary activities that look at best possible prevention practices – which for now, Howard said, are working well.

“This is an example of moving forward at a time that is difficult to move forward in a certain area,” Howard noted.

Another hot topic was the question of whether NIOSH should remain housed within the Centers for Disease Control and Prevention (CDC), which has been a subject of debate for several years. In April, AIHA President Frank Renshaw wrote to Sen. Edward Kennedy, D-Mass., requesting a Government Accountability Office inquiry to examine the issue. Some have suggested that NIOSH be housed within the Department of Labor. However, Howard told AIHce attendees that moving to the Department of Labor wouldn't be the best option for NIOSH, and he suggested further study of the issue to determine where the agency would be best situated.

## **OSHA at a “Crossroads”**

Foulke stated that OSHA is at a “crossroads.”

Commenting on OSHA's 35th anniversary last year, Foulke said that the agency took the opportunity to take stock of where it is heading. For the first time in 17 years, according to Foulke, 250 OSHA senior managers from all points of the United States gathered to discuss where OSHA should be in 2020. According to Foulke, the agency realized that it needs to pay close attention to succession planning, as 60 percent of OSHA's senior staff is near retirement age.

In reference to the ergonomics standard that was revoked by Congress in 2001, Foulke said that the agency's four-pronged ergonomics strategy – which espouses a combination of industry-specific and task-specific guidelines, outreach, enforcement and research – has thus far been effective in reducing musculoskeletal (MSD) disorders in the workplace. Secretary of Labor Elaine Chao unveiled the four-pronged strategy in April 2002.

“The proof is in the pudding,” Foulke asserted. “MSD rates have been steadily declining since the program has been in place. We're reducing ergonomic injuries by 35 percent, which has been a significant drop.”

## **The Next 5 Years**

When asked where OSHA and NIOSH will be in the next 5 years, Foulke and Howard answered that they would like their agencies to be much more enriched and focused than they are now. Foulke said that he doesn't expect much change at OSHA, although he envisions an emphasis on emerging issues such as nanotechnology as well as on strong enforcement. “I think we just have to be better at what we are doing,” Foulke said.

Howard said that he would like NIOSH to enrich its focus so that the agency can continue “ to bring research into practice.” “In the next 5 years it’s extremely important for all of us to engage in real analysis of whether [the OSH] Act ... works well for the 21st century,” Howard said. “And I think it’s a question the professionals have to deal with. We have a lot of issues in front of us ... and we have a system that is written for another time.”

### **OSHA to Review Work Bans** *(by Ken Dilanian – USA Today)*

The Bush administration will continue to approve legal settlements that cost whistle-blowers their jobs, but will add a new layer of review to ensure that such agreements are fair and reasonable, according to guidelines released Tuesday by the U.S. Labor Department. The new directive came after USA TODAY reported in March that 43 of 73 settlements involving environmental and nuclear safety whistle-blowers and approved by the Labor Department since 2000 included language that permanently banned the person from working for the employer. The whistle-blowers accepted financial settlements after alleging they were wrongly fired or disciplined. In some cases, their complaints were validated by federal and state authorities.

The Occupational Health and Safety Administration (OSHA), the Labor Department arm that issued the guidelines, is charged with reviewing certain whistle-blower settlements to certify that they are in the public interest. Rep. John Dingell, D-Mich., who chairs the House Energy and Commerce Committee, said in March that his staff would investigate whether the employment bans amount to illegal "blacklisting" of whistle-blowers.

The Government Accountability Project (GAP), which represented many of the whistle-blowers in their cases, has urged the Labor Department to prohibit employment bans. The department has decided not to do that, OSHA Administrator Edwin Foulke said in a letter to Dingell on Tuesday. Instead, Foulke ordered OSHA officials to "specifically review the terms." For example, OSHA should consider whether an employee is fairly compensated in such cases.

"We have concluded that future employment waiver clauses are not per se against public policy," Foulke wrote. "We do not believe (they) are a form of blacklisting."

Tom Carpenter, a GAP lawyer, said many of his clients have felt forced to accept employment bans. "I don't think the Department of Labor understands what it's supposed to do here," he said. "It is supposed to protect the public interest and assure that workers are free to raise concerns."

Assistant Labor Secretary David James said that "GAP is complaining about the very practice that they have advised their clients to take for over 23 years, benefiting them in the hundreds of thousands of dollars."

Carpenter called that " an unfair charge," saying his group usually advises clients not to accept employment bans. "These people are economically coerced," he said. "These cases can drag out for years and years, and the employee is left without income."

## **OSHA Guidance To Help Prevent Maritime Traffic**

OSHA has released a new guidance document to help the maritime industry avoid marine terminal traffic accidents and prevent or reduce work-related fatalities and injuries.

“This new guidance will help employers design and implement a traffic safety program for vehicles and pedestrians. A traffic safety program should address marine terminal traffic hazards and meet OSHA's standards,” said Assistant Secretary of Labor for OSHA Edwin G. Foulke Jr. “Traffic safety is an important issue at marine terminals, with their fast-paced operations and large, heavy equipment.”

The guidance document - Traffic Safety in Marine Terminals - was recommended by the Maritime Advisory Committee for Occupational Safety and Health in March 2004. It is not a standard or regulation and it carries no new legal obligations. Rather, it focuses on the factors that contribute to traffic-related injuries and identifies measures to prevent them, such as safety checks, vehicle selection and maintenance, traffic controls, safe operation of vehicles and safe driving techniques.

### Traffic Accidents Serious Problem for Maritime Industry

According to OSHA, traffic accidents are a serious problem at marine terminals, where heavy equipment is used to load and unload ships and move freight from place to place in the terminal. The work is fast-paced, is conducted at any time of the day or year and often is performed in bad weather. Anyone walking in a marine terminal also is endangered by vehicular traffic. The Bureau of Labor Statistics reported 15 fatalities in the marine cargo industry in 2005, eight of which were the result of transportation incidents.

To view the guidance document, go to <http://www.osha.gov/Publications/3337-07-2007-English-07192007.html>

## **Best Practices: How Small Businesses Can Better Protect Employees From Injury** (by *Colleen DeBaise* – *SmallBiz*)

Maintaining a safe workplace is one of many burdens that falls on the shoulders of small-business owners. Most owners like to complain about the onerous rules of the Occupational Safety and Health Administration, or OSHA, the federal agency that levies penalties if you fail to protect workers from calamities that range from the most common (slips and falls) to the most serious (severed fingers and blindness) to the more arcane (psittacosis or "parrot disease," an infection passed to humans from birds).

While fixing hazards can prevent costly fines, it can also improve operations and reduce overall expenses. When an employee is seriously injured, the impact on a company's bottom line is steep. Employers pay nearly \$49 billion a year, or close to \$1 billion a week, in medical costs, wage payments and insurance-claims management as a result of workplace injuries, according to the 2006 Liberty Mutual Workplace Safety Index. The top causes of injury? Excessive lifting, falling and slipping or tripping — pitfalls so common that almost every industry is vulnerable.

Despite the risks, most small-business owners don't put workplace safety high on their list of concerns. "Until you get hit either by an OSHA inspection or you have an accident, it's like everything else — you think you've got a really safe workplace," says Susan FitzHenry, marketing manager in Nashville with the National Federation of Independent Business (NFIB), a small-business advocacy group. "Once you become conscious of it, you worry about it a lot more."

The NFIB researched the topic of workplace safety in 2002 and found that 26% of all small employers and 53% of those employing 20 or more people had been subject to an OSHA inspection within the previous five years. The NFIB's research found that many small employers underestimated risks in the workplace — particularly employers in statistically more dangerous industries, such as construction, manufacturing, transportation and agriculture.

Workplace safety may get overlooked simply because small-business owners have too many other things to worry about, the NFIB theorizes. Larger companies typically have managers or departments in charge of safety. But in three out of four small businesses, the owner is primarily the person responsible, according to the group's research. "It's just one of the hats that a small-business owner has to wear," FitzHenry says.

Attention to workplace safety can reduce the chance of fines, lower insurance premiums, increase productivity and encourage chipper employee morale. Here are a few tips on how to create a good safety program for your business:

### Know the Dangers

In a perfect world, this is the point in the story where we'd direct you to OSHA's web site, which would helpfully explain in an exceedingly simple way exactly what you need to do to protect your employees and avoid fines. It's not a perfect world. Like many government agencies, OSHA is formidable, and discerning how its rules and regulations apply to your business is tricky. The agency does marshal its small-business information into one central place. Its eTools section provides downloadable files with useful information on protecting your workplace from specific threats, such as anthrax, lead and even Legionnaires' disease. The NFIB, which has an alliance with OSHA, further attempts to whittle down the volumes of information, providing a page with its vote for best OSHA links.

### Consult Your Insurance Company

Insurers know a lot about workplace safety, chiefly because they sell workers' compensation insurance. They like it when small-business clients report fewer accidents, as that means they don't have to pay as much in claims. Texas Mutual Life Insurance has a useful Small Business Center on its web site, while Arthur J. Gallagher Risk Management Services has developed a workplace safety CD available at a reduced rate for NFIB members. Small-business owners overwhelmed by OSHA rules should just boil everything down to the basics, advises Greg Langan, loss-control director at Gallagher. "Train your employees on how to do their job well, and make sure their tools and equipment are adequate to do it," he says.

A word about workers' comp: Any small business that has employees needs to comply with workers' compensation laws, which vary from state to state. The programs are designed to compensate workers who are injured on the job, and protect employers from potentially devastating litigation. Most states (with a few notable exceptions, such as Texas) require businesses to buy workers' compensation insurance. Generally, sole proprietors and partnerships (unless they have employees who aren't owners) are exempt. A good resource for workers' compensation is [NCCI Holdings](#).

### Inspect for Safety

Do you provide employees with carts for moving heavy objects? Do you keep floors free of holes, water and grease? Do you remove snow and ice from the parking lot? Do you make sure exterior walk-ways are well-lit? Do all your stairways have adequate handrails? These are some of the many questions you should be asking as you inspect your workplace for safety. Liberty Mutual publishes helpful [guidelines](#) for addressing the leading causes of workplace injuries, which can be a good place to start.

Another place to turn is OSHA itself. The agency provides safety and health training at education centers across the country; to find a site near you click [here](#). You can also request a free consultation at your workplace with an OSHA-trained professional through the agency's [Consultation Program](#). The service is free, but you need to commit to correcting any serious job safety and health hazards that are found. And finally, to read about how other small businesses are keeping their workplaces safe, read about OSHA's "[Small Business Successes](#)." Examples include a Vermont coffee roaster that installed special lifting devices to reduce back injuries and a family-owned microbrewery that informs employees about safety procedures at paid-for, after-hours meetings with catered meals.

## **Be Thorough, Be Safe**

Stopping workplace injuries and illnesses before they happen involves an important step: inspecting the workplace for hidden - or sometimes obvious - hazards. There's more to a workplace inspection than just looking around. It also involves listening to people's concerns, fully understanding jobs and tasks, determining the underlying causes of hazards, monitoring controls, and recommending corrective action. Routine, thorough workplace inspections by a trained and dedicated inspection team can make all the difference. The important steps involved in a workplace inspection include:

**How to plan for a workplace inspection** - This means planning which aspects of the workplace to examine (including who, what, where, when and how), and which equipment is most likely to develop unsafe or unhealthy conditions because of stress, wear, impact, vibration, heat, corrosion, chemical reaction or misuse. The workplace should be inspected including areas where no work is done regularly, such as parking lots, rest areas, office storage areas and locker rooms. Planning requires a careful look at the workplace environment, equipment and processes.

**Hazards to look for** - Workplace inspectors should be familiar with biological (e.g. mould), chemical (e.g., cleaners, adhesives, paints), ergonomic (e.g., computer workstations), safety (e.g. slip and trip hazards) and physical hazards (e.g. noise, radiation), and where to find them.

**How to complete an inspection report** - There's quite a lot to this process. Inspectors will need a diagram of the work area, a complete equipment inventory, a chemical inventory, as well as other checklists and reports.

**The inspection schedule** - Every workplace should have a schedule stating when inspections will take place and in which areas; who carries out the inspections; and how detailed the inspections will be.

**Doing the actual inspection** - Inspectors must wear personal protective equipment (PPE) where required and when inspectors encounter imminent danger, they may request that equipment be shut down or locked out until hazardous equipment can be safely operated or repaired. They will draw attention to priority items that present an immediate danger to workers. OSH Answers offers detailed guidance and advice on how to inspect a workplace.

**What the final inspection report should contain** - An inspection report allows for the next step: taking corrective action. The report can contain a check to be sure that items from the previous report have been acted upon or documented as well as all newly observed unsafe conditions and safety recommendations. The report specifies the exact location of each hazard and a detailed description of what's wrong, and what needs to be done. Its purpose is to make management aware of the problems in a concise, factual way.

**Follow-up and monitoring** - Once an inspection is completed, it's not over. A dedicated health and safety team regularly reviews the information to identify where immediate corrective action is needed. Getting to know inspection reports is a good way to identify trends and really get to know the organization's particular health and safety strengths and weaknesses.

### **Shining a Light on Contractor Deaths** *(by L.M. Sixel - Houston Chronicle)*

I'm sure you've seen the signs. Placed at the entrance to many refineries and chemical plants are the pronouncements that employees have worked 1 million or 10 million or 100 million man-hours without a lost-time accident.

What you don't see is the fine print. When companies report the number of on-the-job injuries, illnesses and deaths to federal safety regulators, they ignore a big group of workers: contractors. The largely silent group of workers who do everything from heavy maintenance to electrical installation aren't included in a plant's safety and health data logs. And that means Occupational Safety and Health Administration regulators, who pick the companies they inspect based partly on the number of injuries and deaths, never know about the potential industrial dangers lurking behind the fence.

U.S. Rep. Gene Green, D-Houston, hopes now that the Democrats control Congress and a light has been shining on the deaths of 15 contractors at BP's Texas City refinery for more than two years, lawmakers will finally close the loophole. Green has introduced a bill that would require employers to report contract workers' injuries, illnesses and deaths the same way they report their own employees' injuries, illnesses and deaths.

He detailed his bill at a news conference in Pasadena on Monday with one offered by Rep. Al Green, D-Houston, that would enable federal prosecutors to pursue criminal cases against employers whose willful violations of safety rules are linked to deaths of contract workers. Gene Green said that when he tried to find out why the refinery exploded and learn more about the people who were killed, he learned BP had not reported the deaths to OSHA. "It seemed like the whole thing was being swept under the rug," he said.

### **Out of the Shadows**

Separating accident data is a problem that has bothered Richard Shaw, secretary-treasurer of the Harris County AFL-CIO, for a long time. "It's so important to bring the worker deaths out of the shadows where they've been so long," he said.

Currently contractors aggregate the data from all their work sites for OSHA to review, he said. Combining the data may call attention to a plant's total injuries and deaths and, over the long run, could lead to the hiring of more OSHA inspectors, he said. It won't happen overnight, said E. Dale Wortham, president of Harris County AFL-CIO, who has worked as an electrician contract employee in a variety of refineries, chemical and power plants.

The American Petroleum Institute, a trade group that represents the oil and gas industry, was unfamiliar with Green's proposal. If a contractor's data is included in a plant's data, the organization is concerned that accidents might be counted twice. That could make a facility's safety record misleading, said Ron Chittim, senior refining associate of the American Petroleum Institute in Washington, D.C. But Chittim said the institute's focus is on safety for everyone who works in the oil and gas industry.

### **A Worker is a Worker**

"When work is going on inside a refinery fence, we don't like to think the refinery really differentiates," Chittim said. "A worker is a worker inside a fence line, and a refiner would have the same interest in keeping everyone safe."

Many members on the House Committee on Education and Labor believe that the way contractor accidents are recorded needs to be changed, said Aaron Albright, spokesman for the Democratic majority. Committee Chairman U.S. Rep. George Miller, D-Calif., intends to work on comprehensive legislation on health and safety later this year, and it would likely include combining contractor accident data on the OSHA records, Albright said.

## **AT&T Settles Criminal Case in Death of Lineman** *(by Leslie Parrilla – The Tribune News)*

Telecommunications giant AT&T agreed (in May 2007) to change policies and procedures and to spend \$100,000 on worker safety to settle a criminal case resulting from the death of a Santa Margarita, California man. Paul Charles Hurt, 28, an AT&T trainee, was electrocuted in 2005 while installing a phone line near Lopez Lake.

Prosecutors dropped two misdemeanor charges alleging negligence and willful violation of a safety standard. In return, they required AT&T to pay for the worker safety programs. The San Luis Obispo attorney representing AT&T, Jeff Stein, said Friday the company has already started the training. "Months ago the training has been in process," Stein said. "Now there's additional training throughout the state."

Hurt was not wearing properly insulated safety gloves while working on a joint pole — which combines power lines and phone lines — in the 3400 block of Upper Lopez Canyon Road in August 2005. He was working in the presence of two senior employees, according to a Cal-OSHA report. "The fact that an employee may not have understood he had to wear the gloves was at the heart of the issue," Stein said.

The company originally faced probation and up to about \$1.5 million in fines. Locally, criminal charges are not often filed against corporations. An average of two such criminal prosecutions a year are filed by the San Luis Obispo County District Attorney's Office. After investigating Hurt's death, Cal-OSHA recommended criminal charges be filed against AT&T. Criminal charges are reserved for the most severe workplace cases, according to agency officials.

In 2005, Cal-OSHA made 49 criminal referrals to local prosecutors in California. Of those, prosecutors pursued 11 cases. County Deputy District Attorney Steve von Dohlen said the incident appeared to have been a failure by the company and not just by individual employees. A wrongful death civil suit that was filed against the company by Hurt's family in January 2006 was settled, according to von Dohlen and Stein. The details of that settlement were not available.

## **Workers to Get Safety Training** *(by Soman Baby – Gulf Daily News)*

A BAHRAIN-BASED group is to train thousands of workers in other Gulf countries in occupational health and safety. The National Occupational Safety and Health Centre (OSHO Centre), which has already trained 4,000 workers in oil and gas sector in Sakhalin, Russia, is now in the process of offering its expertise to other Gulf countries.

"We have already signed a contract with one of the industrial companies in Qatar to train 7,000 workers," said OSHO Centre general manager Nada Alawi. "The training in the field of oil and gas construction is for a period of three years," she told the GDN.

"The client wishes to remain anonymous.

The contract is focusing on the training of the worker's protection in the work environment and the ability to assess risk and identify hazards." It is very essential that workers have a proper understanding of the hazards related to their work prior to starting the work, said Ms Alawi. "It is the main contractor's commitment and requirement that all workers are to be trained to deal with hazards related to their jobs. The contractor's commitment comes from their need to protect their project from Loss Time Accidents and increase productivity as well as creating a safety culture within its work environment."

Under the contract, there will be some general training as well as craft specific training for people working in different construction related crafts like welders, electricians, and painters. "The training will focus on the specific hazards related to each craft especially working in confined spaces or who work in hot conditions," said Ms Alawi. "The contract also covers supervisory training as well as management training to help all understand their important role in promoting safety. "It is very important in any industrial or construction project that the management understands the importance of safety and its effect on the business and production process."

The occupational safety and health team will also undergo some specialised training that is based on international standards and certifications as well as some training developed by OSHO Centre. "This will help them better co-ordinate their projects in terms of implementation of occupational safety and health," said Ms Al Alawi.

"The training in Qatar will be performed in six languages - English, Thai, Chinese, Korean, Vietnamese and Hindi." This project comes in line with the OSHO Centre's mission to continuously provide exceptional solutions in occupational safety and health that are based on proven systems, and advanced technology, said Ms Alawi.

## **More Europeans Suffering Work-Related Back Pain**

Musculoskeletal disorders (MSDs), such as back pain, are the biggest cause of absenteeism from work in almost all EU member states. MSDs are the most common work-related health problem in Europe - across the EU, 25% of workers suffer from backache and 23% have muscular pains," explained Jukka Takala, director of the European Agency for Safety and Health at Work (OSHA). "Many problems can be prevented or greatly reduced through employers complying with existing safety and health law and following good practice," he added.

According to OSHA, MSDs are the biggest cause of absenteeism from work in most of the EU-27 and in some countries cost up to 1.6% of GDP. "We can increase productivity and therefore prosperity in the EU if we manage to improve the situation of days lost to MSDs," said Employment and Social Affairs Commissioner Vladimír Špidla, launching a pan-European campaign 'Lighten the Load' to tackle work-related MSDs.

The campaign targets employers, employees and governments and aims to promote an integrated-management approach to tackle muscular pain at work. This consists of pain-prevention by addressing all stresses and strains placed on the body at work (painful or tiring positions, environmental factors such as cold working conditions, the load being carried, working at very high speeds and to tight deadlines, use of machinery and computers).

Secondly, it urges action for the retention, rehabilitation and reintegration of workers who already suffer from musculoskeletal disorders. Special activities and events linked to the 'Lighten the Load' campaign will be organized across Europe during the European Week for Safety and Health at Work, celebrated on 22-26 October 2007. The campaign, which also features a competition on good practices to prevent and tackle MSDs at work, will end in March 2008.

## **Study: Employer Advice and Devices Don't Prevent Worker Back Pain**

A Finnish review has concluded that employer attempts to push training programs that offer lifting advice and material handling devices in an effort to alleviate worker back pain do not prevent the malady, which is said to be the top cause of workers' compensation claims.

Lead author Kari-Pekka Martimo, of the Finnish Institute of Occupational Health in Helsinki, said attempts made by employers to teach workers specific lifting methods or to have employees use devices such as hoists for lifting hospital patients, were "not effective" in preventing back pain or reducing disability claims or sick leave.

The review, which appears in the latest issue of the Cochrane Library, is an examination of data from more than 18,000 employees in 11 studies.

### "Safer" Lifting Techniques May Not Exist

According to Martimo, one explanation for the negative findings could be that "safer" lifting techniques do not really exist, so teaching particular tactics would be unlikely to help. "Another possibility is that elevated risk for back pain might not be related to lifting or moving heavy objects themselves, but to other aspects of work," he said. High stress, for example, might link jobs that require lifting to back pain, rather than the lifting itself.

Alternatively, it could be that the way lifting and ergonomic techniques are taught is the problem and that workers do not actually adopt better habits. However, the studies looked at many different training methods and did not find any to have a particular advantage. "I don't think it's lack of adequate teaching methods," Martimo said. One complication of assuming there is a "correct" lifting technique is that "when an employee has back pain, there's a tendency to blame the victim because he didn't [use the techniques or devices] correctly."

### Exercise: The "Only Known Effective Intervention"

"This study confirms that much of what is happening at the workplace is well-intentioned but probably pointless," said Christopher Maher, associate professor of physiotherapy at the University of Sydney in Australia, who was not involved with the study. According to Maher, regulatory agencies as well as employers make the mistake of concentrating on equipment and policies that don't work such as back belts, lifting devices and workplace re-design and fail to focus on the "only known effective intervention," which is exercise. "We also know that exercise has health benefits beyond prevention of back pain, so you are getting two health benefits (or more) for the price of one," Maher added.

# MANAGEMENT-SPEAK: A Glossary of Business Management Terms

(By Glenn Demby)

I don't know about you, but I get pretty insecure when safety professionals bandy about terms like "6 Sigma," "TQM," "lean manufacturing" and "continuous improvement." Sure, I've heard the terms; but I confess to not knowing what they mean. In case any of you out there are like me, here's a glossary that might help.

Balanced Scorecard: A means of supporting the effective performance management of an organization by focusing not only on financial targets but on the internal processes, customers and learning and growth issues.

Continuous Improvement: The ongoing process/philosophy of doing things better, faster and cheaper, either in dramatic leaps or, in most cases, gradually. In the 6 Sigma context, continuous improvement is often referred to by the Japanese term *Kaizen*.

ISO 9000: Refers to International Standards Organization ISO 9001-2000, which is primarily concerned with "quality management," i.e., what an organization does to fulfill:

- The customer's minimum quality requirements;
- Regulatory standards;
- The need to deliver continuously enhanced customer satisfaction; and
- The need to achieve continual improvement of its operational performance.

Lean Manufacturing (Lean Production): A manufacturing/production system that's designed to eliminate waste from all activities and operations. Lean strives to produce products On-Time, using as few resources as possible, better, faster and cheaper than competitors.

PDCA Cycle: Plan, Do, Check, Adjust. A dynamic involving the interaction of the various aspects of an organization's operations for an integrated and shared quality improvement goal.

6 Sigma: A scientifically rigorous discipline that strives to achieve perfection in quality of processes within an organization. The goal is to achieve no more than 3.4 defects per million opportunities for each product or service transaction.

TPM (Total Productive Maintenance): TPM is an equipment maintenance system that proactively addresses maintenance issues before they become major problems and cause equipment downtime.

Total Quality Management (TQM): A Quality Control System that is built into the manufacturing process and which focuses on fixing quality issues before they get passed on down the line for further processing.

**Newbie Advice – Safety Training/Meeting Strategy** (from "Safety Stuff" by Richard Hawk Inc. <http://www.richardhawking.com> – offered by Bob Haecker from Greens Creek Mining Company)

I work in the mining industry where improving safety performance is always a top priority. As I was arriving at work this week, I saw the latest batch of new hires and summer college interns entering our training facility. This sparked my idea for our next safety meeting.

At the beginning of the safety meeting I handed out a 3x5 card to all of the meeting attendees. I had an easel set up with the question "What would be your best piece of advice for a new hire entering our plant". I gave them a couple of minutes to think about it and had them write their advice on the card. I collected the cards and proceeded to give a presentation on recognizing hazards.

At the end of my presentation, I asked them all to help the new employees recognize hazards in the plant when they arrive. Then I read the cards with their advice on them to the group. I was astounded by the incredible advice these people were able to come up with in just two-minutes. I took the cards and made a list of the advice and posted it on the bulletin board as you enter our plant. I asked all of our site trainers to make sure they point out the list when they were giving the new hire orientation tours.

The feedback from the workforce has been outstanding and people were talking positively about the safety meeting for several days afterward. Thank you for the inspiration. I hope I can keep the momentum going in our plant.

## **Brown Alert!**

An Edmonton, Alberta, woman frantically called police in October 2003 to report that a letter she'd just opened had changed in color from white to pale yellow, to brown. A terrorist alert went out. Hazardous chemical officers in HAZMAT suits arrived and soon cracked the case. The letter had quickly changed color because it had been placed on an unseen puddle of coffee!

**Safety Tidbits** (from "Safety Stuff" by Richard Hawk Inc. <http://www.richardhawkinc.com>)

- The "Armstrong Line" is the altitude at which blood begins to boil (65,000 ft. above sea level).
- By the mid-1950s the total death toll on U.S. highways surpassed the casualty figures for all U.S. wars combined.
- At any time of day or night, about 0.7% of the world's population is drunk.
- If you are over 35 (general population), your risk of having a heart attack this year is 1 in 77.
- A hailstone measuring 17.5 inches fell on Coffeyville, Kansas, on September 3, 1979, a world record.
- Most air crash survivors extricate themselves from the wreckage rather than waiting for rescue.
- Give or take a few, 400,000 viruses exist on earth.
- The cost of reconstruction after the January 17, 1995 earthquake in Kobe, Japan, was 120 billion dollars.
- You are four times more likely to choke to death on a non-edible object than on food.