



December 2007

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Warmest Holiday Greetings!

This holiday season, families all across America will gather with neighbors and friends to rekindle old friendships, revive honored traditions, and renew the hope and love that is part of the season. And as we do, our thoughts and prayers should extend the men and women of our armed forces whose mission it is to defend peace and freedom, those in the southeast who have endured and are rebuilding from wild land fires and other natural disasters, and all who are less fortunate or hurting.

On behalf of the National Safety Management Society President Roosevelt Smith, Executive Director Jeffrey Chung and the entire Board of Directors, we want to take this opportunity to wish all our members and affiliates great joy, peace, prosperity, and good health during this holiday season and as we enter into 2008. Thank you for reading the NSMS Safety Digest, visiting our Website and for being part of our Society. We hope to continue to add value to your professional development and work lives. Until next time, Merry Christmas and Happy New Year!

National Safety Management Society's Annual Conference Was a Great Success!

NSMS' Annual Conference that was held on November 15-16, 2007 in Las Vegas was a great success and wonderful learning experience for all. The conference hospitality and meals were second to none. NSMS would like to thank all the participants who invested their personal and company funds to join us this year. We had organizations representing state and federal governments, public and private sectors, and educational institutions based in:

California
Colorado
Kentucky
Louisiana
Michigan
Nevada
Oregon
Texas
Washington, D.C.



The conference theme, “Safety Management Integration and Operational Excellence”, was clearly the focus from our panel of outstanding speakers. Our goals and objectives were met with very complimentary feedback from our attendees:

- Offered speakers with expertise and experience in HSE/Risk management, academic theory and field operations.

- Created information exchange and networking opportunities.
- Share strategies/best practices to evaluate and improve safety management programs that bring partnership, value and ROI to business organizations.
- Provided professional development skills to:
 - Integrated safety management practices into business operations.
 - Strengthened individual skills, knowledge and abilities for competitive advantage, career advancement and professional success.

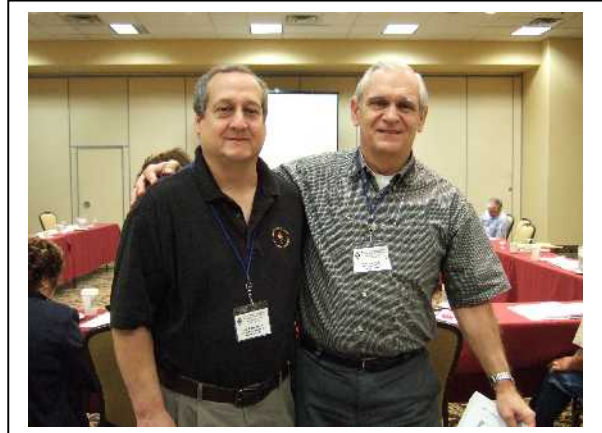
2007 NSMS Annual Conference



2007 NSMS Annual Conference



2007 NSMS Annual Conference



NOTE: If you are interested in a copy of the program speakers' presentations, please email NSMS (nsmisinc@yahoo.com) to request your set. The cost of the conference program binder is \$175 and will only be available through March 31, 2008.

NSMS 2008 Membership Renewal Notices Are in the Mail to You

Sometime this month you should be receiving your membership renewal letter in the mail. NSMS is very grateful for your membership throughout the years and looks forward to continuing our association together. There is no dues increase over the 2007 rate. Please renew by January 31, 2008. Your dues will support a number of critical initiatives, both new and ongoing. NSMS will strive to further: engage in outreach activities, maintain the website, offer online and live technical and management training workshops (with significant course fee reductions for current members), maintain certification programs for safety technicians and supervisors, prepare for annual conferences, offer CSHM exam preparation workshops, support the establishment of new state chapters and student chapters at higher educational institutions, and any other initiatives based on member needs and recommendations. These are ambitious goals and it will take a group of dedicated members stepping up and volunteering to help NSMS achieve them. Please consider offering your expertise and time to these important initiatives. Thanks you.

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 proactively renewed their 2008 membership to the National Safety Management Society. We would also like to acknowledge and welcome the following new members to our Society:

- Lester Darris, Security/HazWoper Team Member – Anheuser-Busch, Inc. (St. Louis, Missouri)
- Chad J. Herrington, Safety/EEO Director – L & A Contracting (Hattiesburg, Mississippi)
- Michael A. Sagredo, Director of Risk Control Western U.S. – Arch Insurance Group (San Francisco, California)
- Melody B. Wirick, Utilities Safety Trainer – City of Cedar Rapids (Cedar Rapids, Iowa)

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!

Call for Nominations – NSMS Board of Directors

The National Safety Management Society (NSMS) is seeking nominations from its current membership to fill three (3) at-large positions on the Board of Directors to replace:

Carl Griffin
Tom Schneid, PhD JD
Tom Slavin, CSHM CSP

The newly elected Board members will be serving a two-year calendar term (2008-2009). The NSMS is looking for individuals with the talent and experience to help shape the direction of NSMS's future and we are especially interested in candidates of diverse safety management, strategic planning, organizational development and training backgrounds. All current dues-paying members classified as: "Members," "Retired Members," "Life Members," or "Fellows" (who are classified as "Members," "Retired Members," or "Life Members" are eligible to nominate a fellow member or self-nominate. No slate shall have more than one individual from the same firm, agency, or organization,

Please submit your letter of nomination or self-nomination with, along with the candidate's CV/resume, no later than March 1, 2008 and email it to nsmsinc@yahoo.com or physically mail it to:

National Safety Management Society
c/o NSMS Nominating Committee
P.O. Box 4460
Walnut Creek, CA 93496-0460

An electronic ballot will be mailed out to all current dues-paying members. Please make sure your email address is correct in our database.

Planning for “May 2008 – Regional Professional Development Conference” in the State of Texas Begins

Leveraging the successful experience we gained at our Annual Conference in Las Vegas, there is interest to have NSMS sponsor a regional professional development conference within the state of Texas (The Woodlands/Houston area). We hope members and other interested individuals in the Southwest and Southeast portions of the U.S. will attend.

Program planning and conference logistical efforts are underway to make this event a reality. If you are interested in being part of the planning committee, please contact the NSMS Headquarters via email (nsmsinc@yahoo.com) and we will connect you with the core logistical team. Also let us know if you are interested in presenting a paper, sharing at our poster session, or offering a vendor produce/services exhibit. Please spread the word and get involved! Thank you.

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 email Steve requesting 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.

OSHA Seeks Input for Emergency Response and Preparedness Standard

“Elements of the health and safety for emergency responder are currently regulated by OSHA, primarily under six standards,” said OSHA Administrator Edwin Foulke Jr. “Some of these standards were promulgated decades ago and none were designed as a comprehensive emergency response standard. Emergency responders often encounter significant hazards while on the job, and this agency wants to ensure it is doing everything possible to keep these vital employees safe and healthy while at work.”

Current OSHA standards do not reflect all of the major improvements in safety and health practices that already have been accepted by the emergency response community and incorporated into industry consensus standards. This Request for Information is intended to gather information about current thinking and practices relative to emergency responders and skilled support employees.

The public may submit comments electronically at <http://www.regulations.gov>, the Federal eRulemaking Portal; or by sending or hand delivering three copies to the OSHA Docket Office, Room N-2625, U.S. Department of Labor, 200 Constitution Ave., N.W., Washington, DC 20210. OSHA is accepting comments from the public until Dec. 10, 2007.

Submissions that are less than ten pages may be sent by FAX to (202) 693-1648. Comments must include the agency name and the docket number for this Request for information, Docket No. S-023B.

Enforcement Trends – OSHA Unveils Its Top 10 List

Every autumn, OSHA announces its top 10 list of most frequently cited violations for the year. Let's take a look at the numbers for fiscal year 2007 (October 2006 through September 2007). Note that the numbers are for federal OSHA and don't include citations by states that have their own state occupational health and safety plans.

Total Citations for the Year

Continuing a five-year pattern, the number of all Top 10 citations for FY 2007 was below previous year's totals. The 34,098 citations in the Top 10 for FY 2007 was 2,787 fewer than in FY 2006 and 6,365 below FY 2005 totals. Here's the entire Top 10:

Number 1: Scaffolding, General Requirements - 7,592 citations (2006: 7,895)

Comment: Scaffolding was the most cited standard for the fifth year in a row. And it wasn't even close. Scaffolding beat second place Hazard Communication by almost 2,500 violations, or roughly 33%.

Number 2: Hazard Communication - 5,099 citations (2006: 5,586)

Comment: Last year, Haz Com fell to number 3 on the Top 10 list after holding the second position the previous two years. This year, Haz Com leapfrogged back over Fall Protection to reclaim the 2 spot. Even so, total Haz Com citations for the year were almost 500 less than last year.

Number 3: Fall Protection - 5,095 citations (2006: 5,746)

Comment: Fall Protection fell back to the third spot that it had occupied in FYs 2004 and 2005. And after actually rising in FY 2006, the number of Fall Protection citations decreased by about 700 (roughly 15%).

Number 4: Respiratory Protection - 3,145 citations (2006: 3,410)

Comment: Respiratory Protection remained in the fourth spot for the second year in a row. Total citations in the category were down about 300 from last year.

Number 5: Lockout/Tagout - 2,973 citations (2006: 3,068)

Comment: Lockout/Tagout remains locked in at number 5. Total Lockout/Tagout citations for the year were down by fewer than 100 (95).

Number 6: Powered Industrial Trucks - 2,577 citations (2006: 2,582)

Comment: Powered Industrial Trucks first cracked the Top 10 in 2004. In 2005, it jumped two places from 8 to 6. It seems to have settled in at number 6. Note that total citations were almost identical to last year.

Number 7: Electrical Wiring Methods, Components, and Equipment for General Use - 2,412 citations (2006: 2,396)

Comment: This is the third year in a row that wiring has occupied the seventh position. But wiring bucked the trend and actually had slightly more citations than last year.

Number 8: Ladders - 2,113 citations (2006: 2,115)

Comment: In 2005, Ladders cracked the Top 10 for the first time. In 2006, it advanced from 10 to 9. This year, ladders maintained the pattern, moving up one place to eighth.

Number 9: Machine Guarding, General Requirements - 2,054 citations (2006: 2,296)

Comment: Machine Guarding fell back one place from seventh to eighth. Machine guarding violations are down by almost 33% in the past two years.

Number 10: Electrical, General Requirements - 1,848 citations (2006: 1,790)

Comment: Electrical, General finished at number 10 for the second year in a row. But total citations for the year actually increased by 58.

What Does It Mean?

The fact that scaffolding was OSHA's most frequently cited standard isn't surprising when you consider:

- The disproportionate number of construction sites on OSHA's list of priority enforcement targets;
- The high incidence of fall injuries; and
- The complexity of the scaffolding standard itself.

The most striking observation we can make from this year's Top 10 list is how similar it is from last year's. In fact, all 10 of the standards are holdovers from last year; only the positioning has changed. And even those changes were miniscule. Two sets of standards swapped one spot (Haz Com replacing Fall Protection at number 2; and Ladders supplanting Machine Guarding, General at number 8); all of the other standards remained in the same position as last year.

The other aspect of this year's Top 10 that stands out is the continued drop in the overall numbers of citations. Eight of the 10 standards in the Top 10 had fewer citations than they did last year at this time. Critics will point to the decline as evidence of OSHA's relative lack of interest in enforcement. Defenders will claim that citations are down because workplace injuries have fallen. And so it goes.

Turning Clocks Back Increases Risk of Drowsy Driving

By Sandy Smith – Occupational Hazards, November 7, 2007

When clocks turned back on Nov. 3, roads and highways became more dangerous, says the National Road Safety Foundation Inc. (NRSF). More than one-third of drivers admit to dozing behind the wheel at some point, an issue which is compounded by the time change.

"Once we move the clocks back, the drive home from work or school for many [is likely] in the dark," says Fraydun Manocherian, founder and chairman of NRSF, a non-profit group that provides free driver safety films and programs for schools and other organizations.

"The time change coupled with earlier nightfall throws off the body's internal clock, making a combination that is a formula for drowsy driving – a condition many drivers fail to recognize," adds Manocherian. "It can be as dangerous as drinking and driving."

Studies by the National Sleep Foundation last year show 60 percent of U.S. motorists have driven while feeling sleepy, and nearly 37 percent admit to having fallen asleep at the wheel.

The risk of drowsy driving is especially prevalent among teens, who tend to keep late hours and think they can function on minimal sleep.

NRSF has introduced a new teaching program, "Recognizing the Drowsy Driver." It includes two films with real-life vignettes of drowsy drivers and the tragic aftermath. It also has discussion guides and activities. More than 10,000 copies of the new program already have been distributed, free, for use by schools and other groups. The American Driver & Traffic Safety Education Association, with more than 1,000 members, has showcased the program at its national meeting and has made copies available to its members.

The program teaches drivers to be alert to the signs of drowsiness while driving:

- Difficulty focusing, frequent blinking, rubbing eyes
- Daydreaming or not remembering the last few miles driven
- Head snaps, yawning
- Drifting out of your lane, tailgating or hitting shoulder rumble strips

If you experience any of these warning signs, pull over to a safe area and take a break, have a cup or two of coffee or caffeinated snack and, if possible, take a 20-minute nap. Allow 30 minutes for the caffeine to enter your bloodstream.

"Recognizing the signs of drowsy driving is part of being an educated, and thus a safer, driver," Manocherian says. "It's an important part of driver training, which begins when we are young and should continue throughout our driving lifetime."

Manocherian points to what he calls "the needless carnage on our roads and highways" caused by careless driving and bad choices such as drinking and driving, speeding, aggressive driving, distracted and drowsy driving. National Highway Traffic Safety Administration statistics indicate more than 42,000 people died in traffic crashes last year, and hundreds of thousands more were injured, at a total estimated annual cost in excess of \$250 billion.

"Education can help reduce these senseless tragedies," Manocherian adds. "The horrific annual cost to society emphasizes the need for consistent quality driver education that should be easily available and affordable for every new driver in high school. It is a financial commitment we must urge our leaders to make in order to stem this ongoing toll."

"Recognizing the Drowsy Driver" and other free programs can be downloaded at <http://www.nationalroadsafety.org>.

Keeping Pace with the Changing Workplace

Ask people where they work, or who they work for, and you may be surprised by their answers. More and more will say they work for themselves, out of the house, "on contract", or that they have a few part-time jobs. The landscape of workplaces and the workforce is changing, and along with it, the notion of what used to be the typical job - full-time, full year, and permanent. An increasing number of people are working part-time. Others do temporary work on a term or contract, casual or seasonal basis, or work through a temporary employment agency. Also, the number of self-employed individuals, contractors and small businesses is on the rise, as is the number of workers juggling two or more jobs.

There has been a shift from manufacturing to service jobs. The workforce has become more diverse, now including more workers over the age of 50, more female workers (many of them working mothers), and more new immigrants than in past years. What does all of this mean for the health and well-being of these workers?

These types of non-traditional work situations are sometimes referred to as "precarious" or contingent. While they may offer flexibility and other benefits to workers and employers, these employment scenarios often lack the stability of traditional jobs and present other challenges such as longer or shorter hours and/or sporadic periods of employment for the worker and gaps in worker protection. Ongoing research shows that precarious employment may affect workers' health, safety and well-being. The current occupational health and safety system has largely been based on traditional employment, and one has to ask if the system has kept pace with the changing times.

Adverse health effects

Studies indicate that precarious or non-traditional work arrangements may cause an increase in injury rates, exposure to hazards, stress, work-life imbalance and other mental health effects. Evidence is growing that it's more difficult to monitor and enforce workplace health and safety legislation, ensure safe work practices or provide a safe work environment to part-time, temporary or at-home workers. It's more difficult to identify risks and communication tends to be more infrequent. Training and supervision also present challenges.

Researchers, employers and workers alike are looking for answers to questions such as: *Will older workers survive intense work schedules even if jobs are more flexible? How can small businesses rehabilitate injured workers? How can employers best adapt their HR practices and health and safety programs? How do we address gaps in protection, accountability and responsibility for health and safety?*

Exploring the Answers - Together

People are very concerned with how the health and safety of workers are impacted by the changes they are facing today. Use the NSMS Blog to continue this discussion and share insights and best practices.

Eight Major Mistakes (Or, What Not to Do When Workers' Compensation Rates Drop)

By Frank Pennachio – Occupational Hazards, October 1, 2007

Throughout much of the country, declining workers' compensation rates are music to employers' ears. After all, that seems like long-awaited good news, particularly since workers' compensation is more often than not viewed as a necessity and a significant cost of doing business.

Yet, looking at workers' compensation as a business necessity or a commodity is a major fallacy. Although most employers fail to recognize it, workers' compensation is a core business practice and a means for improving the bottom line.

Rather than diverting attention and finances to other business priorities during periods of lower workers' compensation rates, employers can benefit by taking steps to guarantee long-term savings. Here are eight mistakes employers should avoid so they can achieve long-term workers' compensation savings.

1. Confusing Lower Premium Rates with Cost Reductions

Many employers are surprised to learn that a reduction in workers' compensation rates does not always mean a reduction in costs.

Let's begin with a basic understanding of what determines the cost of workers' compensation insurance. Unlike other insurance, workers' compensation functions like a credit line to finance the costs of injuries. As such, rates alone do not determine the overall cost an experience modification factor (Mod) tailors the cost of insurance to the individual loss performance of an employer. A workers' compensation premium is calculated by this formula: Rate x \$100 payroll x experience modifier.

The Mod calculation is complex, but in general, an employer is compared with similar employers in the same industry classification and if past losses are lower than average, a credit rating reduces the premium. Conversely, if past losses are higher than average, a debit rating can actually increase costs in spite of lower rates.

2. Becoming Complacent

Declining rates act as blinders for many employers. With lower prices, it's easy to shift focus away from injury management and cost containment to other, more pressing business matters.

While increased attention to safety led to a decline in the number of workplace accidents, resulting in fewer claims and lower rates, claim frequency is only one part of the equation. The other part, claim cost including indemnity (lost wages) and medical care, continues to rise.

In many industries where there are tight labor markets, wage gains are expected to trend higher, suggesting further increases in indemnity severity. At the same time, medical care costs have marched relentlessly upward since the mid 1990s.

Even more disturbing is the fact that the growth in workers' compensation medical costs has been much steeper than in the health care industry as a whole, indicating that it is not only medical inflation but a mix of services and over-utilization that are driving up costs.

If claims remain open and injury costs escalate, reserves (estimate of ultimate cost of injury) rise and adversely affect the employer's experience modification factor, thus increasing costs. Employers need to understand what is impacting medical costs and measure key metrics such as cost per claim trends adjusted for diagnosis and severity.

3. Focusing Only on Direct Costs

Ask a business person how much he or she spends on workers' compensation and almost all will respond with the price of the premium. Yet, the direct costs of workers' compensation often represent only 20 percent to 30 percent of the overall injury expenses.

Indirect costs, including overtime, temporary labor, increased training, supervisor time, production delays, unhappy customers, increased stress and property or equipment damage represent several times the direct cost of the injury. A 2002 Safety Index report by Liberty Mutual tallied the direct cost of workplace injuries at \$40.1 billion. The total financial impact of both direct and indirect costs was estimated to be as much as \$240 billion.

Injury costs – both direct and indirect – will have a much greater impact on an employers' overall costs than rate decreases.

4. Thinking That Rates Will Stay Low

Historically, the workers' compensation price cycle has repeated in a predictable pattern: Rates decline, insurance is purchased for a lower price, employers shift focus away from workers' compensation, claim costs do not fall in relationship to reduced rates and employers' Mod increases, legislative reforms erode or become ineffective, insurance company profits diminish and rates increase.

During a declining rate cycle, the plan expects that if rates go down, so should injury costs. If employers do not manage injury effectively and claims do not go down, the employer's Mod will go up. When rates rise again, the increased Mod will wipe out any savings garnered during the declining rate cycle.

5. Viewing Workers' Compensation as an Expense

Employers should recognize that workers' compensation is more than a necessary expense; it is a controllable aspect of business that if managed properly will have a measurable and positive return on investment (ROI).

In ROI Selling, authors Michael Nick and Kurt Koenig note three measures of ROI: "Return on investment occurs when a company realizes an increase in revenue, a reduction in cost or an avoidance of cost."

Viewing workers' compensation as an ongoing process and not an expense can accomplish all three. When injuries do occur, employers can increase their revenues by getting employees back to work quickly and reduce their costs by managing the injury effectively. By recognizing that workers' compensation begins at the date of hire, employers can avoid costs by hiring the right people.

6. Separating Workers' Compensation from Employee Retention

Retaining skilled employees is one of the most difficult challenges facing businesses today. Turnover is extremely costly. According to estimates, it is anywhere from 50 percent to 150 percent of an employee's annual salary.

If a work-related injury is not managed properly, it can result in the unnecessary loss of a skilled, trained employee. The longer employees are away from the job, the less likely they are to return. Statistics show that if employees are not back to work within 12 weeks, they only have a 50 percent chance of ever returning.

The fundamental reason for most lost time is not medical necessity but the non-medical decision-making and lack of a process that occurs after an employee is injured. The workplace response is key – studies show that employees' satisfaction with their employer's response has a much larger impact on employment stability than does their satisfaction with health care itself. Being guided by a plan that focuses on communication and return to work will be far more effective than declining rates in both reducing workers' compensation costs and improving productivity.

7. Devaluing Your Relationship with the Insurance Company or Agency

In a time of declining rates and new competition, there is a tendency to shop for the lowest price. The insurance industry is not immune to the old adage, "You get what you pay for." Chasing the lowest rate can result in poor service or having to deal with an insurance company's unstable finances. In every "soft market" cycle, insurance companies have gone bankrupt and been unable to pay claims. It is critical for employers to investigate the insurer's stability as well as its long-term commitment to the workers' compensation market to mitigate the possibility of a financial failure.

Furthermore, selecting an agent and carrier with an excellent understanding of workers' compensation is very important. The added benefits of improved hiring practices, medical relationships and comprehensive injury management services will reduce both the number of claims and the costs of claims resulting in a lower Mod. Unlike declining rates, a reduced Mod is a guaranteed way to drive down costs over the long term.

8. Measuring the Wrong Thing

John Tukey, Ph.D., the prominent statistician, said, "When the right thing can only be measured poorly, it tends to cause the wrong thing to be measured well. And, it is often much worse to have a good measurement of the wrong thing, especially when it is so often the case that the wrong thing will, in fact, be used as an indicator of the right thing, than to have a poor measure of the right thing."

When workers' compensation is treated as a commodity, the decision is reduced to the lowest possible common denominator – price. This shortsighted approach is equivalent to expecting gourmet food on a fast food budget. If employers are not measuring the true financial impact of work-related injuries, they cannot effectively manage them.

When viewing workers' compensation as a core business practice of comprehensive risk management, the focus shifts from price to tangible metrics that are driving claims costs. With this information, employers can address the underlying circumstances and conditions that are pushing up work-related injury costs and measure the value of their actions.

The declining rate period provides an opportunity and a challenge for employers. The opportunity is to use the "found" money to implement practices that will improve their company and profits – better hiring, injury management and improved education and training. The one constant that separates employers from their competitors is their workforce. The challenge is to protect it.

Tendon Tendencies: How to Reduce Painful Disorders

Just as a well-oiled machine functions better than a rusty one, our bodies need smooth, healthy tendons to move freely and without friction. Tendons are bands of strong, smooth fibers that attach muscles to bones to enable the joints to move easily.

Some conditions in the workplace put workers at risk of developing tendon disorders. If you have pain in areas over a tendon or it is tender to the touch, swollen, or red and you feel the movement is restricted, you may have tendonitis or tenosynovitis.

Tendonitis

Tendonitis describes a condition in which the tendons become swollen. Doing tasks that are repetitive or for a long period of time, or that involve awkward or stationary postures, vibration, and localized mechanical stress, can tear tendons fibers apart like the way a rope becomes frayed. Tendons that are injured can become thickened, bumpy and irregular over time and if they are not given the time and rest needed to heal, can become permanently weakened. This disorder is common in the shoulder, especially among workers doing jobs that involve awkward postures such as overhead work, arm elevation, and specific postures that include bending and elevating the arm.

Jobs that require repeated or forceful movements of the fingers, wrist and forearm can cause tendonitis of the elbow, also known as "tennis elbow". Tendonitis of the elbow is often associated with simultaneous rotation of the forearm and bending of the wrist, stressful gripping of objects with inward or outward movement of the forearm, or jerky, throwing motions - as is often seen in tennis players but can also occur in the workplace. Tendonitis of the hand and wrist is often linked to assembly line work, meat processing, manufacturing, knitting, typing, and piano playing.

Tenosynovitis

Tenosynovitis is an inflammation of the tendon sheath. The sheath produces a fluid that keeps the tendon lubricated. However, prolonged activities, forceful exertion, awkward and static posture, vibration, and localized mechanical stress can cause the lubrication system to not work properly. The sheath either fails to produce enough fluid or produces fluid with poor lubricating qualities. This creates friction between the tendon and its sheath and results in inflammation, swelling and other problems.

Tenosynovitis occurs in the palm side of the wrist and hand, and in the back of the hand and wrist.

Treatment of Tendon Disorders

Tendon disorders rarely require surgery. Treatment usually consists of staying away from activities that cause or aggravate the disorders, or pain relief through non-steroidal anti-inflammatory drugs, ice or heat, friction massage, stretching and strengthening exercises, transcutaneous (through the skin) electrical nerve stimulation or ultrasound. However, some of these methods have yet to be fully evaluated.

Treatment can only be effective if the workplace gets involved to ensure that the activities that caused or aggravated the disorder in the worker are avoided. This participation is essential to help prevent the condition from persisting or recurring.

Prevention is Key

The prevention of tendon disorders should include identifying and reducing the risk factors. Work practices and equipment should be designed to reduce repetitive movements, awkward postures and the amount of time a worker must spend in one position without moving. Jobs should also be designed to lessen the need for significant force to be used and encourage rest breaks to be taken.

Prevention efforts should also include training and education that is organized, consistent and ongoing. Everyone at work, including workers, managers, health and safety representatives, has a role to play and must get actively involved.

Tips: Prepare Your Car for Winter Weather

As winter approaches, CarMax Inc., a retailer of used cars, offers advice on how to make sure your car is ready for cold weather. "Harsh winter weather can create real challenges for your vehicle," said Todd Gartner, CarMax ASE master technician. "That is why it is so important to take the necessary steps to ready your car for the cold weather season."

CarMax's automotive service technicians offer these ten winterizing tips:

1. Check your anti-freeze. The best ratio of anti-freeze to water is 50/50. The number one cause of engine-related breakdowns is cooling system failure. Prevent this by having your cooling system flushed every two years.
2. Replace your windshield wiper blades twice a year. Fill the windshield washer reservoir with freeze resistant wiper fluid (plain water and standard windshield washer fluid will freeze) and keep an extra gallon in the trunk.
3. Check your battery. If the battery is more than three years old, have a technician test its capacity. Have the alternator tested at the same time. Make sure the battery terminal ends are corrosion-free.
4. Check your tire pressure. Check the pressure when the tires are cold, and set the pressure to the car manufacturer's recommendations for your specific tires. When the weather turns cold, the air inside the tire will contract and the pressure will drop.
5. Look at the tread depth on your tires. Put a penny headfirst between the treads. If you can see the top of Lincoln's hair, it's time to replace the tire.
6. Check your spare tire. Make sure it has the proper air pressure and tread depth and that all the proper tire-changing equipment is in the vehicle.
7. Check that your lights, heater and defrosters are working properly.

8. Check all rubber hoses and belts to ensure they are not damaged. Coolant hoses wear from the inside out. Inspect for heavy cracks or chunking in the belts. Alternatively, have a professional inspect all hoses and belts.
9. Have your car's brake system checked if you haven't had the system inspected in the last six months.
10. Assemble a winter emergency kit for the trunk of your vehicle (*go to <http://www.osha.gov/SLTC/emergencypreparedness/guides/winterstorms.html> for a list of emergency items to carry in a vehicle*).

"In addition, slower is always better when driving in winter weather," Gartner said. "Driving slower gives both you and your car more time to react during inclement weather."

Along with following these tips, it's also important to read your owner's manual and follow the manufacturer's recommended service schedules.

Safety Training Strategies – “Waste Toss”

When conducting RCRA and Waste Management Training for the employees, try to make it fun by adding a little game at the end.

Set up different trash bins with labels on them. Arrange them so that everyone could see the labels, and kind of spread them out. The labels, for example, read: "Scrap Metal," "Oily Waste," "Aluminum Cans," "Plastic Bottles," "Vinyl Gloves," "Circuit Boards," "Batteries," "Biohazard", and the like.

Then, divide the class up into two teams. Hand them garbage bags full of "wastes" that need to be sorted. Have the team work to toss their trash in the appropriate bins within five minutes. (Tagged the wastes blue and red so that when sorting, you can tell who wins). The team that scores the most points wins chocolate treats!

Safety Training Strategies – "Safety Pie”

At Graham Packaging they have instituted an interesting safety meeting and awareness program known as “The Safety Pie”.

The Safety Team creates several safety slogans. They are then transferred into a "wheel of fortune" format. Every day a letter is placed in a blank spot, and employees try to guess the slogan. The first one to guess the slogan is awarded a pie.

This pie is thrown into the face of any member of management that the employee so desires. There is also the "secret" pie which is awarded to a member of management who guesses their safety slogan correctly, and they get to throw it into the face of an employee. The kicker is that the employees do not know which member of management won the pie.

This all takes place on the annual "Safety Pie" day. Not only are there pies to toss in faces, but there are homemade pies that are made by our employees that are shared with all to eat. The focus is always on safety, but it has become a ton of fun over the years. The management team gets involved thoroughly and are actually a little disappointed when they are not chosen to receive a pie. It is considered quite an honor.

Aches & Pains

Here are ten health/medical-related items from the Uncle John's Bathroom Reader Institute's recently published Extraordinary Book of Facts and Bizarre Information

1. Aspirin has never been approved by the FDA. It has never been rejected, either.
2. You can't get athlete's foot if you don't wear shoes.
3. The swine flu vaccine of 1976 caused more sickness and death than the flu itself did.
4. Chocolate is good for you: It has more antioxidant properties than green tea. The darker the better--and the warmer the better, as in a nice cup of hot chocolate.
5. A few drops of tincture of mullein, easy to find at a vitamin or health food store, will stop a dry cough every time.
6. Chewing on parsley or cardamon seeds will get rid of bad breath.
7. Experts say that a belly laugh can help relieve constipation.
8. What do pediatricians do when their kids get colds? Sixty-three percent say they "let them run their course."
9. It takes about 30 minutes for aspirin to find a headache.
10. If it's a drug, it has a side effect.

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

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

- Canada has the second most tornadoes (First: United States).
- Ninety-five percent of food poisoning cases are never reported.
- When snow skiing, most men fall on their faces. Most women fall on their behinds.
- Prior to 1953 the slogan of L&M cigarettes was "just what the doctor ordered."
- If you go without sleep for 10 days straight, you could die.
- Wasps kill more people in the United States every year than snakes, spiders, and scorpions combined.
- Nearly 1,000 people die every year as a direct result of volcanic activity.
- Accident rates usually rise 10 percent in the first week of daylight saving time.
- About one quarter of all nations drive on the left side of the road. Most are former British colonies.