



National Safety
Management
Society

DIGEST

Updating Members on Safety Management News

February 2009

Table Of Contents

1. [NSMS 2009 Membership Certificates and Cards Are Being Mailed to You](#)
2. [The ISHM “Certified Safety and Health Manager” \(CSHM\) Accreditation Has Been Achieved!](#)
3. [Welcoming Our New 2009 NSMS Members](#)
4. [“Enhancing Safety Stewardship: Regulatory Update, Best Practices and Leadership Development”](#)
5. [The NSMS “Blog” is Here](#)
6. [FREE ACCESS: Online Certified Safety and Health Manager \(CSHM\) Educational and Exam Preparation Reference Materials](#)
7. [How to Evaluate Safety and Health Changes in the Workplace](#)
8. [Prepare for Green Jobs](#)
9. [Michigan Releases New Draft of Controversial Ergonomics Standard](#)
10. [Injuries to Cops, Firefighters Cost \\$20M Since '02](#)
11. [Lessons Learned: PPE Hazards Part of \\$225,000 Fine Against Industrial Painting Firm](#)
12. [Lessons Learned: Too Fast - State OSHA Report Links Echelon \(Building Construction Site\) Death to Speed of Construction](#)
13. [Lessons Learned: Probe Faults Worn Sling in Crane Crash](#)
14. [How to Help a Co-worker in a Medical Crisis](#)
15. [Tasmanian Workplace Injuries on the Rise](#)
16. [Link Bosses' Rewards to Safety Record - Calls in Singapore for Safety Incentives](#)
17. [Making the Most of Conferences and Trade Shows](#)
18. [Safety Training/Meeting Strategies: “Truth or Fiction”](#)
19. [How to Market Yourself](#)
20. [Safety Tidbits](#)

NSMS 2009 Membership Certificates and Cards Are Being Mailed to You

NSMS is very grateful for your new membership or continued membership throughout the years and looks forward to continuing our association together in 2009. For those who had not had an opportunity to renew or submit your dues after applying for membership online, we ask that you do so shortly. We do not wish to drop you off our monthly NSMS Safety Digest distribution list. We are in a challenging economic period, but investment and participation in NSMS provide you with integrated safety, health and business resources and a peer network to pursue operational experience. Our goal is to equip you with the skills, knowledge and abilities to practice your job and have your company see you not as a cost center, but a return on investment. We strive to help your professional development, move toward CSHM certification, implement best practices and help you and your business succeed.

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.

For inactive/past members who have not kept their membership dues current, but have been receiving our communications and access our website resources, we invite you to rejoin. We also encourage non-member recipients and readers of our monthly online Safety Digest Publication to officially join our Society and benefit from the networking, lower fee online professional development courses and special registration rates for attending our conference and regional workshops. A growing membership base will increase our ability to develop, deliver and subsidize programs and resources to all. Thank you.

The ISHM “Certified Safety and Health Manager” (CSHM) Accreditation Has Been Achieved!

The vision of our early NSMS founders to develop a safety management-focused credential to recognize professional competence in safety leadership has culminated in the official accreditation of the NSMS-created Certified Safety and Health Manager credential by the Council on Engineering and Scientific Specialty Boards (CESB). CESB is a self-sustaining, independent body which accredits certification programs organized and operated consistent with sound credentialing practices tailored to the needs of engineering and technology specialties. CESB is the recognized accreditation body for engineering and scientific certification and specialty certification programs for professional credentials such as the Board Certified Environmental Engineer, Certified Industrial Hygienist and Certified Hazardous Materials Manager.

Our sister organization, the Institute for Safety and Health Management (ISHM) and its Board of Directors deserve all the credit for their leadership, diligence, determination and perseverance in marshalling this monumental effort to fruition. Our CSHM credential holders deserve our gratitude for their patience as this initiative effort went through many trials and tribulations over the years. The Institute for Safety and Health Management is the credentialing organization which administers the CSHM to recognize safety and risk management professionals who, through demonstrated professional

experience and the passing of a comprehensive exam, have met ISHM's requirements for mastering the safety management body of knowledge.

The CSHM credential recognizes safety and health professionals who demonstrate knowledge of health and safety management skills and techniques through examination and experience.

The CSHM certification program promotes the integration and practice of safety management principles throughout all levels and activities of an organization. In addition to technical knowledge of safety and industrial hygiene, a successful safety and health manager must possess working knowledge of a broad range of business and financial principles and an understanding of related issues such as hazard analyses, accident/incident investigations, safety audits/surveys, workers' compensation, risk management, product safety, human factors, environmental laws, quality, and labor relations. The CSHM program is designed to provide recognition of those who can apply such a broad range of health and safety management tools. NSMS offers to be a resource and facilitator to help those interested in pursuing such a certification.

Welcoming Our New 2009 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 2009 membership to the National Safety Management Society. We would also like to acknowledge and welcome the following new members to our Society:

- **Dr. Walter Chun**, President/Consultant – OSHCON, Inc. (Honolulu, Hawaii)
- **Dennis Hardy Jr.**, Safety Supervisor – Navajo Housing Authority (Window Rock, Arizona)
- **Lex V. Hembree**, Project Safety Manager – BMW Constructors (Munster, Indiana)
- **Sonja Hines**, Safety Manager – Sonja Hines Consulting (Laurel, Maryland)
- **Angelia T. Hogan**, Safety Supervisor – Georgia Pacific Corporation (Fordyce, Arkansas)
- **Michael A. Lauff**, Safety Coordinator – American Electric Power Company (Conesville, Ohio)
- **Ali Mashaki**, Senior Technical Services Manager – AIG Consultants, Inc. (Los Angeles, California)
- **Damita Y. Reed**, Supervisor Industrial Hygiene – Womack Army Medical Center (Fort Bragg, North Carolina)
- **Dr. Mike Rosser**, Owner - Corporate Safety Services (Auora, Colorado)
- **Muhamed Ismail Mohamed Yusoff**, Safety Manager – A&I Transportation Services, PTE LD. (Singapore)

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!

SPECIAL ADVANCED ANNOUNCEMENT:

Planning and Logistics are Underway . . .

NATIONAL SAFETY MANAGEMENT SOCIETY Special Professional Development Program Tentatively – Spring 2009 New Orleans, Louisiana and/or Houston, Texas

“Enhancing Safety Stewardship: Regulatory Update, Best Practices and Leadership Development”

Now that the new Board of Directors is in place, NSMS’ goal of hosting a regional workshop is being targeted for sometime in late spring 2009. We hope you are all able to join the National Safety Management Society for a **Regional Safety Program** tentatively planned for the New Orleans, LA / Houston, TX. Based on interest and demand, this event is spearheaded by NSMS President, Roosevelt Smith, and is geared toward broadening the safety skills, knowledge and abilities of front line supervisors, managers and administrators in developing, implementing, evaluating and improving programs for worker safety, security, compliance and environmental protection in onshore and offshore oil and gas operations, as well as general industry. More details to come.

Conference Registration Fee: (includes lunch and program materials).

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://www.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.

How to Evaluate Safety and Health Changes in the Workplace

Businesses are continuously making safety and health changes in the workplace. But when making those changes, successful employers and managers want to be sure that they really work. What were the results? Was the change an improvement? Here are some examples of positive outcomes that employers use:

- reduced employee injury and illness
- increased employee satisfaction
- improved safe work practices
- reduced absenteeism
- reduced workers' compensation costs or rates
- increased productivity
- improved workplace air quality

Measuring the results of workplace safety and health changes benefits employers and employees because both gain confidence that the change results in a safer workplace. Since most changes occur by trial and error or in stages, information about the effectiveness of each stage is naturally helpful to the process. These changes often result in increased productivity and demonstrate that employee safety and health can be a good investment. Employees must be involved throughout the selection of safety changes and their measurement.

Making changes in the workplace is not easy. Take time to think about how you are going to evaluate your changes. Thinking through your options will provide you with the information necessary for making better decisions in the long run.

Evaluation can be very complicated or it can be relatively simple. Although the simplest methods may be seem less "scientific," they can still give you good information for making some important decisions. After a simple evaluation, you can decide to expand the intervention to other work groups in your company, or consider making additional changes.

Improving worker safety and health, as well as increasing productivity, is a continual process of:



Prepare for Green Jobs

The economic stimulus plan being debated in Washington includes funding for more green initiatives. Whether the plan is approved or not, we can expect to see more focus on green industries, including construction and remediation.

In a recent report, the National Institute of Environmental Health Sciences (NIEHS) explored how it can incorporate green principals into its safety training programs. "Implications for Safety and Health Training in a Green Economy," developed from NIEHS's workshop held in fall 2008 offers insight into how green jobs will affect worker safety and health.

- Green chemistry. As chemical companies determine how to develop chemicals that are less damaging to the environment, workers will need training in personal protection against chemical substances and hazardous material response and cleanup.
- Environmental construction and clean up. Green curricula should be added to current training programs, rather than creating new coursework. Programs should include environmental topics, implications for construction of green buildings, management of hazardous waste, and asbestos and lead abatement. Apprenticeship programs for green construction and environmental remediation worker training will help experienced workers share best practices.

NIEHS also predicts that the safety community may see green principals incorporated into safety and health regulations.

Michigan Releases New Draft of Controversial Ergonomics Standard *(By Jennifer Anderson, ErgoWeb - September 8, 2008)*

The Michigan Occupational Safety and Health Administration (MIOSHA) recently released a new draft of an ergonomics standard that faces an uncertain ride through the legislative process. Four years in the making, it is designed to reduce occupational risk factors for musculoskeletal disorders (MSDs). The state's manufacturers and business community oppose it, seeing it as a financial drain in a state already hard hit by the nation's economic downturn.

Charles Owens, state director of the National Federation of Independent Business/Michigan, told state regulators after the release to go back and "do over" the proposal. His comments came during testimony before a joint meeting of MIOSHA, the General Industry Safety Standards Commission (GISS) and the Occupational Health Standards Commission (OHSC). The standard, as proposed, would make Michigan the only state besides California with an ergonomics standard.

It would require:

- All employees to be given ergonomics training covering occupational risk factors for MSDs, symptoms, and reporting procedures.
- Employers to be responsible for involving employees; assessing risk factors; and eliminating, reducing or controlling ergonomic hazards "where economically and technically feasible."
- Employers with an existing "effective ergonomic program" would be judged to be in prior compliance with the training and assessment/response requirements

In an interview with *The Ergonomics Report*TM in November 2005, the director of MIOSHA, Doug Kalinowski, explained the standard as a legacy of the failed effort to institute a federal ergonomics standard in 2001. "The OSHA [Occupational Safety and Health Administration] situation raised awareness." He said that after it was killed and rules were eliminated, one of the state's OSHA commissioners looked at the number of workplace injuries and suggested a standard could make sense for Michigan. The commissioner argued that even minimal rules could have some impact.

Then Republican Governor John Engler agreed, according to Kalinowski. Two of the state's original three OSHA standards committees formed a sub group, built the outline for the project and set up the Ergonomics Advisory Committee to come up with appropriate wording for the rules.

In an interview with the *Michigan Business Review* after the August release of the proposed standard, Kalinowski described it as a significant and contentious issue in the state, "even though [it] is fairly minimal."

Charles Owens, director of the Michigan chapter of the National Federation of Independent Business, told the *Review* that it "will make us uncompetitive with rest of country, and it's just astounding that they're contemplating even making this rule mandatory."

Federal OSHA estimates in 2001 put the cost of repetitive-stress injuries on the job at \$20 billion annually, or about a third of employers' total workers' compensation costs. Standards proposed by federal regulators at that time were estimated to cost employers \$5 billion, but those were blocked by congressional action.

Injuries to Cops, Firefighters Cost \$20M Since '02 (By Carli Brossuau, Tucson Citizen – September 9, 2008)

Its common knowledge that public safety jobs are dangerous, that those workers put their lives on the line and that risk is fundamental to the identities of those workers. What's less known - and difficult to pin down - is the cost of their injuries.

According to city and county records, injured firefighters and police officers have, since 2002 had \$14 million in insurance claims and injured deputies had \$6.2 million in claims. But while the city and county track worker injury insurance claims, other costs, such as overtime required of other workers to cover an injured employee, are not.

Local departments do not keep a database of information on the time off because of injuries or of days on "light duty," the less physically strenuous responsibilities given to hurt workers. Data on injury-related counseling and the injuries' impact on morale and staffing also is difficult to come by. What is clear is that the city's injury rate for officers and firefighters is more than two times the state average.

The Industrial Commission of Arizona reported that in 2005, the most recent year for which data is available, there were 10.9 injuries for every 100 full-time employees involved in "justice, public order and safety activities" in the state, and 10.3 of those were injuries to police. Of those injuries - about 2,300 total - 500 involved time off to recover from the injuries and 400 involved light duty.

In Tucson in 2007, the police department's 1,100 officers sustained 256 injuries and the city's 700 firefighters had 268 injuries. That works out to 23.3 injuries per 100 officers and 38.3 injuries per 100 firefighters. In the past five years, the city has paid between \$800,000 and \$3 million per year on medical expenses related to police injuries, and between \$330,000 and \$715,000 per year on hurt firefighters.

Up until a couple of months ago, the county did its calculations differently - and in-house. Now Pinnacle Risk Management Services, a Portland, Ore., company with branches in every Western state, handles claims for the city and the county, bringing the county in line with industry standards that say risk management is more objective in the hands of a third party.

In the past five years, Pima County has paid between \$252,000 and \$988,000 per year on costs related to injuries to its 500 or so sheriff's deputies. Unlike newer figures, those numbers include compensation, equipment and other miscellaneous costs. Both accounting versions include the indemnity costs and the expenses of administering the claims.

The pre-switchover figures show that between 68 percent and 86 percent of the cost was medical expenses, depending on the year. Between 8 percent and 27 percent involved compensation during deputies' time off.

It's the time off associated with injuries that really gets to public safety workers, who identify closely with their jobs, union leaders said. "Generally, we want to get back on the job as soon as possible," Larry Lopez, president of the Tucson Police Officers Association said. "It affects morale."

In the fire department, the average time off work for common injuries such as neck and back injuries is one month, Tucson Fire Department spokesman Capt. Norm Carlton said. Those injuries are also the most common for police and sheriff's deputies, according to workers' compensation records. Through a combination of workers' compensation and salary payments, workers receive between two-thirds and 100 percent of their full salaries while on injury-related leave, depending on the department.

Sometimes the injuries are serious enough that workers can't return to their jobs, at least not in the year they are given to heal. In the past five years, 21 police officers and one firefighter were forced to retire for medical reasons, said Liz Martinez of the Tucson Police and Fire Public Safety Retirement System Boards. Those medically-retired employees are paid each month about half of the monthly salary they would have received for the rest of their working careers, Martinez said.

The cost of injuries, however, is not only measured in dollars. Deputies Matthew Salmon and Bruce Haufe were shot in February, their injuries together costing the county more than \$20,500 in medical expenses.

Police officer Erik Hite died after he was shot during a car pursuit in June. That incident, plus the shooting of Officer David Friedman, who was hit in the leg during an arrest, totaled \$885,000.

But the effect on the departments, not to mention the workers' families, is profound, said Matt Janton, the southern Arizona representative of the 100 Club, a nonprofit that helps families of public safety workers injured or killed in the line of duty. You always think, "That could have been me," said Janton, who worked for the state Department of Public Safety and Northwest Fire.

Fulfilling their reputation as a brotherhood, public safety workers rallied to help the Hite family financially and personally, Janton said. In an e-mail announcing a Web site in honor of Hite, the officer's wife, Nohemy Hite, wrote: "TPD has been great and I appreciate their caring, thoughtfulness and promptness in making sure I didn't have to worry about financial issues. Between the donations and

Erik's benefits at least I don't have to worry about money right now." "We take care of our own," police Sgt. Tony Kadous said.

Kadous is treasurer and co-founder of Hearts of Gold, a nonprofit TPD employees group created to do just that. Officers contribute at least \$5 a month through their paychecks to the group, which gives grants to police employees or their families to cover medical costs. The group receives about \$15,000 a month, Kadous said.

The 100 Club offers grants to small departments for safety gear and pays benefits to hurt workers, Janton said. Three Tucson police officers and a Pima County deputy received benefits between April and June, according to the group's newsletter. Help's also available from Arizona Concerns of Police Survivors, Line of Duty Death Northwest Fire Interagency Team and local unions, representatives said. That's not to say departments aren't making changes to reduce injuries.

Paramedic Dan Wallace used to hurt his back about once a year lifting weights during the hour-and-a-half firefighters are given each shift for physical training. One of those back injuries caused him take a month off to heal. About two years ago, Wallace decided to end the cycle. He changed his workout to include more cardio and less weightlifting. He learned better techniques and volunteered to teach other firefighters how to work out more effectively and more safely.

He is one of about 20 of Tucson Fire Department's peer fitness trainers, who work with colleagues on and off duty to improve their fitness and reduce on-the-job injuries. About 9 percent of firefighter injuries occur in training, not fires or medical calls, according to a 2004 study commissioned by the U.S. Department of Commerce, the only national review of firefighter injuries. No similar department statistics were available.

The fitness trainers are part of the department's campaign to reduce injuries; an initiative intended to keep more firefighters on the job, doing their jobs well and, secondarily, to save the city money. In addition, the department overhauled its continuing education program this year to include more on-site and practical training, spokesman Carlton said. It is department policy that firefighters get yearly physicals. Peer fitness trainers work closely with the city-appointed doctor to address any trends the doctor notices, Carlton said.

The Police Department has also made changes to reduce injuries, spokesman Sgt. Mark Robinson said. "There are things that we would do in the '70s that we would never consider doing now," Robinson said, referring to detailed pursuit and arrest policies.

Technology has had a huge effect. To help officers multitask better, they practice using patrol-car technology in front of a video screen simulating the situations patrol officers may find themselves in, said Officer Steve Beller, who works at the Public Safety Academy. That training is intended to reduce vehicle accidents, which result in the most common, and expensive, injuries each year. Sheriff's deputies are now required to wear body armor, union president Sgt. Christopher Rogers said.

And the number of serious injuries as a proportion of employees in the department is falling, even while the number of total injuries is increasing. Carlton said the number of firefighter injuries is up because the number of firefighters increased by about 170 from 2002 to 2008 and the department has gradually placed more emphasis on reporting all injuries, especially exposures to potentially dangerous substances. The other major factor, Wallace said, is that in contrast to the trend among firefighters, the general public is becoming less fit, which means heavier. That translates into more strained backs.

Lessons Learned: PPE Hazards Part of \$225,000 Fine Against Industrial Painting Firm

OSHA has proposed a total of \$225,000 in fines against Certified Painting Co. Inc. in Alsip, Ill., for an alleged eight willful and nine serious violations of federal workplace safety standards. The agency's investigation, opened in July 2008, cited the company for failure to have proper carbon monoxide monitoring devices; to provide and ensure workers were using personal protective clothing; to provide required hygiene facilities and ensure workers conducted required hygiene practices after possible exposure to lead or other hazardous materials; and to provide U.S. Coast Guard-approved life jackets and have a lifesaving skiff immediately available at locations where employees were working over or adjacent to water.

The company also was cited for failure to provide proper fall protection and equipment for employees working on scaffolding; to maintain a safety and health program; to provide a required training program prior to employees being exposed to lead; and to conduct regular inspections of the jobsite by a competent person.

"Failing to practice required OSHA safety and health standards is detrimental to the welfare of American workers," said Gary Anderson, director of the agency's area office in Calumet City, Ill. "Any employer that is committed to providing a safe place of work can avoid employee injuries and fatalities by following OSHA's regulations."

Certified Painting performs industrial painting on bridges and other construction projects throughout the state of Illinois. The company has been inspected by OSHA 16 times and has been cited for safety and health violations more than 100 times since 1976, according to the agency. The company has 15 business days from receipt of the latest citations to comply, request an informal conference with OSHA's area director, or contest the citations before the independent Occupational Safety and Health Review Commission.

Lessons Learned: Too Fast - State OSHA Report Links Echelon (Building Construction Site) Death to Speed of Construction *(By Alexandra Berzon, The Las Vegas Sun – October 2, 2008)*

Nevada workplace safety regulators say a building contractor's poor safety practices and rush to finish work at Echelon on the Strip led to the death of a construction worker in June. The findings by the Nevada Occupational Safety and Health Administration contained the most explicit connection to date between safety and speed in the midst of the \$32 billion building boom on the Strip.

Nevada OSHA refused to back away from its findings in the fatal accident despite objections from the contractor, Marnell Corrao Associates. It was the third consecutive case in which the agency has refused to back down from the findings of its investigators. The Las Vegas Sun reported in spring that the agency had routinely reduced or withdrawn citations after contractors objected. Since the Sun began its inquiries, however, Nevada OSHA has held firm.

The accident occurred June 16, 2008, when the now-stalled Echelon project was still being built at top speed. Carpenters stripping what are known as "frame shoring towers" that mold concrete in a hotel basement had been pressured for days by their foremen to hurry up. One of those workers was Lyndal Bates, 49, of Tempe, Ariz. Before the accident, Bates mistakenly tied his safety harness to a piece of the A-frame-shaped scaffolding that he was taking down. When he threw that piece to the ground, it pulled

him down with it. He landed on his head after falling 13 feet. His death was one of 12 at Strip construction sites in the past 22 months. OSHA released its findings in another of those deaths this week, a fatal accident at MGM Mirage's CityCenter that killed Dustin Tarter, a crane oiler.

The investigation of Bates' death found that Bates was following company orders as he took apart the scaffolding. The agency criticized the Marnell foreman supervising Bates for pushing employees to follow unsafe practices and work at unsafe speeds. "The crew foreman directed employees to work alone, to throw all shoring system components to the ground and rushed them to hurry-up, which deviated from the 'common' practice for false work removal, from the company established procedure as well as from the manufacturer/supplier specifications noted in the Design Plans," OSHA's report said.

The foreman was not provided specialized training for the tasks and workers were not properly trained in fall protection, OSHA found. The company was also cited for illegally cleaning up the site following the accident, which could have altered evidence before inspectors could visit it. Marnell was fined \$11,000 for one "regulatory" and four "serious" violations. Marnell disputed that finding. The company told OSHA it did not take steps to clean up the site, and argued that OSHA did not consider employee training records.

After failing to persuade OSHA to change its conclusions, Marnell tried to file an appeal, but it missed the deadline. On Tuesday, the company sent OSHA a letter asking permission to appeal. The company would not comment to the Sun about the case. Marnell was cleared by OSHA of fault after an investigation in April of an employee injury at Echelon.

The company's workers' compensation safety ratings for its projects nationwide are slightly better than average, according to a person close to the company, but its record at Echelon is far worse. This year, there have been 44 injuries among Marnell employees at Echelon among 280 workers. That's an injury rate of 25.8 per 200,000 hours worked. The national average for the sector is 6.9 injuries per 200,000 hours worked.

Rob Stillwell, spokesman for Echelon owner Boyd Gaming, defended Marnell's safety record. "We selected Marnell for their reputation as a solid construction company with a very impressive safety record," Stillwell said. "They have a great history of being an excellent builder and quality construction company and their regard for safety is a top priority."

Two months ago, Boyd announced it was stopping construction on Echelon until the financial climate improves. Bates was one of three American Indian workers to die on Strip construction sites during the recent rash of deaths. He was married with three adult children. His brother, also a carpenter, worked on safety at Echelon.

In its seven-week investigation, OSHA found employees who said they had worked either in tandem with another worker or from a scissor lift to lower the A-frame forms to the ground with a rope — the common and correct way to dismantle the forms. Other supervisors on the site required their crews to follow that procedure.

But two days before the accident, Bates' foreman began to scream at workers to move more quickly by throwing the scaffold pieces to the ground and by working alone, OSHA investigators were told. On the day of the accident, employees told OSHA, the foreman was "really rushing them."

Bates was “tied to the scaffold that he threw because the foreman told us that we would have to throw down all (the scaffolding) to do the job quicker,” one employee who witnessed the death wrote in a witness statement translated from Spanish and included in the OSHA report. “At the beginning we did it with a rope but (the foreman) did not want it done that way and he was rushing us and there was not safety on the floor. Everything was in disorder. It could have happened to anyone and it was worse that it happened to my friend.”

The rush to finish enormous, fast-paced Strip jobs on deadline has become a safety concern among Strip workers, union leaders and observers as the industry has suffered a rash of deaths that outpaces that of even the 1990s construction boom. But rarely does Nevada OSHA explicitly point out the connection during the course of an investigation.

One exception: In an informal conference report following the December 2006 death of a Perini Building Co. foreman at Trump Towers, Nevada OSHA Chief Administrative Officer Tom Czehowski wrote, “Employer set safety culture to fail by allowing unsafe equipment use and not enforcing training. Foreman (deceased) was a member of management and placed productiveness before safety, just as the employer has.” Despite that statement, OSHA reduced the fines against Perini for its conduct in that death from \$18,900 to \$8,300.

Lessons Learned: Probe Faults Worn Sling in Crane Crash *(By Brian Kates, Daily News – September 16, 2008)*

The failure of a \$40 rigging sling, torn and tattered from years of misuse, was the apparent cause of the East Side crane collapse that killed seven in March, a federal probe reveals. The synthetic web sling, one of four used in raising pieces of a mammoth crane at 303 E. 51st St., was two years old and bore “cuts and snags that existed before the March 15 disaster,” said Richard Mendelson, regional director of the Occupational Safety and Health Administration. “I don't think the slings cost more than \$40 each,” said Mendelson. “There was no practical reason for not replacing one that is worn out.”

Long Island-based master rigger Thomas Rapetti, responsible for erecting the crane, failed to inspect the slings, OSHA charged. The agency slapped him with \$210,000 in fines and charged him with four “willful” violations, meaning “either he knew better and chose not to do the right thing or just basically could have cared less,” Mendelson said. The slings helped haul massive collars used to secure the crane tower to the 43-story building.

When the sling failed, the collars dropped onto I-beams, severing the crane from the tower and sending it crashing into the busy neighborhood, killing six workers and a woman in a building that was pulverized. No padding had been used to protect the slings from abrasion, the feds said. The damaged sling believed to have triggered the collapse was brought from another job site, OSHA also said. The other three were new, bought for the E. 51st St. job, and had no preexisting damage, Mendelson said.

“It's hard to know who to blame - Rapetti or a lax Buildings Department,” said construction worker Chris Canzona, brother of worker Clifford Canzona, who was killed at the site. Canzona is suing the city for \$30 million for gross negligence in the case. A city building inspector, Edward Marquette, has been indicted for falsely reporting he had inspected the crane before it collapsed.

Since the March 15 collapse, the city has prohibited the use of such slings while jumping, or raising, tower cranes. Two other companies, Joy Contractors of Elizabeth, N.J., and Reliance Construction Group, of Parsippany, N.J., were issued a total \$93,500 in fines for violations at the site that did not contribute to the collapse.

How to Help a Co-worker in a Medical Crisis *(By R.J. Ignelzi, Union-Tribune – September 9, 2008)*

Would you know what to do if your co-worker suddenly fainted while standing at the fax machine? Would you be able to assist the guy in the next cubicle if he were choking on his ham sandwich?

If you can't help, it's imperative that somebody in your workplace can. The National Safety Council reports that nearly 4.1 million Americans suffered injuries and illness in the workplace in 2006 (the latest data). Even though many health emergencies are minor, speedy medical aid is still critical.

The American Red Cross and the Occupational Safety and Health Administration (OSHA) strongly urge all companies, from mom-and-pop businesses to mega-corporations, to provide adequate emergency medical equipment and first-aid training to employees. The more people trained to handle medical emergencies, the safer the work environment.

“At least 5 percent of the employee pool should be trained in CPR and first aid, including (instruction) on how to operate an AED (automated external defibrillator),” says Heidi Papachristos, spokeswoman for the American Red Cross of San Diego and Imperial counties, noting that training and certifications need to be renewed every year.

The amount and type of emergency training often depends on the type of work or work environment. At Sempra Energy, for example, where field crews are working with electricity and natural gas, first-aid training is mandatory. For all other employees there, training is voluntary and paid for by the company.

“We like to have several employees trained in each department, so there's always someone within office range who's been trained in first aid and CPR,” says April Bolduc, public relations manager for Sempra Energy, which has three nurses on staff.

Employees and management need to be aware of who has up-to-date first-aid training. At Qualcomm, for example, lists of everyone in the company who is trained in first aid, CPR and the use of AEDs, along with their phone number and office location, are posted in break rooms and conference rooms. The lists are updated regularly to accommodate personnel changes.

There should be first-aid kits with supplies in adequate quantity for all employees, and everyone should be aware of where the kits and AEDs are kept.

Consultants at OSHA can provide free assistance to employers who want to establish a safe and healthful workplace. OSHA recommends that first-aid programs should be designed to reflect the known and anticipated risks of the specific work environment.

Certain medical emergencies always require an immediate call to 911 or emergency services. These include chest pain, difficulty breathing, severe bleeding or sudden weakness or numbness. Follow the emergency aid dispatcher's instructions carefully. Someone should always be prepared to give CPR.

The following six minor medical emergencies are some of the most common that occur in the workplace, and it's important that everyone, not just those formally trained in first aid, knows how to help. Any of these conditions can become very serious, in which case, the first step is to call 911 or your local emergency number immediately.

Bleeding From Cuts or Lacerations

Most minor bleeding can be stopped with direct pressure over several minutes. To avoid infection, wash your hands or wear gloves if possible before helping someone who is bleeding.

- If there is a lot of bleeding, have the person lie down with legs elevated to reduce the risk of fainting.
- Clean the wound with gentle soap and water. Don't try to remove any large or more deeply embedded objects in the wound.
- Apply pressure directly on the wound using a sterile bandage or clean cloth.
- Maintain pressure until the bleeding stops, holding continuous pressure for at least 20 minutes.
- Seek prompt medical attention if you can't stop the bleeding, can't adequately clean the wound or you suspect a nerve or tendon has been damaged. The wounded person may need a tetanus shot if it's been more than 10 years since the last booster immunization.

Burns

For minor first-degree burns or second-degree burns no bigger than 3 inches in diameter:

- Cool the burn. Hold the burned skin under cold running water for at least five minutes or until pain subsides. Or, immerse the burn in cold water. Don't put ice on the burn or apply ointments.
- Cover the burn. Use a sterile gauze bandage, not fluffy cotton. Wrap it loosely.
- Relieve pain. Take an over-the-counter pain reliever such as aspirin, acetaminophen or ibuprofen.
- For third-degree or major burns, call 911 or emergency medical services.

Choking

There are certain indications that a foreign object is lodged in someone's windpipe. These include inability to talk, difficulty breathing, inability to cough forcefully, skin and lips turning blue and loss of consciousness. The American Red Cross recommends a "five-and-five" approach to choking first aid:

- Deliver five back blows between the person's shoulder blades with the heel of your hand.
- Perform five abdominal thrusts. While standing behind the person, wrap your arms around the waist and tip the person forward slightly. Make a fist with one hand and position it slightly above the person's navel. Grasp the fist with the other hand and press hard into the abdomen with a quick, upward thrust, as if trying to lift the person up.
- Alternate between five back blows and five abdominal thrusts until the blockage is dislodged.

If possible, have another person call 911 while first aid is being administered.

Fainting

Position the person on his or her back and elevate the legs above heart level about 12 inches.

- Check the person's airway to make sure it's clear and watch for vomiting.
- Check for signs of breathing. If the person is not breathing, start CPR and call 911, continuing CPR until help arrives.
- If the person is breathing, loosen belts, collars and other constrictive clothing. The person should revive quickly. If the person doesn't regain consciousness within one minute, call 911 or emergency medical assistance.

Fractures (Broken Bones)

- Broken bones require medical attention. Until you can get the co-worker to a doctor:
- If the foot or hand at the end of the injured extremity is cold or blue, call 911 or emergency aid immediately.
- Do not straighten the extremity if it is bent. Keep it in the position found.
- Stabilize the extremity using padding to keep it immobile.
- Put ice (apply indirectly in a bag or towel) on the injury; 20 minutes on, 20 minutes off.
- Anti-inflammatory drugs like ibuprofen or naproxen can help with pain.
- Elevate the extremity to reduce swelling.

Seizures

- Cushion the head to prevent injuries.
- Loosen any tight neckwear.
- Turn the person on his or her side after the convulsions stop to help drain any moisture or secretions from their mouth.
- Do not attempt to hold down or restrain the person.
- Do not place anything in the person's mouth or try to pry the teeth apart.
- If the seizure doesn't stop within a few minutes or the person experiences prolonged confusion or difficulty breathing call 911 or emergency medical aid.

Tasmanian Workplace Injuries on the Rise *(ABC.net.au, September 17, 2008)*

It has been revealed workplace accidents cost Tasmania more than \$100 million every year. Close to 10,000 Tasmanians were injured at work in the past year, the highest rate in 14 years.

WorkCover Tasmania's Simon Cocker says safety was once a priority but people have lost sight of its importance. "Most of these things that happen in the workplace are avoidable if due care, due process and proper safe systems are put in place," he said.

Ted Bell of Tasmanian Company Hazell Brothers says safety is not just the employer's responsibility. "You've got to understand the scope of the work you're undertaking and have a full appreciation for the hazards and associated risks with that work."

Tips on safety management strategies for both employers and employees was the focus of Safe Work Tasmania week held late November 2008.

Link Bosses' Rewards to Safety Record - Calls in Singapore for Safety Incentives *(By Jermyn Chow, ASIAONE Business, September 30, 2008)*

As more workers died or got hurt on the job in Singapore during the first half of the year, a workplace safety official has suggested that the rewards and bonuses given to a company's top suits be tied to its safety record.

Making workplace safety a key performance indicator will ensure that the 'bosses lead by example and make safety their priority', said Mr Jackson Yap, chairman of the Workplace Safety and Health Council's construction and landscaping committee.

Citing his company as an example, Mr Yap, who is the group managing director and chief executive officer of home-grown construction firm United Engineers, said its weekly meetings typically kick off with a review of the safety processes of work operations. 'That's demonstrating to managers and the last person on the ground that safety is part of doing business,' he told reporters yesterday.

In response, the Association of Singapore Marine Industries said Mr Yap's recommendation had 'its merits'. The body has 200 members comprising shipyards and marine contractors. But its president, Mr Michael Chia, urged all employees to take responsibility as well to make the workplace incident-free.

Thirty-two workers have died on the job in the first six months of this year, up from 28 in the same period last year. Most fatalities happened on construction sites and shipyards, which accounted for more than half of the deaths. Cases in which illness was caused as a result of work were also up, from 187 to 290. The sobering figures came even as a commercial diver was swept away yesterday by an undercurrent while repairing the metal grating on the hull of a ship. At press time, he was still missing.

The numbers were shared at a forum yesterday attended by 550 top management representatives, managers and safety supervisors from shipyards and petrochemical and pharmaceutical companies. The forum focused on flammable and hazardous substances - a worksite danger that killed five shipyard workers in the first six months of this year.

Mr Thomas Teo, a manager with the Ministry of Manpower's occupational safety and health division, noted that one in three of the fatalities due to flammable substances was caused by 'workers who are not trained or drilled sufficiently by their employers in safety processes'. Another factor is that workers may be pressured to take short cuts to get the job done fast and to keep to tight deadlines, said Mr Samuel Tso, executive director of the safety council. This is a particular risk now that the construction and shipping sector is booming. 'What is most important is that top management must build the safety culture within the organisation and change the mindsets of every worker down the line,' said Mr Tso.

Making the Most of Conferences and Trade Shows *(By Catherine Jones, September 10, 2008)*

And if you're going to any trade show during the year, you should understand the enormous opportunity you're getting and prepare yourself to take full advantage. Here's how.

How to Make the Most of Trade Shows and Conferences

I'll bet that whenever anyone is appointed to go to a trade show or safety seminar in another city, their first thoughts are of the escape from the work routine and a chance to socialize with others from the

company or the industry. And it's true that trips such as these can be fun. But whenever anyone in the safety business attends a conference, they're expected to come home with information to help the company work better and more safely.

Trade shows feature new products to solve safety and production problems, and the seminars are filled with information on new and old hazards and how to protect your workers. It takes some planning to ensure you don't experience information overload.

5 Tips for Before You Go to the Trade Show

Your job starts before you depart for the show. Trade shows and conferences can be overwhelming, with several exhibits and sessions competing for your attention. Before you leave home, take some steps to ensure that you use your time at the trade show effectively.

Find out all you can about the show. Who is sponsoring or organizing it? What is the target market? Get a list of exhibitors.

Get details about seminar topics and speakers. You probably can't attend all sessions, so sign up early for the ones with the most useful information for your workplace.

Consult with others in your company about what they'd like you to look for at the show. The joint safety and health committee, your boss, other supervisors and your crew members may have ideas and requests.

Research the products you'll be seeing on the Expo floor. Flip through safety catalogs or find them on the Internet, so you'll be familiar with some of the choices.

Pack plenty of business cards to give to potential suppliers and industry contacts.

5 Tips for While You're at the Trade Show

When you get there:

1. Dress appropriately for spending a long day on the trade show floor. The 2008 NSC Congress & Expo has 190,000 net square feet of more than 800 exhibitors. Comfortable footwear is a must.
2. Make sure you have pockets or a carrying case for the printed information you will be picking up. You'll need a pen and notepad too.
3. Giveaways and free samples from trade show booths are nice, but don't base your purchase recommendations on these gifts. Nor should you feel obligated to a sales representative just because you have struck up a friendly relationship.
4. Network. Talk to as many people as you can on the convention floor, during breaks from seminars and during the networking events. Ask other supervisors about their jobs and how they handle challenges.
5. Before you head home, organize the printed materials you've accumulated. At the end of each day, sort and make notes on the day's brochures and course materials, such as whom to route it to at your company, how to apply the course information and recommendations for purchase or further investigation.

Safety Training/Meeting Strategies: “Truth or Fiction” *(Nerice Birney from Williams Gas Pipeline, November 18, 2008)*

Here is an activity we do at our office safety training in December to promote off-the-job safety, and holiday safety.

We collect a bunch of statements about off-the-job safety, some true and some false. We put them into a PowerPoint presentation with topics such as decorations, food, house, yard, etc.

First we show the "statement slide" which includes a statement and the words "truth or fiction?" The answer slide has either "truth" or "fiction" on it, along with an explanation, if needed.

On the day of the safety training, as employees entered the room, we put a sticker on each of them with a number on it, starting with 1 and going up. We tell everyone that the number is for "fabulous prizes!" As we stick a number on each person, we also put a piece of paper with the same number on it into a large bowl.

Here's how the presentation works: I start the by showing the first statement. Then, I pick one number out of the bowl, and say, "Number x, please stand up!" The person stands up, and I ask him or her if the statement is truth or fiction. They say what they think, and I ask, "how many agree?" "How many disagree?" Then we show the answer slide, and have a short discussion about it.

After all the statements have been answered, I put the numbers back into the bowl and draw several out to award "fabulous prizes," (which are whatever items the Safety Department wants to distribute). Last year we gave away carbon monoxide detectors and smoke detectors.

The activity is fun, and involves everyone attending.

How to Market Yourself *(By Jonathan Klane, Safety-X-Change - February 12, 2009)*

As a health and safety consultant and a sole-proprietor, my family depends on my ability to generate revenue (i.e., bring in some bucks!). When I started my business, I had already been a consultant for many years and knew the trade. I also did my research. From that experience (and for a presentation to a marketing class), I came up with the following 15 rules to market by. Now you may wonder why I'd be willing to share these "gems" with others if they're so good. If you haven't figured it out by the end of this article, I'll tell you.

1. Never Go Anywhere without Your Business Cards

When I started my business, I resolved to have my business cards with me at all times. It baffles me to meet someone in a professional setting and ask for their card only to be told "Gee, I guess I don't have any on me." These are lost opportunities that I knew I could ill afford being in business for myself. I have met and given cards to potential clients in grocery stores, indoor playgrounds, wine tasting parties, the recycling center and my son's school.

2. Every Contact or Meeting Is an Opportunity

Only every opportunity is not obvious, at least not to start. For example, years ago when I was a college instructor, I was contacted by a recent industrial hygiene (IH) graduate seeking job prospects. I told her about an opening at another area university and offered advice. Years later, she called me with some technical questions. Again, I spent a while giving her advice. A little while after that she asked me to do some work for the university. I've been back since to do additional work.

3. Get your Degree & Pursue Professional Credentials

There's no such thing as being overqualified or too educated in this profession. Degrees are valued. My geology degree got me my first job in IH, saved me from unemployment when the economy nosedived in 1991 and helped me qualify to sit (successfully) for the Certified Industrial Hygienist (CIH) exams. My adult education degree qualifies me as a credible trainer and helped get me another job when I was in danger of being "bumped" out of my teaching position.

Get some credentials. Our industry isn't like engineering, law, or medicine where one designation does it all. We have many designations that allow for varied practice. The CIH is, by far, the one that's proven the most important for me. I was close to being let go, when I got my CIH. Suddenly, I went from not enough work to being in demand and wracking up more billable hours working for a global environmental consulting company than I could imagine. I have two other designations that I use, and I'll probably be going for yet another this year. They're a great learning experience and opportunity!

4. Network, Network, Network

If the three rules of real estate are location, location, location, the rules for marketing yourself are network, network, network. Like most clichés, the saying "It's not what you know, but who you know" is true. People like to hire (and refer) the people they know. It comes down to simple math: The more people you know, the more likely you will get thought of, get the call and get the job.

5. Be Versatile & Adaptable

Someone much smarter than I once said, "those who are unwilling to change are doomed to stagnate" (or something like that). It's so true. I've heard that those entering the job market today can expect to have at least five different careers (not just different jobs) and that two of them haven't been invented yet! Think about it—whoever heard of a "web designer" five years ago? Now it's one of the hottest jobs. But it goes deeper. Willingness to adapt has saved my job. When my former employer's business was shrinking, I was transferred to another department while others were let go. I adapted—the others collected unemployment.

6. Be a Life-Long Learner

In a changing world, we need to learn new skills to survive. If there's one thing I know how to do, it's learn. This quality has helped me acquire new skills, credentials, projects and clients.

7. Join Professional Associations

Many of my clients belong to the same professional organizations that I do. So do many of my colleagues and peers who are either likely to hire me or refer me to someone else. Being a fellow member (and attending meetings), gives me the opportunity to network with them and keep my face in front of them. Remember, you want them to think of you first when they need someone. Being a Board Member or working on a committee together just increases the amount of time that you'll get to spend with them. As an added benefit, most professional organizations have educational sessions at their meetings.

8. Take on New Challenges & Projects

When I worked for a larger environmental consulting company many years ago, I was made Equipment Manager with more duties and responsibilities for the same wages. I learned everything about our equipment I could. Again, when others were let go, I was retained—I was too valuable for the company to lose.

9. Present or Train at Every Opportunity—Even for Free

Most of my work involves training. When I started on my own, a colleague told me that I was lucky to be able to do training. When I asked him why, he explained that a presenter at a seminar on having your own business told him that doing training or presentations was the best type of marketing because you're actually showcasing your skills and advertising your services without being perceived as such. I have presented repeatedly for no fee, only to have someone approach me afterwards about providing their organization with similar or related services for a fee.

10. Excel at What You Do (Best)

It's important to be "the tops" in your field or in some niche or market of your field. No one wants to hire the second best. When it comes to professional services, opinions matter; they're how you get referrals. On the few occasions when I've lost a bid to another trainer, it has usually been because of cost, never the quality of my services.

11. Develop a Great Reputation

People talk all the time. The first thing they usually talk about is how bad something is—a meal, a movie or show and especially service. That goes double for professional services. Word of mouth is my most important advertising tool. Not every one of my fellow consultants is as highly regarded. I have been hired (including by other consultants) because they respect me.

12. Be a Generalist with Multiple Specialties

Some colleagues of mine provided only one type of IH consulting. When that market went soft, they went out of business. An ability to provide different services allows you to continue in other areas during "dry" times. My training has gotten me consulting projects and my ability to provide one type of training has repeatedly gotten me other training jobs. But I have to make sure that people know that I can provide various services.

13. Prove Yourself

The president of an environmental consulting company told me early in my career that “in this business, you have to prove yourself – it may only be once or a couple of times, but once you do prove yourself you have it made.” He was right. You might think of this as “paying one’s dues” or “earning respect.” You have to establish your ability to do the job and do it right. Once you do that, others will believe in you. They will be much more willing to hire you, retain you, or refer others to you.

14. Develop Professional Relationships

I have many what I call “professional friendships” with people that I’ve met and gotten to know through work. Some of my friends are clients, too; others might refer work to me (including fellow consultants). It’s not a case of cronyism, but rather that one is more likely to hire someone whose skills and work ethic you know and know well. In the end, I know that unless I do good work, I won’t get the job; and they know that in the end their friendship is far more important to me than the job.

15. Above All, Make Sure It Makes You Happy

When I was 20, my dad told me that he’d support whatever I decided to do with the rest of my life. But he had three requirements. First, I had to decide by the time I was 40. Second, I had to do something besides putting tab A into slot B all day. Third, whatever I chose had to make me happy because if I wasn’t happy, nothing else would matter. He was right. I’ve had different jobs and those that I wasn’t happy at didn’t matter. When you are happy at what you do, it shows. It shines through. People can tell that you’re happy. They feel good for you, want to be with you, and are more likely to hire you. Think about it, no one likes to be around someone who’s miserable all of the time.

Conclusion

So, did you figure it out yet – why share my “secrets” for successful marketing with others? Well, besides the importance and value of sharing one’s knowledge with peers and the inherent community-like atmosphere of the industrial hygiene profession, there’s a more important reason. Think of it as rule #16 – publish! Getting your name in print, being an “expert” on a subject is a form of marketing in of itself. I’ve authored a book, two technical articles, and a textbook chapter. It has put me in touch with many others. Publishing is also self-fulfilling: the more you do, the easier it gets to do it and to get published. Think of others whose names you recognize when you see them. Think about all of the others also reading the article and seeing the author’s name. And so, here is mine.

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

- From 1975 to 2006 there were 5,366 deaths attributed to sleepwalking.
- Lightning strikes men about seven times more than it does women.
- Sleepy drivers in the U.S. cause more than five thousand deaths annually.
- Overhead bin accidents on airplanes account for about 4,500 injuries in the U.S. each year.
- A University of Arizona study showed that about a quarter of all public bathroom surfaces are contaminated with body fluids, including blood, mucus, urine or saliva.
- The scientific name for stinky armpits: *Tragomaschalia*.
- A study by a group of Israeli researchers found that drivers committed more traffic violations on familiar routes than on unfamiliar ones.
- Worldwide there are more than half a million pregnancy-related deaths each year.
- Only 2 percent of Americans say they're in a good mood every day.

- Washington, D.C., has more psychiatrists per capita than any other city in the country.
- This one you probably already know: People laugh least in the first hour after waking up in the morning.