



# SafetyResources

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## A Message from the President Kristin VanSoest

At Safety Resources, Inc., we are proud to announce our employee's personal milestones. Safety Consultant Aaron Wissen welcomed his second son to his family. Bennett Andrew Wissen was born on March 8th, 2012. Additionally, Safety Consultant Ryan Clayton joined Abbie Shock Clayton in marriage on April 28<sup>th</sup>, 2012. We would also like to wish Shawn Shivers II the best of luck as he prepares for his deployment. We have been honored to have him as part of the Safety Resources team during this past year. Most recently, Shane, J'nai and Nolen Stuller welcomed a baby boy to their family. Isaac Harold Stuller arrived on June 16, 2012.

The staff attended the Metro Indianapolis Coalition for Construction Safety (MICCS) Awards Banquet on Thursday, April 19<sup>th</sup>, 2012. We would like to congratulate all companies and individuals who won awards.

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## Hazard Communication and the Globally Harmonized System By: Chris Hall

“The four major changes to the standard deal with classification of hazards, container labeling, formatting of MSDS’s (now called SDS’s), and training for workers on the changes.”

Recent changes in OSHA’s Hazard Communication Standard have finalized its alignment with the United Nations’ Globally Harmonized System of Classification and Labeling of Chemicals (GHS). The updated regulations will change the way that manufacturers and importers label chemical containers and how their MSDS’s will be formatted. The new system will also outline specific criteria for the classification of health and physical hazards. All of these changes will affect the front line employee using the products and employers will be required to train those workers on the changes by December 2013.










OSHA’s change to the GHS has been in the works for several years. In 2003 the UN endorsed the GHS as a means to bring the world community in alignment with one system of chemical classifications, labeling, and documentation formatting. The changes have been analyzed by OSHA and determined that once fully implemented, it will reduce workplace exposures to hazardous chemicals and save employers money through enhanced productivity and lower incident rates.

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### Hazard Classification

Chemical hazards will now have a uniform hazard classification that is utilized for all organizations adopting the GHS. This will change the classification of specific chemical products, now that the system is altered. A good example is the organization of flammable liquids. OSHA’s classification for flammable liquids was previously capped at a flash point of 100° F. With the new changes, the flash point for flammable liquids will be extended to 140° F, which will then cause many chemical products previously considered “combustible” to be reclassified as flammable.

### HCS Pictograms and Hazards

<b>Health Hazard</b>  <ul style="list-style-type: none"> <li>• Carcinogen</li> <li>• Mutagenicity</li> <li>• Reproductive Toxicity</li> <li>• Respiratory Sensitizer</li> <li>• Target Organ Toxicity</li> <li>• Aspiration Toxicity</li> </ul>	<b>Flame</b>  <ul style="list-style-type: none"> <li>• Flammables</li> <li>• Pyrophorics</li> <li>• Self-Heating</li> <li>• Emits Flammable Gas</li> <li>• Self-Reactives</li> <li>• Organic Peroxides</li> </ul>	<b>Exclamation Mark</b>  <ul style="list-style-type: none"> <li>• Irritant (skin and eye)</li> <li>• Skin Sensitizer</li> <li>• Acute Toxicity (harmful)</li> <li>• Narcotic Effects</li> <li>• Respiratory Tract Irritant</li> <li>• Hazardous to Ozone Layer (Non Mandatory)</li> </ul>
<b>Gas Cylinder</b>  <ul style="list-style-type: none"> <li>• Gases under Pressure</li> </ul>	<b>Corrosion</b>  <ul style="list-style-type: none"> <li>• Skin Corrosion/ burns</li> <li>• Eye Damage</li> <li>• Corrosive to Metals</li> </ul>	<b>Exploding Bomb</b>  <ul style="list-style-type: none"> <li>• Explosives</li> <li>• Self-Reactives</li> <li>• Organic Peroxides</li> </ul>
<b>Flame over Circle</b>  <ul style="list-style-type: none"> <li>• Oxidizers</li> </ul>	<b>Environment (Non Mandatory)</b>  <ul style="list-style-type: none"> <li>• Aquatic Toxicity</li> </ul>	<b>Skull and Crossbones</b>  <ul style="list-style-type: none"> <li>• Acute Toxicity (fatal or toxic)</li> </ul>

## Videos vs. Face - to - Face Training

By: Ryan Clayton

It's been a long winter and your company is welcoming back laid off employees and new hires to your organization. At this point we all know the importance of training and maintaining that level of education for safety and work practices. With today's fast-paced, busy environment, many have turned to training videos in hopes to fulfill their training requirements for the year and bring their organization up to speed on the industry. Once you hit play everyone is engaged and we hope the learning process is taking place. Although your video may have compelling and message-focused content, you have to assume that the learning stops once you or the facilitator leaves the room.

Safety videos have pros and cons. It is my opinion that face-to-face, nontraditional training enables the learning process to blossom.

Safety videos are far more efficient and convenient than traditional training methods. Videos allow the employer to control time management since he or she knows exactly how long the video will last. The videos also allow quick refreshers to the student and allow the audience to rewind if anything is misunderstood. As long as the technology and video equipment is available, safety training can occur for any employee whenever needed.

Although safety videos have many pros, they also have many cons. Safety videos do not allow the audience to think critically and problem solve. Although some videos have activities within the training, participation is likely minimal and the class will just be going through the motions. Also without a facilitator, questions can go unanswered. An unanswered question can lead to a hazardous result in the field.

In my opinion, relying on one type of training will actually hinder the learning experience for adults. A hands-on approach in the training with small video segments or activities is arguably the best way to train adults. In hands-on situations, the adults are face-to-face with a problem and forced to think critically on how to accomplish the goal. Many adults, including myself, learn best when they are able to see the problem. However, our industry is filled with a diverse workforce and we must ensure we are reaching the minds of all of our attendees.

In most of the safety trainings that I conduct, I attempt to utilize a problem-solving activity, which increases retention. Allowing the audience to work through a problem in small groups does two things: (1) it promotes critical thinking, pushing the group to work through a problem like they would in the field and (2) it promotes competition that engages the audience, because everyone wants to be the winner. Unless the audience is authentically engaged in what's being presented, then you risk the chance of losing the learning process.

Finally, in a traditional training session a trainer has the ability to read facial expressions, gestures and other body language. If the majority of the class seems to not be catching on the material, a good trainer will pick up on the signs and attempt to rephrase or explain differently. The ability to communicate with a subject matter expert is very important when it comes to authentic engagement.

Every organization approaches safety training methods differently. Skills learned in training can save time, money and most importantly, people's lives. Whether you choose to train in person, by video or both, take the extra step to make every member of your workforce has a clear, solid understanding before checking it off for the year.

"In hands-on situations, the adults are face-to-face with a problem and forced to think critically on how to accomplish the goal"

## Three Tips to Dramatically Improve Your Safety Culture

By: Matt McCreery

We all know that an effective workplace safety program and culture can positively affect your business' bottom line, but did you know that by following these three simple tips you can see positive results immediately? In this newsletter I have briefly outlined the three best ways management can affect their safety culture without spending a dime.

### Tip #1: Upper management involvement

- On-site visibility
  - Management focus on safety only (not production)
  - Immediate feedback to employee's safety behaviors. (No blind eye)
- Individual one on one safety talks
  - Positive & Negative
  - Show you care
- Celebrate Successes
  - Keep employees informed about milestones you have reached.

### Tip #2: Consistent approach to rewards and disciplinary action

- Practice what you preach
- Take responsibility
  - Do not place blame on employee.
  - Investigate process to identify issues
    - Make changes
  - Review your accident history
    - History is bound to repeat itself until you step in and change its course.

### Tip #3: Competent Person/Supervisor expectations

- Employee involvement
  - Give your competent people the ability to provide input on safety systems and processes.
- Communication
  - Communicate your commitment to safety to your entire organization through actions, meetings, and training. You must consistently hold yourself as well as your employees accountable for safety.
  - Set Goals and Measure
    - Don't just set injury reduction goals. Look at the safety related activities that you are expecting from your management team and employees to improve your safety performance.

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## Hazard Communication and the Globally Harmonized System

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### Container Labels

Chemical labels will now be required to be standardized to include a harmonized signal word, a pictogram, and hazard statements for each hazard class and category. Precaution statements will also accompany the product information.

### Safety Data Sheets

New formatting for Material Safety Data Sheets (MSDS) will require that they are all in a 16 part format. They will also be referred to as Safety Data Sheets (SDS). For many chemical manufacturers, this new format has already been adopted and sheets are currently in compliance. Companies will have to eventually update their programs and sheets to meet the new GHS standard.

### Information and Training

OSHA has provided a time frame for training employees to understand the new labeling system and SDS forms. This training must be completed by December 1, 2013. Employees must be able to understand the pictograms and hazard statements, but also the changes in some the chemical classifications that will occur with products in use. If the employer is going to continue using their own labeling system for secondary containers (such as NFPA diamond or HMIS), they must adjust labels for new classifications and ensure employees understand both the new GHS and old system labels.

The new changes to OSHA's Hazard Communication Standard will affect all employers using hazardous chemicals in the workplace. It is their responsibility to make sure employees understand the changes and work within the new guidelines. Over the next few years OSHA anticipates seeing an increase in "adjustment" costs for employers, but it will ultimately be returned in the form of cost savings and reduced injury rates.