



January - March 2010

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A Message from the CEO Robert Baldwin

Why go back to normal?

There is lots of talk this spring about things getting back to normal. In real estate people are saying that people are starting to buy houses again and that prices may actually start appreciating again. In terms of the unemployment rate some are talking hopefully about companies beginning to hire again. All of this is spoken in the context of hopefulness that life and the economy will return to a comfortable “normal” state of being.

The issue with returning back to normal is that if there isn’t stress things don’t change. We like living in a very comfortable “zone”. Often people have fears and concerns when things change because comfort and predictability is removed and we don’t know what will happen next. Sometimes though, the stress of change directs us onto a better way of doing things, like safety.

When we don’t know what might happen next we tend to plan and prepare for contingencies. We stay alert and a little wary, the complacency goes away. We train and practice and do the right things in the right way because we probably don’t have the resources to afford a “second” chance at getting it right.

Isn’t this best practice when we think of safety? Isn’t a culture of safety one where we plan and train and keep ourselves focused on doing the right thing in the right way? Isn’t a best practice safety program one where we are always looking out for change and wary of the hazards that may be associated with it? Isn’t best practice protection of ourselves one where we don’t make high risk choices about our activities?

Perhaps we both want and need for things in our world to be better than they are at this point in time but in terms of safety in our work do we ever really want things to be normal?

News and Events

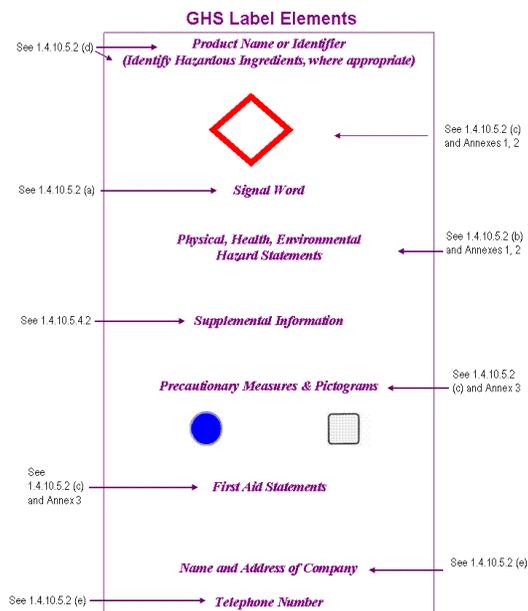
In December of 2009, the staff members of Safety Resources, Inc. visited New Orleans to celebrate the holidays. The weather was beautiful in the French Quarter and the staff was able to enjoy authentic Creole cuisine and live jazz music that only New Orleans could provide. The SRI staff looks forward to visiting a new city each year in December, and New Orleans was definitely one of their favorites.



Changes to the Hazard Communication Standard are Coming By: Chris Hall

Recently, OSHA has proposed modifying the Hazard Communication Standard (HCS), 29 CFR 1910.1200, to fall in line with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). OSHA's HCS, also known as "Right to Know", has long been recognized as being instrumental in educating employees in all aspects of chemical hazards for over 25 years. With these newly proposed changes, OSHA intends to bring chemical labeling systems into the global system. The HCS puts requirements on chemical manufacturers and importers to establish and provide information of the chemical hazards on the materials they produce or import. This comes to the employer and employees in the form of chemical labels and Material Safety Data Sheets (MSDS).

The new system that OSHA will adopt, GHS, is intended to make it easier for employers, employees, and chemical users to understand the chemicals and their associated risks.



This is done by adopting a standardized approach to hazard classification, labels and safety data, which is used and accepted worldwide. The GHS is a system that was adopted by the UN in 2002. It has been OSHA's intention to bring the US market into this system for several years. Now that the proposed standard has been introduced, it will only be a matter of time before all employers and employees will have to become familiar with it.

The Globally Harmonized System (GHS) is designed to use a standard format for chemical classification, MSDS's, labels, signal words, and hazard statements. This will create a consistent exchange of information between manufacturer's, importers, and end users of products around the world. Chemicals will be classified using standard criteria such as flammability, cor-

rosiveness, and specific health hazards. MSDS's will be required to have a standard 16 part format, with designated sections for specific information. Labels will be required to include a signal word, pictogram, and hazard statement based on the hazard class and category. Many chemical manufacturers and importers have already adopted the new format for the world market. Once the rule is finalized, OSHA will give employers two years to retrain their workforce to understand and use this new system.

The new standard will be much easier to everyone worldwide to follow as a single format for chemical products. It is believed that the revised standard will save employers money, with better employee understanding of the hazards of products they use. Reduced chemical exposure rates and ease of training has always been a goal of OSHA's Hazard Communication Standard, and the new proposed changes, brings their regulations one step closer to achieving it.

"It is believed that the revised standard will save employers money, with better employee understanding of the hazards of products they use."

Jobsite Weather

By: Matt McCreery

WATCH OUT FOR WIND

Don't let the wind catch you off guard. I'm not just thinking of tornadoes or hurricanes, but of everyday winds and unexpected gusts. Wind just loves to pick up anything it can and sail it away. So when it's windy, securely tie or weight down supplies and materials. It's amazing what a little wind can do. Some gusts can pick up a 4 x 8 sheet of plywood from the top of a high rise building and carry it several blocks. Or blow you off a scaffold.

It seems the higher you go, the stronger the wind. When working on tall buildings, stay away from roof edges, floor openings, and similar drop-offs where the wind could blow you over. Weight down or otherwise secure material or equipment that can be blown down.

Don't loiter on the leeward side of un-braced walls, lumber stacks or anything else that can be blown over by a sudden gust of wind. In many instances, workers have been seriously injured when an un-braced wall or form was blown over on them while they were sitting in its shade during lunch or before starting work.

LIGHTNING KILLS

Every so often we read about workers being struck by lightning. They usually come out second best.

We all like to keep things moving until we're rained out. But when lightning is around, it's safer to take shelter early. Very often an electrical storm occurs without rain. Or a lightning storm precedes the rain. So if you're working with a crane, on top of steel frame-work, or around other projecting equipment or a building the safest thing to do is to seek shelter when you see lightning.

Never take shelter under an isolated tree or where you're in contact with a tractor, crane, or other equipment. If you get caught out in the open, stay as low as you can.

DON'T SLIP ON ICE AND SNOW

When we work in colder climates, ice and snow make things slippery. Clear off and spread sand on any work surfaces, such as scaffolds and passageways, where there is ice and snow. We need the best possible footing we can get especially for those of us working at heights.

REMEMBER

Always be aware of the weather trends and the hazards that can be created by Mother Nature. It is one of the biggest obstacles workers may face throughout the duration of the job. Remember to assess your work area for loose material and secure any items found to be potentially dangerous. Remember if you see lightning you should seek cover. As the winter surrounds us please use caution when icy conditions exist.

“Always be aware of the weather trends and the hazards that can be created by Mother Nature.”

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MICCS Contractor Certification Program

By: Ryan J. Goings

Metro Indianapolis Coalition for Construction Safety (MICCS) is a nonprofit organization dedicated to achieving zero injury on construction and facilities maintenance job sites. MICCS is governed by a Board of Directors that represents every segment of the construction industry. Their members include construction companies, users of construction services ("owners"), design professionals and construction-affiliated organizations and companies.

The goal of the MICCS Certification Program, developed in 1996, is three-fold.

- The program is a web-based database that is used by construction consumers ("owners") as well as by contractors whose safety prequalifies their subcontractors by providing them with important safety-related information in an easily-accessible, standard format. This allows system users to, in mere seconds, view validated safety statistics and information on exhaustive audits MICCS conducts on each participating company.
- The program is also the gold standard in safety. To become a "MICCS Certified Company" means that a company's safety performance is among the top 20% of construction companies in the nation.
- The program is a checks and balances for companies when it comes to their safety program each year. From the very first time a company enters the program through each annual renewal in the program, MICCS provides an extensive review of a company's safety program and validates that the statistics in the program's database are what was also reported to OSHA.

For more information please visit the Metro Indianapolis Coalition for Construction Safety (MICCS) website at <http://www.miccs.org/>

If your company wishes to pursue this MICCS Contractor Certification, Safety Resources Inc. can help. Safety Resources Inc. is a multi-discipline contractor safety consulting firm that is familiar with the MICCS program. We can help organize your safety program and help you become MICCS certified.

"To become a MICCS Certified Company means that a company's safety performance is among the top 20% of construction companies in the nation."



OSHA Recordkeeping

By: Kristin VanSoest

The rules regarding OSHA recordkeeping and recordables seem to be an ongoing headache and concern for companies. The following is a “cheat sheet” of ways to get these questions answered:

Strict definitions of the OSHA 300 Log:

- Work environment-establishment or other locations...present...as a condition of employment. (Basically, the injury has to be related to the current job).
- Therefore no recording if:
 - Self-inflicted
 - During commute (parking lot)
 - Present as “general public”

- General Rule:

- REPORT MEDICAL TREATMENT
- DON'T REPORT FIRST AID

- What is First Aid?

- Using a nonprescription medication at a nonprescription strength.
- Administering tetanus immunizations
- Cleaning, flushing, or soaking wounds on the surface of the skin.
- Using wound coverings such as bandages, gauze pads, etc.; or using butterfly bandages or Steri-Strips
- Using Hot or Cold Therapy
- Using any non-rigid means of support, such as elastic bandages, wraps, non-rigid back belts, etc.
- Using temporary immobilization devices while transporting an accident victim. (e.g., splints, slings, neck collars, back boards, etc.)
- Drilling of a fingernail or toenail to relieve pressure, or draining fluid from a blister.
- Using eye patches
- Removing foreign bodies from the eye using only irrigation or a cotton swab.
- Removing splinters or foreign material from areas other than the eye by irrigation, tweezers, cotton swabs or other simple means
- Using finger guards
- Using Massages (physical therapy or chiropractic treatment are considered medical treatment for recordkeeping purposes)
- Drinking fluids for relief of heat stress.

- Real Life (hurt at work or play?)

- Work or Home...You decide
- Preexisting condition ...
- No medical treatment required BEFORE the workplace exposure...
- Restrictions that would not have happened except for work activities

“The rules regarding OSHA recordkeeping and recordables seem to be an ongoing headache”

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OSHA Recordkeeping

By: Kristin VanSoest

- Recording Injuries and Illnesses
- You are not required to record injuries and illnesses if:
- At the time of the injury or illness, the employee was present in the work environment as a member of the general public.
- The injury or illness involves signs or symptoms that surface at work but result solely from a non-work related event or exposure that occurs outside of the work environment.
- The injury or illness results solely from the voluntary participation in a wellness program or in medical, fitness, or recreational activity such as blood donation, physical examination, flu shot, exercise class, racquetball, or baseball.
- The injury or illness is solely the result of an employee eating, drinking, or preparing food or drink for personal consumption.
- The injury or illness is solely the result of an employee doing personal tasks at the establishment outside of the employees assigned working hours.
- The injury or illness is solely the result of personal grooming, self medication for a non-work-related condition, or is intentionally self-inflicted
- The injury or illness is caused by a motor vehicle accident and occurs on a company parking lot or company access road while the employee is commuting to or from work
- The illness is the common cold or flu
- The illness is a mental illness. Mental illness will not be considered work-related unless the employee voluntarily provides the employer with an opinion from a physician or other licensed health care professional with appropriate training and experience stating that the employee has a mental illness that is work related.
- OSHA's Basic Rule:
- The DOCTOR's opinion counts most!
- What if the employee is told to stay home and yet comes to work?
 - Employees must have a work release from their physician to come back to work. Always use the original doctor's statement, for example, if the doctor says the employee must miss 3 days of work, and he doesn't miss any because he continues to work, you count the 3 days on the log regardless. If an employee returns to work without being released, you may send that employee home.
- How do you count LOST and RESTRICTED work days?
 - There is a cap at 180 days. If the restriction goes beyond that, you may stop counting. Always count calendar days.
- Doctors are important to the record keeping process
- Restricted work days are recorded.
- You keep the employee away from scheduled work,
- Doctor recommends an employee not perform a certain routine function,
- Routine functions are tasks that employees do at least once per week

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OSHA Recordkeeping

By: Kristin VanSoest

Significant changes from 200 to 300:

- Changes regarding lost/restricted work
 - Change in terminology
 - Eliminates “lost workdays”
 - Focuses on “days away” or “days restricted or transferred”
 - Includes new regulations for counting days
 - Rely on calendar days instead of workdays
- Changes to employer requirements
 - Employers must establish procedure for employees to report injuries and illnesses
 - Employers must tell employees how to report
 - Employers are prohibited from discriminating against employees who report
 - With change of ownership, seller must turn over OSHA records to buyer
- Changes to employee rights
 - Privacy rights (i.e.: 300A, summary sheet)
 - Prohibits employers from entering an individual employee’s name on Form 300 for certain types of injuries/illnesses
 - Sexual assaults
 - HIV infections
 - Mental illness
 - Provides employers the right not to describe the nature of sensitive injuries where the employee’s identity would be known
 - Gives employee access to portions of Form 301 relevant to the employee they represent
 - Requires employers to remove employees’ names before providing data to persons not provided access under the rule (i.e.: lawyer)
 - Requires the annual summary to be posted for three months (Feb. 1 to April 30) instead of one
 - Requires certification of annual summary by a company executive
 - Changes reporting of fatalities and catastrophes to exclude some motor carrier and motor vehicle incidents
 - Allows all forms to be kept on computer equipment or at alternate location
 - Form 300A
 - Requires increased employer review of data and additional data on the average employment/hours worked at establishment
 - Changes result in higher quality data, but more time and cost to employer
- Changes to the definitions of medical treatment and first aid (*will result in more cases being recorded*)

Areas of Potential Cost Increases:

- Change to the criteria for recording needle stick and sharps injury (*will result in more cases being recorded*)
- Increased employee involvement
- Employee privacy protections

Bloodborne Pathogen Standard:

An employer can choose to keep a separate sharps injury log to satisfy the requirements of 29 CFR 1910.1030, in addition to recording injuries on the OSHA 300 Log of Work-Related Injuries and Illnesses.

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OSHA Recordkeeping By: Kristin VanSoest

Basically, you need 2 logs:

OSHA 300 Log	Sharps Injury Log
On case line, write "Privacy Case"	Name of the employee
Reference to "Sharps Injury Log"	Where the incident occurred
Do not fill in all information listed	When the incident occurred
	What was the sharp...who did it belong to
	Reference to case line on 300 Log

OSHA's Form 300
Log of Work-Related Injuries and Illnesses

Attention! This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Year 20 
U.S. Department of Labor
Occupational Safety and Health Administration

You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that involve the specific recording criteria listed in 29 CFR Part 1904.8 from 1994-8 through 1994-12. For the 10-year test for a single case, if you record in this log an injury or illness that is reported on an OSHA Form 300 or equivalent form for each injury or illness recorded on this form. If you are not sure whether a case is recordable, call your local OSHA office for help.

Establishment name: _____
City: _____ State: _____

Identify the person		Describe the case			Classify the case				Enter the number of days the injured or ill worker was out of work		Check the "Jobby" column or check one type of illness							
(A) Case no.	(B) Employee's name	(C) Job title (e.g., Worker)	(D) Date of injury or onset of illness	(E) Where the event occurred (e.g., Loading dock level 2nd)	(F) Describe the injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g., Second degree burn on right forearm from welder torch)	Using these four categories, check ONLY the most serious result for each case:				(1) Job transfer or restriction	(2) Days away from work	(3) Job injury or illness type						
						Death	Days away from work	Job transfer or restriction	Medical treatment			(1) Skin	(2) Eye	(3) Hearing and vision	(4) Respiratory	(5) Cardiac	(6) All other	
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