



SafetyResOources

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800.641.5990

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### A Message from the President Kristin VanSoest

As the end of the year approaches, most organizations begin developing their goals for the upcoming year. They consider what new programs to implement, which new initiatives will take priority, and how difficult tasks will be accomplished. What is often left unrecognized is safety. Safety should be considered in budgeting plans, program development, and new initiatives. Long term and short term goals should be evaluated with safety in mind. Just as a corporation decides how to create in increase in profits, they must also consider how to ensure their employees go home in the same condition they arrived at work. Planning ahead of time is key.

In an ideal world, a corporation would identify what safety measures to take and what outcomes they hope to achieve, and the predetermined budget surrounding these initiatives would be ample and available. Regardless of the availability of resources, it's the desire for safety and the support for its outcomes that are most important. When planning, be sure to:

- Establish goals and make sure they are within reach. What are you trying to accomplish? How will you know you have achieved them? Are they realistic
- Determine your short-term and long-term objectives.
- Prioritize jobsite compliance versus best practices.

Don't spread your organization too thin. For example, if you have safety on every jobsite, but the presence is sub-par, this could hinder your overall efforts. Consider focusing your efforts and make the best use of your resources.

If you're still having difficulty determining how to make safety work for you, consider the potential and possibly detrimental outcomes without it.

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## News and Events

### WBE City of Indianapolis Certified

As of January 6, 2011, Safety Resources, Inc. has been certified with the City of Indianapolis in the PROFESSIONAL SERVICES CONTRACTOR category, specializing in SAFETY CONSULTING SERVICES. This certification is pursuant to the City's Minority & Women Business Utilization Plan, Part B.

This certification is valid until January 31, 2014

### WBE State of Indiana Certified

As of April 21, 2011, Safety Resources, Inc. has been certified as a Women's Business Enterprise with the State of Indiana in the following categories: Environmental Safety Services, Safety or Risk Analysis, Safety Training Services, and Occupational Health or Safety Services.

This certification is valid until April 30, 2014.

### DBE Certified

As of July 18, 2011, Safety Resources, Inc. has been certified as a Disadvantaged Business Enterprise with the Indiana Department of Transportation for federally-funded transportation-related contracts in the categories of Safety Consulting Services and Safety Training and Education.

### WBENC Certified

As of July 22, 2011, Safety Resources, Inc. has been certified with the Women's Business Enterprise National Council. This certification affirms the business is woman-owned, operated and controlled, and is valid through July 22, 2012.

### New Employee Announcement

SRI would like to welcome Drew Coombs as an integral part of the team. Drew is joining Safety Resources in the capacity of a Site Safety Consultant and specializes in contractor and electrical safety.

### Colts Blue Friday – SRI Fundraiser

SRI has decided to support the charity "Toys for Tots" during this holiday season while also supporting the city of Indianapolis. Our employees have been given the opportunity to wear jeans and colts gear for a cash donation every Friday from the beginning of September through mid December. SRI will be matching each donation dollar for dollar and then purchasing toys to donate to the Marine's Toys for Tots program. We are excited to participate in such an event and are humbled with this opportunity.

## Aerial Lift Users are in for a Change By: Chris Hall

In January 2009, OSHA released a letter of interpretation regarding the use of a shock absorbing lanyard in an aerial lift. The issue of contention was the fact that in most cases, a 6 foot shock absorbing lanyard would require the user to be at least 18 ½ feet off the ground in order to be protected from contacting the lower level, in the event of a fall. OSHA's interpretation clearly outlined the guidelines stating "a body belt [or body harness] shall be worn and a lanyard attached to the boom or basket when working from an aerial lift." This is followed up by the regulations within subpart M prohibiting free fall of greater than 6 feet or contacting a lower level. This interpretation has or will change the way most employers outfit lift users with fall arrest equipment.

A new memorandum released August 22<sup>nd</sup>, 2011 has effectively rescinded the January 2009 interpretation letter, as OSHA felt there was too much confusion regarding the issue. The memorandum has made an attempt at clarifying the regulation and how compliance officers will be applying it in the field.

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The basics of the memorandum are to outline the restriction of the use of 6 foot shock absorbing lanyards for employees in an aerial lift. OSHA is not directly stating that you cannot use such a device, only that its use for operations under a height of 15-16 feet would effectively expose an employee to contacting the lower level should they fall from a lift basket. If you are working in a lift at a height of 8 feet a standard 6 foot shock absorbing lanyard would not prevent impacting the ground, and it is likely to warrant questions or a citation from the compliance officer. It is the employer's responsibility to equip employees with devices that limit the free fall distance to less than 6 feet and to prevent such contact, regardless of the working height.

This new guideline now opens another line of questioning regarding the height that the rule is actually applicable. In other words, what if you were working from a height of less than 3 feet from the ground? Most people might say "get a ladder", but the reality is if a lift is in use, it will likely be used for all elevations. But the range in between 0-5 feet now poses another question: Even with a shorter lanyard or retractable, how can the employee be properly protected from contact with the lower level? This issue is not specifically addressed in the new memorandum. Even in the best of circumstances, impact with lower work levels is possible regardless of the length of the lanyard, but employers must rely on the views of the compliance officer and work within the guidelines of reasonable expectations.

The end result of this new memorandum is the enforcement of utilizing shorter or retractable lanyards for aerial lift use. If the harness is equipped with positioning rings, then it is acceptable to use those points to anchor to the lift with a positioning device until an acceptable working height is reached where a 6 foot lanyard would be safe. The days of using standard 6 foot lengths for most employees are over. Employers need to understand not only the reasons why OSHA is taking a closer look, but also the likelihood that such use could garner a citation.

If your employees use 6 foot lanyards for all aerial lift use, it's time to reevaluate your needs and begin to supply users the right equipment for the job.

## OSHA Inspection Procedure: Closing Conference

By: Jeff Groce

In this installment we will be looking at the closing conference and your rights as an employer. The closing conference is scheduled by the Compliance Safety and Health Officer (CSHO) once they have completed the inspection process. Depending on the size and scope of the project, the closing could be scheduled for the next day or several days thereafter.

During the inspection, if the company has had a representative walking with the compliance officer, and has taken notes or pictures, then they should be gathered for the company's benefit during the closing. The contractor will want to show proof that they corrected items to show a good-faith effort.

At the closing conference, the compliance officer will start going through the alleged violations they have written. If items were corrected during the compliance walkthrough, the CSHO will reference this. If the compliance officer does not know the hazards were abated onsite, they should be informed using the contractor's notes and pictures. It may be necessary to offer proof that they were abated by walking the site. Citations discussed during the closing conference that have not been corrected on site will be given a deadline for abatement.

The company can offer a time frame for abatement to the CSHO, and that date will be documented. Once issues have been corrected, or if items are scheduled to be corrected at the current time, this needs to be communicated to the compliance officer. The company benefits from this information notated in their report. Even though abated items may still carry a fine, it typically makes a good impression to the CSHO when issues are addressed and corrected immediately.

The CSHO will share the alleged violations and documentation before they leave, and instruct the company that actual fines and citations will be applied before final paperwork is mailed out. Once the company receives the final paperwork, the employer will be required to post those citations for at least three days or until the hazards are abated, whichever is first. The compliance officer will also advise the company of their rights for an informal conference or a hearing.

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## Hands - On Interactive Safety Training

By: Matt McCreery

Interactive or hands-on training techniques play a critical role when conveying safety knowledge and demonstrating safe work behaviors in hazardous work environments. Interactive training is effective because it instills the realization that an actual injury/illness can occur. This type of training exposes attendees to the vulnerable feelings of being the victim, and can provide motivation to learn about how to avoid such hazards.

The effectiveness of interactive training stems from the realization that an actual injury/illness can happen and from the “vulnerability” an attendee feels, can play a primary role in motivating individuals to learn about how to avoid exposure to such hazards.

Safety Resources offers customizable training courses that include aspects of both traditional classroom settings as well as interactive approaches that encourage adult learning and employee buy-in. We focus on eliminating the “old school” mentality of construction work and strive toward creating an atmosphere of engaging training with focus on real world scenarios that your workforce can relate to.

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## Aerial Lift Users are in for a Change

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For more information regarding the letters of interpretation, the links are listed below.

January 2009 letter (recinded) [http://www.osha.gov/pls/oshaweb/owadisp.show\\_document?p\\_table=INTERPRETATIONS&p\\_id=27382](http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=27382)

August 2011 Memorandum [http://www.osha.gov/pls/oshaweb/owadisp.show\\_document?p\\_table=INTERPRETATIONS&p\\_id=27731](http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=27731)