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HEALTH & SAFETY NEWSLETTER



Workplace Safety 2013



Is Safety a Core Value?



Management vs. Leadership



OSHA 2013 Target Program



Heart Healthy Tips



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Top 4: What's Ahead for Workplace Safety in 2013

New OSHA Regulations; OSHA Penalties; Workers' Compensation Reform; Increasing Injury Rates

1. New OSHA Regulations

Revisions to two existing regulations are pretty much ready to go: updates on the electrical power transmission and distribution regulations, and an update of the walking and working surfaces regulations. The latter still needs final review by the Office of Management and Budget.

How about the revisions to the silica standard, including a stricter PEL? This fall, OSHA administrator David Michaels said the update could be delayed again because regulators need to figure out how to incorporate the new hydraulic fracturing industry, commonly known as fracking, into the revised silica rules.

Probably not in 2013, but later in President Obama's second term, more new and revised OSHA regulations could surface. Among these; combustible dust infectious diseases; backup alarms on construction vehicles; and a high priority for Michaels, 'Injury and Illness Prevention Programs.'

2. OSHA Enforcement

What is the new budget? FY 2013 budget request includes a total of \$565.5 million for OSHA, which represents a \$680,470 increase over OSHA's FY 2012 enacted budget.

This budget request proposes an increase of \$4.8 million and 37 additional full-time employees for the agency's whistleblower program.

Through administrative efforts, OSHA has managed in the last four years to almost double the cost of the average

serious violation to \$3,000. Also, the number of companies facing total fines above \$100,000 has gone up. In 2010, only 164 companies were issued six-figure fines. In 2012, that number jumped to 217, a 32% increase.

One way OSHA is increasing the amounts paid by companies: classifying actions as 'willful,' which have a \$70,000 max, compared to "serious" citations, which have a \$7,000 max.



3. More focus on injury and fatality rates

There's one reason for additional focus on this: Injury and fatality rates are both up across the nation. How do you make those rates go back down, as they were just a few years ago? OSHA will say stricter enforcement is the key.

Industry groups will push for more help from the safety agency and less focus on issuing fines. It's not a new debate, of course. The rhetoric may get louder now that statistics show the U.S. isn't consistently reducing the numbers of workers injured and killed on the job each year.

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Top 4: What's Ahead for Workplace Safety in 2013 (Cont'd)

4. Less focus on injury rates

How can you have more focus and less focus on injury rates? OK, technically, you can't. But, safety pros are realizing that the best safety programs can't rely solely on measuring injury rates.

There have to be other measures of more proactive parts of safety programs – Leading Indicators. This would be in addition to measuring lagging indicators, such as injury rates and workers' compensation costs (which of course are also based on injury rates).

Examples of leading safety indicators: investigating near misses; auditing employee safety training; and ensuring workers report potential hazards.



What are you concentrating on in your safety program for 2013?

Let EHS Support know!

Calling All Managers, Supervisors, and Corporate Personnel

So you are saying that Safety is a Core Value at your company, right? Then you won't mind us asking these simple questions:

- Is safety a line item on every meeting agenda?
- How long has it been since you communicated a safety reminder to another person?
- Would peers say that you actively demonstrate safe practices and coach others on safety?
- Do you take necessary steps in correcting the unsafe behaviors of others?
- Do you hold your direct reports accountable for managing safety in their respective departments? Do you support them by empowering them to make decisions on behalf of safety?
- Do you track reports of unsafe conditions or behaviors to closure?
- When it comes down to it, do you support the safety and well-being of personnel over production or scheduling pinches?

Actions speak louder than words.

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Leadership and Action

Leadership is a process by which one person influences others to achieve a common goal. Great leadership is so much more than getting people to do something – it is about getting them to believe in what they are doing, see it as important and taking ownership of it.

Great Safety Leadership is about motivating people to do a fantastic job in a way that does not compromise their own safety or health or that of others.

Safety Management - We expect people to do it a certain way because it is the process, the system tells us to do it that way.

Safety Leadership - We want to do it a certain way because we have been motivated to do it that way and we believe it is the right way to do it.

What Every Good Leader Should Know

Where does leadership fit with safety? That question sounds a bit like where does breathing fit with living? They're inseparable. One and the same. Fundamental.

A good safety process in any organization means people behaving safely, at all levels. Safe behavior comes from appropriate attitudes, values and beliefs shared collectively within an organization. But don't forget the glue that binds it all together – ACTION.

Leaders beware

We typically adopt shared values and beliefs from those around us, most notably from those with the most influence – strong leaders. In the workplace we typically think of these leaders as owners, managers, supervisors, and safety reps, but also (and very importantly) we should not forget about our peers.

You may be completely unaware that others may be looking to you for leadership. **We follow examples set by those whom we look up to.**

Do you have effective leaders?

An effective leader satisfies the needs of the individual, the team and the task in a safe and balanced manner. All people in a position of leadership have a duty to ensure the safety of those they lead. Think about the following questions relevant to effective leadership:

- Do all of your leaders know how to lead?
- What if they were just promoted to a supervisory level position over those they have worked beside for years, do they exhibit the skills necessary to lead, discipline and motivate others?

Think about leading your personnel away from reluctant compliance and towards permanent change. Don't misdiagnose opportunities to alter uninspiring results produced by unknowing leaders.

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2013 OSHA Site-Specific Targeting Program

On January 8, 2013, OSHA announced that at least 1,260 randomly selected establishments will be inspected by OSHA as part of its Site-Specific Targeting (SST) Program. The initial focus will be on workplaces with above-average injury and illness rates in high-hazard industries.

Although the Program was named Site-Specific Targeting 2012, it became effective on January 4, 2013 and is anticipated to continue through January 2014. According to OSHA, the SST-12 Program is aimed at preventing injuries and illnesses and saving lives “by focusing [its] inspection resources on employers in high-hazard worksites, where workers are at greater risk.”

This year’s Program will focus on **non-construction employers** with 20 or more employees, which previously had a threshold of at least 40 employees. The Primary Inspection List for SST-12, will focus on employers “most likely to be experiencing elevated rates and numbers of occupational injuries and illnesses” based on prior data collections. For manufacturing employers, OSHA will focus on “days away, restricted, or transferred” (DART) rate of seven of employees for every 100 workers (7.0) or a “days away from work injury and illness” (DAWII) rate of five employees for every 100 workers (5.0). For non-manufacturing companies, the threshold is a DART rate of 15.0 or above or a DAFWII rate of 14.0 or above.

Based on the initial inspection criteria, OSHA will formulate a Secondary Inspection List, which could expand the number of inspections well beyond the 1,260 selected establishments. This Secondary List could subject the following employers to inspections:

Secondary Inspection List for Possible OSHA Inspection				
	Manufacturing	Non-Manufacturing	Nursing/ Personal Care Facilities	Less than 20 employees
DART Rate	5.0 or greater	7.0 or greater		3.6 or greater
DAFWII Rate	4.0 or greater	5.0 or greater		2.2 or greater
Other Criteria			Est. under Directive CPL 03-00-016	At time OSHA arrives, inspection will take place with more than 10 employees working, factoring in above criteria <u>OR</u> records not available



Reference: Tina A. Syring-Petrocchi,
Barnes & Thornburg, LLP
January 11, 2013

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February - American Heart Disease Awareness Month

Since 1963, every U.S. president has proclaimed February as American Heart Month in order to raise public awareness of heart disease and help prevent having a heart attack. While we've made some gains in this country, heart disease is still the leading killer of both men and women. Well over one million Americans experience a heart attack every year.

Sadly, nearly half of those who die never show prior symptoms of heart disease. That means millions of Americans suffer from heart disease right now and don't even know it. Here are **7 Steps to a More Healthy Heart**.

Eat Better: A healthy diet is one of your best weapons for fighting cardiovascular disease. When you eat a heart-healthy diet (foods low in saturated and trans fat, cholesterol, sodium, and added sugars, and foods high in whole grain fiber, lean protein, and a variety of colorful fruits and vegetables), you improve your chances for feeling good and staying healthy.



Stop Smoking: Smoking damages your entire circulatory system, and increases your risk for coronary heart disease, hardened arteries, aneurysm, and blood clots.



Control Your Cholesterol: If your cholesterol is 200 mg/dL or higher, you need to take action. High cholesterol can cause blocked arteries, and like a multi-car pile-up, one problem often creates another. Plaquelined arteries and veins become less flexible and do not deliver as much blood to your body. Blocked arteries can cause heart attacks and may raise blood pressure which can eventually lead to heart damage or failure. Cholesterol and plaque can become lodged in your kidney's filters and cause problems regulating your fluids and hormones. Lowering your cholesterol helps your whole body get adequate blood supply and keeps your circulatory organs functioning well.



Manage Your Blood Pressure: High blood pressure is the single most significant risk factor for heart disease. When your blood pressure stays within healthy ranges, you reduce the strain on your heart, arteries, and kidneys which keeps you healthier longer.



Reduce Blood Sugar: If your fasting blood sugar level is below 100, you are in the healthy range. If not, your results could indicate diabetes or pre-diabetes. Over time, high levels of blood sugar can damage your heart, kidneys, eyes and nerves.



Get Active: Regular moderate physical activity helps keep your heart in good condition. When you are inactive, you burn fewer calories; you are at higher risk for cholesterol problems; blood sugar and blood pressure problems; and your weight is often harder to manage. Get up and go for a walk!

Lose Weight: If you have too much fat — especially if a lot of it is at your waist — you're at higher risk for such health problems as high blood pressure, high blood cholesterol, and diabetes.



Visit your doctor and discuss your family history, lifestyle, exercise regimen, eating habits, and weight and ask for tests to help keep these health concerns in check.

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Critical Elements of an Effective Lockout/Tagout Program

The lockout/tagout standard – [29 CFR 1910.147](#) – is arguably one of the best OSHA standards ever written. Think about it, for the price of a lock and tag, an employee can be confident they are protected from the sudden release of hazardous energy while performing maintenance, cleaning or servicing activities on equipment. When performed correctly, lockout/tagout is extremely beneficial; however, when performed incorrectly or when training is not sufficient, serious injuries and fatalities may occur.

Our Health and Safety experts have implemented lockout/tagout programs for a broad range of industries over the past 15 years. Listed below are critical elements necessary to ensure an effective lockout/tagout program.

1. Servicing and Maintenance activities versus lockout/tagout

One example of hazardous behavior is when our team observed machinists reprogramming CNC machines with their arms entirely inside the machine. When questioned about lockout, the machinists stated: *"This is a normal production operation – lockout is not required."* This is an extremely unsafe practice; a multiple amputation could occur if the machine were to suddenly become energized. Do your employees follow lockout/tagout when changing the grinding wheel on an abrasive grinder, adjusting the belt speed on a drill press, or changing a light ballast on a fluorescent light? Lockout procedures must clearly define what constitutes normal production operations versus when equipment must be locked out.

2. Identifying all energy sources: equipment-specific procedures

To ensure employee safety, it is imperative that all potential energy sources are identified. Employees typically apply locks and tags on the main electrical disconnect; however, additional energy sources may exist such as thermal, hydraulic, pneumatic, radioactive, gravity, or chemical energy. OSHA requires equipment-specific lockout procedures for equipment containing two or more energy sources. [See [29 CFR 1910.147 \(c\)\(4\)](#)].



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Critical Elements of an Effective Lockout/Tagout Program (Cont'd)

3. Correct identification of energy isolating devices

When isolating energy sources, employees frequently lock out control circuit type devices such as on/off switches, emergency stops, interlocks, and three-way selector switches. This is a very unsafe practice; control circuits do not isolate the flow of electrical energy to a piece of equipment. To achieve proper equipment isolation, an energy isolating device, such as an electrical circuit breaker or main electrical disconnect, must be locked out. For OSHA's explanation of an energy isolating device, refer to [29 CFR 1910.147 \(b\)](#).

4. Protection of all employees

Lockout/tagout ensures employee protection while performing servicing, maintenance, and other activities on equipment. However, lockout/tagout is seriously compromised when more than one employee is working under the same lockout/tagout device. An employee could inadvertently remove their locks and tags, seriously exposing unprotected employees. The intention is for each employee to apply their personal lockout/tagout devices to each energy isolating device. For complex jobs involving several employees and multiple energy sources, group lockout shall be utilized. Don't forget about the machine operators who 'assist' with the maintenance of equipment; they too shall be trained to lock out the piece of equipment and follow the lead of the authorized employee.

5. Correct selection and use of locks

While performing lockout audits for clients, we commonly observe the misuse of lockout locks and tags. An example would be when we observed 300 employees using identically keyed locks – employees could remove one others' locks. Another problem is securing tool cribs and personal lockers with lockout locks. The best practice is to use uniquely keyed locks that come with only one key. Also, lockout and tagout devices must be standardized [see [29 CFR 1910.147\(c\)\(5\)\(ii\)](#)] and must not be used for any other purpose.



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Critical Elements of an Effective Lockout/Tagout Program

6. Verification of isolation: Lock-Tag-Try

Verification of isolation must be performed prior to commencing servicing and maintenance activities. Many companies refer to their lockout program as "Lock-Tag-Try". In most cases, isolation may be verified by attempting to operate the machine [See [29 CFR 1910.147 \(d\)\(6\)](#) and [29 CFR 1910.333 \(b\)\(2\)\(iv\)](#)].

7. Training of all employees

Most companies train employees who apply locks and tags to equipment (authorized employees). However, equipment operators as well as employees who may be in near proximity to equipment that is locked out (affected employees) must also be trained. In addition, all other employees, such as management employees, need to receive awareness training on lockout/tagout and the prohibition against removing lockout locks and tags from energy isolating devices or attempting to operate locked out equipment. [See [29 CFR 1910.147 \(c\)\(7\)\(i\)](#)].

8. Periodic (annual) inspection of lockout program

[29 CFR 1910.147 \(c\)\(6\)\(i\)](#) requires employers to conduct an annual review of their lockout/tagout program to verify program effectiveness. Each equipment specific lockout procedure should be field reviewed to ensure lockout/tagout is being performed correctly. Deficiencies must be corrected through revised procedures, training, or both.



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Contact [Monica Meyer](#) today to learn more about how we can help you manage your health and safety risks.

