

Consider This

HEALTH & SAFETY NEWSLETTER
FEBRUARY 2016



Are First Line Supervisors Given a Fighting Chance?



Working with Cold Hands



EHS Support's JHA & FMEA Overview



Captain Obvious



Improving Safety Talks – Break Away from Mundane



Reminder: 2015 OSHA Form 300A



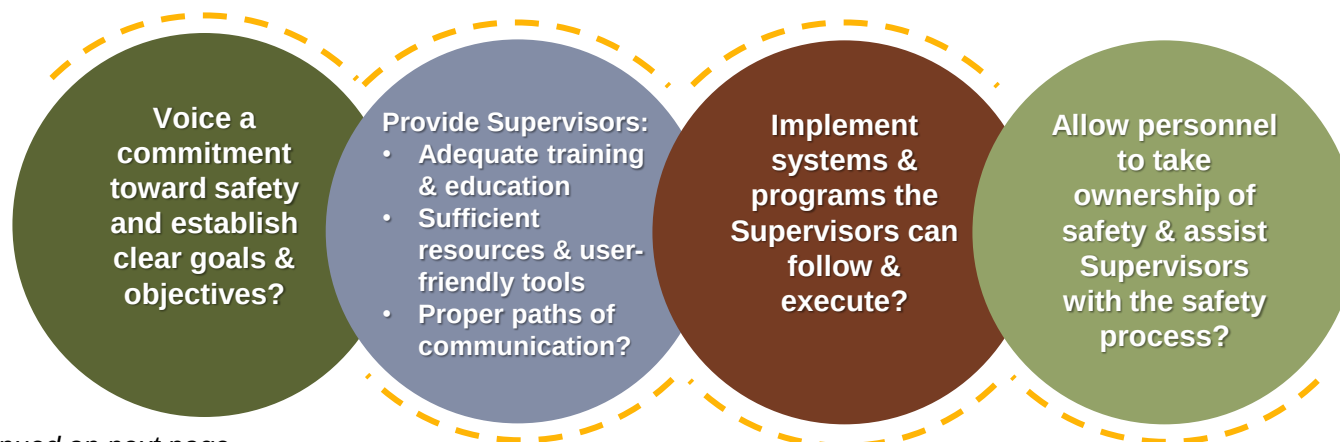
Are First Line Supervisors Given a Fighting Chance?

A number of the safety management practices adopted by industry in the past 20 years may require some re-thinking. One such practice deals with the multiple safety responsibilities assigned to first line supervisors, with limited time in which to manage them appropriately. In addition to their work assignments, scheduling, coordination, quality assurance, meetings, etc., they shoulder considerable responsibility for the day-to-day implementation of company safety programs.

Supervisors are key influences on organizational effectiveness and the natural substitute for senior leaders in day-to-day activities. What is being done to make the safety component of their jobs easier and more effective?

Supervisors – they're the people we regularly place in charge of crews who perform the inherently dangerous operations of our infinitely variable projects. They're the faces of our companies in the field. They're the shoulders that carry the burden of inspections, creative ideas, discipline, corrective actions and training. They are the individuals who take the heat during an audit, incident or breakdown.

Ask yourself some simple questions – does your company:



Continued on next page

Are First Line Supervisors Given a Fighting Chance?

Working with Cold Hands

EHS Support's JHA & FMEA Overview

Captain Obvious

Improving Safety Talks – Break Away from Mundane

Reminder: 2015 OSHA Form 300A

Are First Line Supervisors Given a Fighting Chance? (Cont.)

Do you feel confident your Supervisors are comfortable with their role in managing safety and are prepared to lead their personnel, manage compliance, reduce or eliminate at-risk behaviors and guide their personnel to achieve the goals and objectives expected by the organization?

EHS Support safety professionals understand the burden Supervisors face when implementing a sound safety process. We have assisted numerous clients with implementing the necessary systems and programs, devising and conducting Supervisor training specific to their role and responsibilities, designing new and effective tools to decrease documentation and reporting time, and investing in one-on-one interactive exercises to develop soft skills, positive attitudes, and a motivation for continual improvement.



Contact us today to discuss giving your Supervisors the necessary resources to manage their safety responsibilities.

Are First Line Supervisors Given a Fighting Chance?

Working with Cold Hands

EHS Support's JHA & FMEA Overview

Captain Obvious

Improving Safety Talks – Break Away from Mundane

Reminder: 2015 OSHA Form 300A

Working with Cold Hands

Working in cold temperatures can be difficult. Your hands and fingers are the most susceptible part of your body to winter cold and freezing temperatures, as they have a lot of surface area, little mass, and are located far from your torso. Keeping them warm and safe from frostbite, while maintaining a certain amount of dexterity is crucial.

Choose a multi-layer glove for temperatures below 20 ° F or -5° C.

- For colder temperatures choose a glove with two or more layers in construction. Waterproof membranes in a glove can make the difference between soaking wet prune hands and dry hands that are relatively comfortable and warm.

Moisture management.

- Most of the body's sweat comes from the hands and the soles of the feet. Water conducts heat away from the body 25 times faster than air because it has a greater density. So managing moisture is key to designing warm winter gloves. Cotton absorbs sweat and moisture and holds that water next to your skin where it cools you off. The synthetic material of choice for the next-to-hand layer is polypropylene and the natural fiber choice is wool. These materials wick away moisture and keep your skin dry.

Outer Layer selection.

- Choose a glove with a dense outer layer to block wind. The knit on the glove should be tight to keep the wind from penetrating the glove and accelerating heat loss. A dense outer layer in a glove will contribute +25 ° F (+14 ° C) of warmth to the glove in still conditions, and 50 ° F (+ 28 ° C) warmth in windy conditions.

Specify the right insulation.

- Use a glove with Thinsulate™ insulation, which gives the maximum warmth for its thickness and retains warmth well, even when damp. Thinsulate™ lining comes in many weights and types, with the thickness measured in grams per square meter (gsm). When working in cool conditions, or environments where dexterity is critical, gloves with 40 gsm Thinsulate™ is sufficient. For light activity levels or work in cold conditions, choose a glove with 100 gsm Thinsulate™.

Pay special attention to the lining in the fingertips.

- Many winter gloves are poorly designed in the fingertips, with less insulation in the finger tips or seams, allowing heat to escape where you need it most. Fingers (and especially fingertips) are more susceptible to cold because they do not have major muscles to produce heat. In addition, the body will preserve heat by favoring the internal organs and thus reducing the flow of blood to the extremities under cold conditions.

Are First Line Supervisors Given a Fighting Chance?

Working with Cold Hands

EHS Support's JHA & FMEA Overview

Captain Obvious

Improving Safety Talks – Break Away from Mundane

Reminder: 2015 OSHA Form 300A



EHS Support's JHA & FMEA Overview

EHS Support recently conducted an evaluation of a client's line positions and maintenance tasks and prepared Job Hazard Assessments (JHAs) and Failure Mode and Effect Assessments (FMEA) for each job or position. Each job step was evaluated for hazards and controls, as well as a picture of the job step and a column where the FMEA Risk Priority Number (RPN) could be entered. The FMEA document was used in conjunction with the JHA to list the hazards, effects of these hazards, causes for the hazards, controls used, and recommended follow up actions.

Why evaluate positions and tasks?

This assessment and evaluation helps determine the types of risks employees could face daily, and how to proactively apply modifications to drastically reduce or eliminate these hazards.

What is needed for this evaluation?

This evaluation includes pre-site visit preparation, a site visit, and JHA FMEA development. To prepare for this project, both JHA and FMEA templates and matrices are developed to suit the client's needs.

The site visit consists of evaluating the job positions and tasks by observing the work being performed along with pictures and notes to document how that work being done. EHS Support personnel also take various measurements as needed, including working heights and weights of items being lifted. Employee interviews are critical in understanding the task and steps performed. Important key items are documented such as:

- Equipment used to complete the task
- Personal protective equipment
- Trainings received to complete the assigned job
- Input and opinion on what personnel would do differently or how they feel when performing certain tasks.



EHS Support had conducted numerous evaluations such as these and will work closely with you to roll out final FMEAs and JHAs that best capture the risks. Contact us today to reduce hazards and ensure your employees are working safely.

Are First Line Supervisors
Given a Fighting Chance?

Working with Cold Hands

**EHS Support's JHA & FMEA
Overview**

Captain Obvious

Improving Safety Talks –
Break Away from Mundane

Reminder: 2015 OSHA Form
300A

**Contact Monica Meyer at
[Monica.Meyer@ehs-
support.com](mailto:Monica.Meyer@ehs-support.com) today to learn
more about how we can help
you manage your health and
safety risks.**



Why is it that safety professionals are getting heckled when we provide reminders on basic safety information and then go into a facility to conduct a mock-OSHA audit and find the same type of potential hazards or non-compliance items over and over again? Each month we feature a "Captain Obvious" photo to share simple safety reminders that are found on jobsites every day.

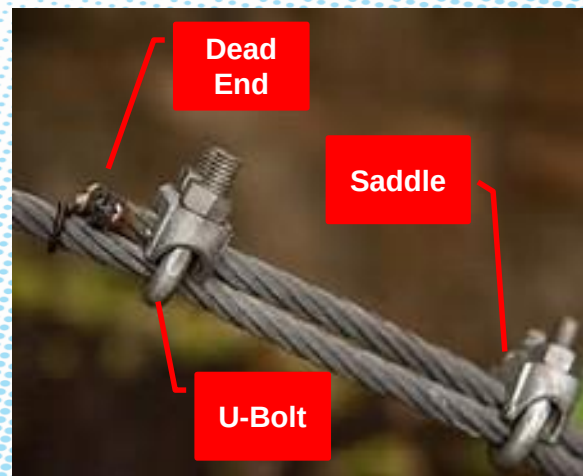


CORRECTIVE ACTIONS

- Do NOT put the saddle portion of the clamp against the "dead" end of the cable. The saddle goes on the "live" end (the portion holding the load). The U-bolt portion goes against the "dead" end of the cable.
- There is more to installing cable clamps than proper rotation, but this is a good reminder!



**Improper
clamping of
wire braid
cable**



Never Saddle a Dead Horse

Reasoning: The U-bolt part of the clamp crushes the strands of the load bearing side, thereby weakening the rope.

Are First Line Supervisors
Given a Fighting Chance?

Working with Cold Hands

EHS Support's JHA & FMEA
Overview

Captain Obvious

Improving Safety Talks –
Break Away from Mundane

Reminder: 2015 OSHA Form
300A

Improving Safety Talks – Break Away from Mundane

Safety talks are meant to be brief, interactive discussions about specific topics, most often relevant to the worksite. They are an effective way to maintain safety awareness and help safeguard against hazards. If, however, supervisors and personnel providing the safety talks are not engaged with their topics, they cannot expect their audiences to pay attention and retain the information. To provide more effective and engaging safety talks, try implementing the following techniques.

Prepare Yourself

Know the material, and rehearse your talk. Safety talks are far more effective if they are presented and not read.

Relevance & Brevity

Identify what employees need to know, and focus on one main idea. Don't try to cover too much material in one talk.

Personalize & Tell a Story

Storytelling can make a safety talk hit close to home. Stories are the oldest tool of influence and can make your talk personally relevant to your audience.

Make it Prescriptive

Effective safety talks tell audience members what they need to do every day, in every job, to keep themselves and others safe.

Follow-up Afterwards

Check afterwards to see if your audience is practicing what you preached. This is a great indicator of effectiveness.

Are First Line Supervisors Given a Fighting Chance?

Working with Cold Hands

EHS Support's JHA & FMEA Overview

Captain Obvious

Improving Safety Talks – Break Away from Mundane

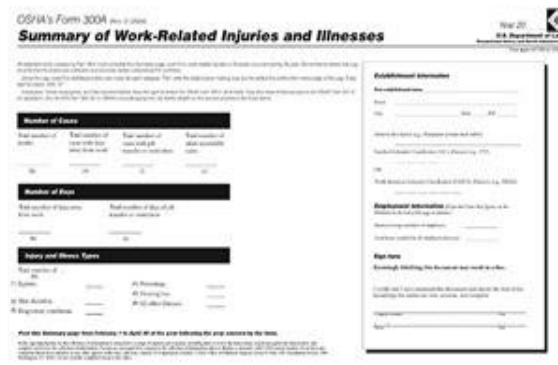
Reminder: 2015 OSHA Form 300A

Reminder: 2015 OSHA Form 300A

It's that time of year again—to post your **2015 OSHA Form 300A** from **February 1–April 30, 2016**.

- Employers should post the form in a common area (break room, cafeteria) where notices to employees are usually found.
- Employers with 10 or fewer employees and those in specific low-hazard industries are exempt from federal OSHA injury and illness recordkeeping, including the Form 300A requirement.

Changes to OSHA's recordkeeping requirements went into effect January 1, 2015, and some changes were made to the lists of industries that are exempt and those that are required to report.



Partially Exempt

4431: Electronics and appliance stores
 4471: Gasoline stations
 4861, 4862, 4869: Pipeline transportation of crude oil, pipeline transportation of natural gas, and other pipeline transportation
 4879: Scenic and sightseeing transportation, other
 5112: Software publishers
 5411: Legal services
 5611: Office administrative services, and
 6111: Elementary and secondary schools.

Click [here](#) for the entire list of exempt industries.

Previously Exempt and Now Required to Report

3118: Bakeries and tortilla manufacturing
 4411: Automobile dealers
 5311: Lessors of real estate
 5612: Facilities support services
 6241: Individual and family services
 7111: Performing arts companies, and
 7223: Special food services

Click [here](#) for the entire list of industries that were changed from exempt to required to report in 2015.

No injuries in 2015? Your responsibility is to complete the 300A form to reflect zero injuries/illnesses and post it.

Are First Line Supervisors Given a Fighting Chance?

Working with Cold Hands

EHS Support's JHA & FMEA Overview

Captain Obvious

Improving Safety Talks – Break Away from Mundane

Reminder: 2015 OSHA Form 300A