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HEALTH & SAFETY NEWSLETTER
JANUARY 2014



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MACHINE GUARDING – Band Saws

Band saws use thin, flexible, continuous steel strips with cutting teeth on one edge. They are used primarily for cutting curves in stock or in food processing plants to cut and trim meat, poultry, and fish. The blade runs on two pulleys, driver and idler, and through a work table where material is manually fed. Automatic feeds can be used for production cutting. However, this machine is usually considered a manual-feed tool. The two types of band saws, horizontal and vertical, are named for their respective cutting blade positions.

Operator Involvement

The operator is required to hand-feed and manipulate the stock against the blade to saw along a predetermined line. The user must also keep the stock flat on the work table and exert the proper cutting force.

Potential Hazard:

Contact with the blade is the most common cause of injury. Extreme caution is necessary because the operator's hands may come close to the saw blade, and a band saw cannot be completely guarded.

Solutions:

- Guard the entire blade except at the point of operation (the working portion of the blade between the bottom of the guide rolls and the table). [29 CFR 1910.213(i)(1)]
- Use a self-adjusting guard for the portion of the blade between the sliding guide and the upper saw so that it raises and lowers with the guide. [29 CFR

1910.213(i)(1)]

- Fully enclose the pulley mechanism. [29 CFR 1910.219(d)]
- Guard feed rolls. [29 CFR 1910.213(i)(3)]
- Make sure the saw includes a tension control device to indicate proper blade tension. [29 CFR 1910.213(i)(2)]

Additional Safety Measures:

- Maintain appropriately sharpened blades.
- Use a blade of an appropriate size and type. For example do not force a wide saw to cut a small radius.
- Properly adjust the blade guide post to fit the thickness of the stock and provide additional guarding.
- Set the guard as close as possible to the stock when it is near the blade.
- Use a push stick or manual feed arm to control the stock when it is near the blade.
- Install a brake on one or both wheels to minimize the potential for coasting after the saw has been shut off and do not retrieve material until the blade has stopped.
- Use a special jig or fixture when cutting small pieces of stock.



Contact EHS Support's Technical Experts to get a head start on your 2014 Machine Guarding Assessment.

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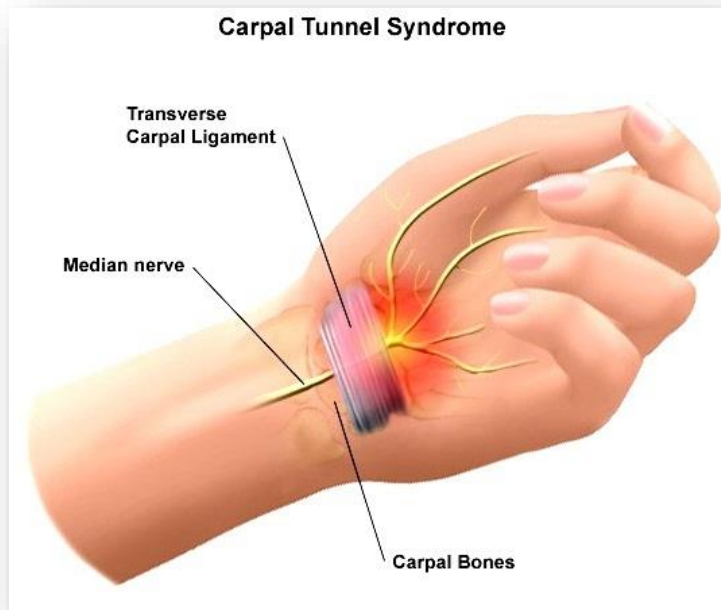


Exercise to Prevent Carpal Tunnel

What is Carpal Tunnel Syndrome?

Carpal tunnel syndrome is pain, tingling and other problems in your hand because of pressure on the median nerve in your wrist.

The median nerve and several tendons run from your forearm, to your hand, through a small space in your wrists called the carpal tunnel. The median nerve controls movement and feeling in your thumb and the first three fingers (not your little finger).



There are a few different exercise routines you can do to prevent carpal tunnel. Most of them can be done right at your desk while you are working.

There are a few simple ways to stretch your arms and wrist muscles while at your desk.

1. Extend your arms straight out in front of you with your palms facing forward. Hold this position for 5 seconds.
2. Straighten both wrists and relax your fingers. They should be pointing in front of you but not stiff.
3. Make a fist with both hands and then bend both wrists down so your knuckles are facing the floor. Hold this position for five seconds.
4. Let your arms hang loosely at your side. Shake them for a few seconds.
5. Repeat these steps throughout the workday and before going to sleep.

These exercises are something that is relatively quick and can be done anytime of the day at work. It is important to have proper posture and keep your wrist straight in order to prevent carpal tunnel from happening.

<http://www.webmd.com/pain-management/carpal-tunnel/carpal-tunnel-syndrome-topic-overview>

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States 'Requiring' OSHA 10/30 Hour Training

Although initially conceived as a voluntary program, seven states have crafted legislation to make OSHA 10 and/or 30-hour training mandatory for employees.

The 10 or 30-hour training programs are in-depth certification plans, created by OSHA and administered by government authorized trainers. The 10-hour program takes a minimum of two (2) days to complete and the 30-hour program a minimum of four (4) days. Both programs focus on the most prevalent hazards in the field and are designed to greatly improve worker safety.

The 10-hour class is intended for entry level workers, while the 30-hour class is more appropriate for supervisors or workers with some safety responsibility. Through this training, OSHA helps to ensure that workers are more knowledgeable about workplace hazards and their rights, and contribute to the company's productivity.

Ensure your employees are certified in OSHA 10 or 30-hour Construction training by contacting [EHS Support](#) today.



Click here to review the specific requirements of these states.

Did you know they made Safety Insoles for your boots?

If you haven't been involved in updating personal protective equipment or just haven't had the time to check out what is being sold, we thought we would pass along a cool product. There are puncture-resistant insoles that provide protection from puncture wounds associated with sharp objects such as syringes, glass shards, rusted steel scrap, etc.



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If you recall, back in June 2013 OSHA's National Emphasis Program (NEP) went into effect for isocyanates. The purpose is to increase protection for workers exposed to isocyanates via enforcement and outreach efforts to raise awareness of the chemical's exposure hazards.

OSHA develops NEPs to focus outreach efforts and enforcement on specific hazards in a particular industry for a three-year period.

Isocyanates have been used across various industries in the United States since the 1950s. They are a family of highly reactive, low molecular weight chemicals widely using in the manufacture of flexible and rigid foams, fibers, coatings such as paints and varnishes, and elastomers, and are increasingly used in the automobile industry, auto body repair, and building insulation materials.

Isocyanates are powerful irritants to the mucous membranes of the eyes and gastrointestinal and respiratory tracts. The health effects of isocyanate exposure include occupational asthma; skin irritation (dermatitis); chemical bronchitis; and pneumonitis.

Relevant industries are automotive, casting, building and construction, electricity and electronics, mechanical engineering, paints, plastics, printing, timber and furniture, textile, medical care, mining, and food industry.

How will OSHA schedule and conduct these inspections?

Each OSHA Area Office is to conduct at least three (3) inspections per year. Area Office locations can be found here: <http://www.osha.gov/html/RAmap.html>. OSHA will inspect the employer's:

- 1) Injury and illness records to determine if injuries and illnesses related to isocyanate exposures have been recorded, including any work-related cases of asthma.
- 2) Controls (engineering controls, administrative and work practice controls, and personal protective equipment (PPE)) where potential exposures to isocyanates are present.
- 3) Hazard communication program.
- 4) Methods for ensuring adequate housekeeping.
- 5) Compliance where chemical components of an isocyanate process or operation contain flammable or combustible materials.

In addition, the NEP states that an OSHA compliance officer may expand the scope of the inspection beyond the isocyanate-related work operations or activities if other workplace hazards or violations are observed and/or brought to their attention.

EHS Support's experienced safety professionals can assist you with the actions that can be taken, which may provide assistance in the event of an NEP-related inspection. Contact Us Today!

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Hiring Strategies to Reduce Workers' Comp Claims

Injuries often begin at the date of hire when insufficient time and resources are committed to ensuring that the employee is a good fit for the position and company. Many employers are confused about what they can and cannot do during the hiring process. What you don't know can hurt you, especially when it comes to screening potential employees for workers' compensation issues.

Unfortunately, there are many telling questions that federal law won't let you ask. Inquiring as to whether the job candidate has sought workers' compensation before is forbidden. So is asking how much sick time he took off at his last job. Ditto for questions about medical conditions or disabilities. They're all off limits.

Don't be misled into thinking that every person who has filed a claim is looking to scam a company and get paid through a fraudulent case. However, seeing a long history of claims, especially ones that have been denied or investigated, should throw up a massive red flag for human resources personnel to spot.

But you don't have to hire blindly. EHS Support has helped numerous clients with hiring candidates and we want to offer some strategies in screening employees and staying on the right side of the law – so that your new worker is not your next workers' compensation case.



Advertise the job and its requirements. Ensure the job description includes not only the essential functions of the job, but also the non-essential functions, physical requirements and qualifications for the position. This is a hallmark of employers with effective injury management programs. If the position demands a worker be able to lift 50 pounds five times a day or an average of six hours a day, say that. Explaining the requirements up front may dissuade unsuitable candidates from applying. Even if it doesn't, it could help your company if it ever faces a workers' comp or wrongful termination case.

Require pre-placement physicals for all new hires. Request a pre-placement physical, but only after the conditional job offer has been made. Passing the physical can be a condition of employment, but ensure the physical applies to all new hires. Singling out one particular person is discriminatory and against the law.

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Hiring Strategies to Reduce Workers' Comp Claims (continued)

Conduct a workers' comp background check.

Records pertaining to all compensation cases are available through the Americans with Disabilities Act; the act provides a history of an individual's work-related injuries that includes dates of accidents, nature of injuries, and if the claim was upheld or denied by the state authority. This gives employers have a chance to spot questionable applicants before hiring.

Ask proper probing questions. While you can't ask specifically about workers' comp, a prospective employer can ask whether the applicant can satisfy the job's requirements or essential functions. And you can ask how much time off the applicant took in a previous job (but not why) and whether he left his last job in good standing.

Listen to what job applicant has to say. Ask open-ended questions to see what the individual would do in certain situations. You may not be able to ask certain questions, but if a candidate volunteers information, use it. If they offer up details about multiple accidents they have had or how they are still fighting with their former company for money, take note.

Involve multiple managers/interviewers. Utilize your management team or a third party consultant to assist with the hiring process. Those that have the most knowledge of the position being filled should be a part of the interview process.

Ask for show instead of tell. Request the candidate explain how he/she would do the task, step by step, or have him/her demonstrate that they can physically do the job. Pre-employment skills testing can include a "fit-for-duty" test (NOT a medical exam) involving the duties of the job, if the employer can show a compelling need to do so. For example, you may require the candidate to climb a ladder, lift a box, etc. Now is the time to observe for the ability to do these tasks as well as identify improper body mechanics.

Conduct motor vehicle record checks. If hiring a driver, be sure to compare the results of the driver's official motor vehicle report with answers to the driving record and driving violations questions on the application. You need to know if an applicant is hiding a bad-driving record.

Ask Confirm application information. Do you think candidates falsify information? Discrepancies are red flags. Unexplained gaps in employment are definitely areas to question.

Check references. May times job applicants fail to get clearance before they use someone as a reference. These references may be more willing to tell the truth than to conceal key knowledge. In any event, a would-be employer has nothing to lose and can gain valuable information by talking to a job candidate's references.

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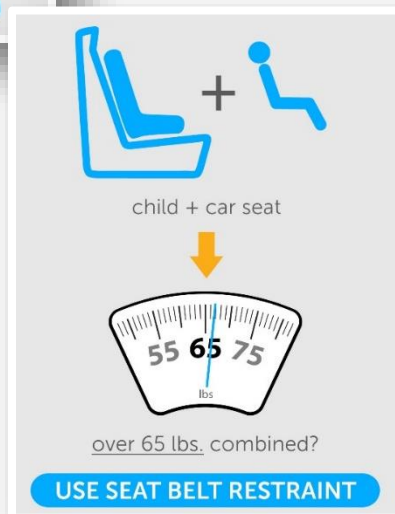
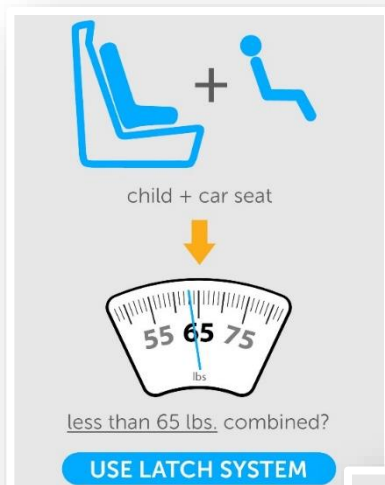
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Car Seat Law Changes in 2014

Head's up parents of toddler and kiddos! There are new car seat recommendation changes for 2014.



Starting in 2014, the new recommendation states that the Lower Anchors and Tethers for Children (LATCH) system should no longer be used when the child and car seat combined weight is over 65 pounds. This is an amendment to the law made in 2001 that recommends all children up to 65 pounds remain in car or booster seats. However, when the law was made the weight of the actual car seat wasn't taken into consideration. Because car manufacturers are unable to guarantee the strength of the anchors when adding additional weight to the seat, the law was modified.

If you are unsure if these new guidelines will affect you follow this simple step. First weigh your child and then weight the seat. If the number is over 65 pounds after you add both weights together, start using the seat belt restraint system and not the LATCH system.

Car seat laws vary from state to state so make sure that you have the most up to date regulations. You can find them at www.ghsa.org/html/stateinfo/laws/childsafety_laws.html

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Personal Experiences – An Impactful Way to Increase Safety Awareness

Our vast workplace settings expose us to different levels of personal safety each day. One of the most influential ways to reduce personal risk tolerance is by learning from individuals who have experienced or witnessed safety-related tragedies first-hand. We can all relate to a story or event that had an impact on our lives and the way we act, speak or carry out daily tasks. Why not incorporate this into safety in your workplace?

One of the reasons I chose to go into the field of health and safety was due to a 38-year old family friend (I was 9 at the time) who worked construction and fell 40 feet from an I-beam. He suffered multiple broken bones in his body, including his neck and back. Unfortunately, he suffered with pain every single day even though he was left a quadriplegic. He could not move without assistance or feel anything – except pain. For the most part, he became a forgotten statistic, left to suffer until the day he took his life, 17 years later. Sad? Absolutely. But that story and the memories serve as a reminder to me each day of why I love to do my job. – Monica Meyer, EHS Support Health & Safety Director

Here are two stories that our clients' employees have shared while working with us to 'spruce up' their training sessions:

One individual explained that every company should have CPR trained personnel on each shift in the event an employee suffered a heart attack. He and his family were eating Christmas dinner and his father went into cardiac arrest. He was the only one who knew CPR and frantically tried saving his father's life. His father died during Christmas

dinner. He stated that he didn't want anyone to have to suffer with no one being able to offer help or to have anyone bear the burden of not being able to assist. His previous suggestions of having CPR trained personnel, had been shot down numerous times in his company. The training sessions was so impactful that CPR and first aid training were provided, an AED was purchased, and their emergency preparedness program implemented.

Another employee described the day that he lost his eyesight in his right eye. He told of his accident at his prior employer and how he did not adhere to the company's safety policies. Being on second shift, no one was around to enforce them. He did not like wearing safety glasses and didn't most of the time, only when grinding. As he walked through the machine shop, a hot chip flew off of the vertical mill and embedded in his right eye. The key takeaway that he kept reminding everyone was, "Pay attention to the risks posed by your surrounding and don't think it can't happen to you!"

Each incident has a personal story that can potentially reduce our risk tolerance and the risk tolerance of others. Engage all personnel in regularly sharing an event relating to safety that could impact others on and off the job. What have you got to lose?



If you have safety story that you would like to share, join the discussion on LinkedIn!

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Chromium NESHAP for Decorative and Hard Chromium Electroplating and Chromic Acid Anodizing

On September 15, 2012 the Environmental Protection Agency finalized a rule that tightens air emission standards for chromium electroplating and anodizing operations. Facilities that operate decorative or hard chromium plating or chromic acid anodizing processes had to be in compliance with the new rule over a phased in time period in **March 2013**.

The new requirements which are summarized below include:

- housekeeping requirements
- revised emission limits and surface tension limits
- a ban on the use of PFOS-based fume suppressants
- modified and additional monitoring, recordkeeping and reporting requirements
- revisions to previous provisions related to emissions during periods of malfunction.

Housekeeping Requirements

The following housekeeping requirements should have been implemented by **March 19, 2013**:

- storage requirements for any substance that contains hexavalent chromium as a primary ingredient
- controls for the dripping of bath solution resulting from dragout
- splash guards to minimize overspray and return bath solution to the electroplating or anodizing tank
- a requirement to promptly clean up or contain all

spills of any substance containing hexavalent chromium

- requirements for the routine cleaning or stabilizing of storage and work surfaces, walkways, and other surfaces potentially contaminated with hexavalent chromium
- a requirement to install a barrier between all buffing, grinding, or polishing operations and electroplating or anodizing operations
- requirements for the storage, disposal, recovery, or recycling of chromium-containing wastes.

Revised Emission Limits and Surface Tension Limits

The previous and new emission limits are shown in the table on the next page. The new limits must be met by **September 19, 2014**.

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Chromium NESHAP for Decorative and Hard Chromium Electroplating and Chromic Acid Anodizing (continued)

Type of Process	Previous Emissions Limit	New Limit
Decorative Chromium		
Existing sources	0.010 mg/dscm	0.007 mg/dscm
New Sources	0.010 mg/dscm	0.006 mg/dscm
Chromic Acid Anodizing		
Existing sources	0.010 mg/dscm	0.007 mg/dscm
New Sources	0.010 mg/dscm	0.006 mg/dscm
Hard Chromium Plating		
Existing sources (small)	0.030 mg/dscm	0.015 mg/dscm
New Sources (small)	0.015 mg/dscm	0.006 mg/dscm
Existing sources (large)	0.015 mg/dscm	0.011 mg/dscm
New Sources (large)	0.015 mg/dscm	0.06 /dscm

Notes:

1. mg/dscm = milligrams per dry standard cubic meter of exhaust air.
2. New source means an affected hard chromium electroplating tank, decorative chromium electroplating tank, or chromium anodizing tank, the construction or reconstruction of which commenced after February 8, 2012.

Ban on Use of PFOS-based Fume Suppressants

The new rule contains a requirement to phase-out the use of perfluorooctane sulfonic acid (PFOS) based fume suppressants by **September 21, 2015**.

Modified and Additional Monitoring, Recordkeeping and Reporting Requirements

The final rule amendments also require owners and operators of affected facilities to submit electronic copies of required performance test reports to EPA's WEBFire database through an electronic emissions test report structure called the Electronic Reporting Tool (ERT).

More Resources

Rule and Implementation Information for Chromium Electroplating. EPA's Technology Transfer Network - Air Toxics Web Site. Includes links to background documents and fact sheets. <http://www.epa.gov/ttn/atw/chrome/chromepg.html>

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Contact Monica Meyer at
Monica.Meyer@ehs-support.com today to learn
more about how we can help
you manage your health and
safety risks.

