

Consider This

HEALTH & SAFETY NEWSLETTER



April - Distracted
Driving Awareness
Month



Workplace
Violence



2013 DART Rate
Letters



Electrical
Installation
Violations



Top 10 Safety
Apps



Combustible Dust

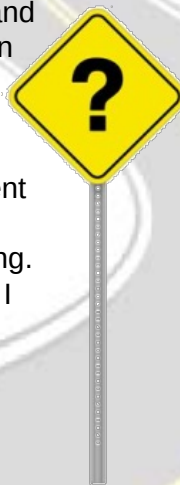


April – Distracted Driving Awareness Month



The **National Safety Council (NSC)** has deemed April as **Distracted Driving Awareness Month**. We like this focus for the simple fact that as we travel on our busy roadways, it is very apparent that driving and talking on the phone is just the norm. I mean - when else do you have time to talk on the phone?

Does talking on a hand-held or hands-free phone while driving make you distracted? Does this present a hazardous situation? Everyone has their own opinion. We all think: I am the 'Master' of multitasking. I can talk or text and drive because I am in control. I can handle it and I have done it so many times that nothing is going to happen. Other drivers though, I don't trust them and they should not do it! Sound familiar?



How about answering these questions (truthfully) on driving while talking on the phone...

- ❖ Have you ever missed an exit because you were involved in a conversation?
- ❖ Have you ever had to tell the other person on the line that you would call them back because you were getting frustrated and had to focus on reading the road signs, or listening to the GPS, or looking for the exact house number?
- ❖ Have you had to hit the brakes because you didn't notice the tail lights of the vehicle in front of you?
- ❖ Have you ever realized you were going 20 miles over the speed limit? Or just the opposite, 10 miles under the speed limit because you were conscious of being on the phone?
- ❖ Ever crossed the yellow lines or hit the rumble strips on the side of the road?

Sure, we may do these things without being on the phone, but you see my point? Let's just be truthful and lay it out there. We know we are putting ourselves at an increased risk of being in an accident, but we travel a lot and road time is the only time we have where we can fit in our conference calls and touch base with personnel on projects and tasks.

Continued On Next Page

April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline



Let's compare a driver of a vehicle with a cab-operated overhead crane operator. Right off the bat, would you let the operator talk on a cell phone while lifting a load and traveling through the center of the shop?

Now, let's say the crane operator is traveling at a median speed of 240 feet per minute(fpm) and has a secured load hanging from the hook weighing in at 2,000 pounds. Picturing it? Now pick your vehicle of choice from the chart. Curb weight, by the way, is the weight of the vehicle with all fluids and components but without the drivers, passengers, and cargo. So, I am now driving a 4,344 pound car at a speed of 65 miles per hour (mph).

Doing the conversion calculation of 240 fpm to mph, the cab operator is traveling at a speed of 2.73 mph. Are you going to let the cab operator talk on the phone while traveling with the load? Of course not! He could hit a person working below, cause excessive sway, run the load into a rack, not lift the load to a safe clearance, etc. Hmm, wonder what the devastation would be with a 4,344 pound car traveling at 65 mph and it T-bones another car? Or let's put your family in that other car. We don't even want to picture that. Yet, this risk is being challenged every day. Are you challenging it? Are your employees challenging it?



NSC has more information on distracted driving and cell phone usage. Follow this [link](#) for some interesting information from their website.

Model	Curb Weigh
2012 Toyota Camry	3,190 pounds
2012 Toyota Prius	3,042 pounds
2012 Dodge Ram 2-Door	6,811 pounds
2013 Chevrolet Equinox LS	3,777 pounds
2013 Chevrolet Corvette	3,208 pounds
2012 Chrysler Town and Country	4,652 pounds
2013 Subaru Outback	3,495 pounds
2013 BMW 740i Sedan	4,344 pounds
2012 Honda Civic LX Coupe	2,617 pounds
2012 Cadillac Escalade EXT	5,949 pounds
2012 MINI Cooper Hatchback	2,535 pounds

April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline



Violence in the Workplace

Guns in the Workplace

Violence on the Rise

Violence in the workplace is an important safety and health issue, one that is too often overlooked or ignored. In many cases, a violent incident can be avoided, because occurrences are often preceded by warning signs. However, these signals frequently go unrecognized--or are recognized but disregarded. Generally, violence develops over time--which means that with proper implementation of an antiviolence policy, employers have a chance to recognize the early signs of violence and stop it before it explodes.

What Can Be Done?

Employers do not have to wait until something happens before responding--the optimal time to address workplace violence is now, before any incidents have occurred. Some key components of a workplace violence plan are:

1. Zero-tolerance policy. Create a thorough, written policy that indicates that no type of violent behavior, including intimidation, threats, and acts, will be tolerated. Any violent incident will lead to discipline, including termination.

2. Response procedures. Employees need to know how to respond to a perceived or actual threat of violence. Who should employees report their concerns to? Who will conduct an investigation? How will the investigation be handled? Who will assess and address the perceived risk?

3. Workplace walkthrough. Locate and identify potential hot spots for violent incidents--reception areas, warehouse entries, and other access points are frequently the initial sites of violence. Train these "frontline" personnel on the proper response if a disgruntled individual walks through the door.

4. Training and education. Once policies and procedures have been written, they must be communicated to managers, supervisors, and employees. Conduct training sessions and educate the workforce on how to recognize and respond to violent situations.

5. Post-incident response. Employers need to develop procedures for addressing the turmoil and trauma that violence in the workplace can leave behind. Trauma counseling, employee assistance programs, and other treatment plans are essential to an effective plan.

Continued On Next Page



Does your state have laws that interfere with an employer's right to ban employees from bringing weapons on the premises?

April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline





Federal and state job safety laws require employers to make reasonable efforts to provide a safe workplace.

Unfortunately, America's workplaces have become venues for virtually all forms of violence. Identifying possible vulnerabilities to workplace violence and ways to prevent or reduce the risk of violence has become a key part of crisis planning for businesses. From this, many employers have considered weapons-free workplace policies, which include work rules prohibiting the possession of knives, guns, or other firearms on the work premises.

Yet, while violence by employees can create liability for negligent hiring, retention, supervision, or training if their conduct was reasonably foreseeable, employers and business property owners also face potential liability for failing to address an increased risk of violence from the outside, such as a threat of nighttime assaults or robberies in a high-crime area. Employers are in a tough position when determining whether their employees are safer with or without weapons on the workplace premises.

In recent years, some states have taken this decision out of employers' hands — at least to the extent of

employees' locked vehicles within the company parking lot. Many states have now enacted laws prohibiting employers from banning lawfully-owned weapons from the periphery of the workplace. Some of these laws do provide immunity to employers from any harm caused in the workplace in relation to these weapons.

If you are interested in whether your state has laws that interfere with an employer's right to ban employees from bringing weapons on the premises?

Find out using this state-by-state comparison chart issued by HR.BLR.com.

48 WEAPONS *Does your state have laws that interfere with an employer's right to ban employees from bringing weapons on the premises?*

Federal and state job safety laws require employers to make reasonable efforts to provide a safe workplace. Unfortunately, America's workplaces have become venues for virtually all forms of violence. Identifying possible vulnerabilities to workplace violence and ways to prevent or reduce the risk of violence has become a key part of crisis planning for businesses. From this, many employers have considered weapons-free workplace policies, which include work rules prohibiting the possession of knives, guns, or other firearms on the work premises.

Yet, while violence by employees can create liability for negligent hiring, retention, supervision, or training if their conduct was reasonably foreseeable, employers and business property owners also face potential liability for failing to address an increased risk of violence from the outside, such as a threat of nighttime assaults or robberies in a high-crime area. Employers are in a tough position when determining whether their employees are safer with or without weapons on the workplace premises.

In recent years, some states have taken this decision out of employers' hands — at least to the extent of employees' locked vehicles within the company parking lot. Many states have now enacted laws prohibiting employers from banning lawfully-owned weapons from the periphery of the workplace. Some of these laws do provide immunity to employers from any harm caused in the workplace in relation to these weapons.

State	Main provisions of law	Covered employees
AL	No law.	
AK	The state's concealed handgun permit statute doesn't specifically address whether permit holders can bring handguns to work. By posting a notice, employers may prohibit the possession of a firearm within a secured restricted access area located inside some work sites on an employer's premises.	All employees.

Click Here

April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline



The 2013 DART Rate Letters

Is Your Company On The List?

It's that time of year again: March Madness bracket disasters unfolded, spring weather and letters from fed-OSHA for those with high DART rates. Days Away, Restricted and Transferred reflects the more severe (and expensive) injuries and illnesses that resulted in lost-time, job restrictions (aka "light duty") or transfers to new positions (unable to return to the original job).

In years past, any surveyed workplace reporting a DART rate greater than the national average received a letter. That rate often hovered around 2.0 and generated 13,000 – 15,000 letters. For 2013, fed-OSHA changed their formula, sending a letter to each establishment reporting a 2011 DART rate greater than the average for their respective sector. That resulted in a big drop in the number of letters sent earlier in March – only about 9,400 – but gives a much better, apples-to-apples, benchmark for recipients, acknowledging the inherent differences between sectors.

For example, the industry DART rate for steel foundries typically runs 7-8 per 100 employees, while less than 1.0 for radio broadcasting. Is it really useful each year to document that steel foundries exceeded the national average and radio broadcasters did not? Of course they did (and did not). Their industries are so different that no meaningful comparison can be made based on injury rates.

Reflecting the new criterion, the letter gets right to the point: "This means workers in your establishment are being injured at a higher rate than in most other

businesses in your industry." Now that means something, and it's targeted and actionable. When compared to your own industry, the implications of low, average and high are clear. So it seems to me that benchmarking within sectors makes good sense for these annual notifications.

The letter again frames the problem as a potential lack of expertise in workplace safety and health, encouraging employers to seek professional assistance. For those with 250 or fewer workers, fed-OSHA recommends their On-site Consultation Program.

How might these letters relate to inspections? One big clue is in the letter itself: "OSHA may target up to 2,500 general industry workplaces identified in the survey for inspection in the next year." These won't be random. In fact, it's completely predictable: they will be drawn from letter recipients and cross-referenced with the 2012 targeted inspection criteria. For example, under that program (SST-12), manufacturing sites with DART rates equal to or greater than 7.0 will be inspected. So if your company meets the criteria, let your people know that fed-OSHA is coming and start getting ready.

Reference – Dr. Scott Harris, UL Workplace Health & Safety Solutions

OSHA DART Rate Inspection List – ([click here to download the list from our website](#))



April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline



Are You Aware of Common Electrical Installation Violations?



What would our lives be like without electricity? Some employees work with electricity directly, as is the case with electricians, engineers, or people employed by electric power utility companies. Other employees, such as office workers, work with electricity indirectly. As a source of power, electricity is oftentimes taken for granted.

What we overlook or do not recognize is that its misuse can result in tragic loss of life and significant property damage. According to OSHA, approximately 350 electrical-related workplace fatalities occur annually, and don't forget the violations associated from the following:

Misuse of Equipment

OSHA 29 CFR 1910.303 (b)(2) requires all electrical equipment to be used or installed in accordance with any instructions included in the listing or labeling. Common violations include consumer rated coffee makers and box fans being used in a commercial (industrial) work environment. Consumer rated products are normally not grounded and are not intended for continuous operation. The hazard is very real—use of consumer rated products in industrial settings has been responsible for numerous fires. Another violation is using electrical receptacles designed for indoor use in an outdoor environment. In this example, a receptacle designed for wet locations is required. The picture depicts a consumer rated fan being used in a commercial environment—a violation.

Guarding of Live Electrical Parts

Unguarded energized conductors pose a serious electrocution hazard. OSHA 1910.303 (g)(2)(i) requires all energized conductors > 50 volts within eight (8') feet of the floor or working surface to be guarded against accidental contact. Typical violations include exposed electrical wiring, unguarded receptacles, and unguarded fluorescent lighting. An example of a serious electrical hazard is shown in the photograph at right. A circuit breaker was removed from a circuit breaker panel but the opening was not covered—exposing employees to a potential electrocution hazard.

Continued On Next Page

April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline



Reverse Polarity

This condition occurs whenever the hot and neutral electrical wires are reversed. If an internal fault occurs in the wiring of a piece of equipment, such as a drill or saw, the equipment would start as soon as an employee plugs the power cord into the improperly wired receptacle. Also, equipment will not stop when the power switch is released. OSHA 1910.304 (a)(2) prohibits reverse polarity. A receptacle tester may be utilized to verify that receptacles are wired correctly.

Grounding

Grounding is designed to protect people from electrocution and it helps prevent electrical fires. If wiring inside a piece of energized equipment, such as a refrigerator, becomes loose and contacts the metal frame, the metal frame becomes energized. This poses a significant electrocution hazard if anyone touches the refrigerator.

An additional benefit of grounding is that it protects equipment from electrical fires. For instance, the 1980 MGM Grand fire in Las Vegas that resulted in 85 fatalities was the result of an ungrounded deli machine.

Equipment, motors and tools used in wet and conductive locations are some examples of equipment that must be grounded. Refer to 29 CFR 1910.304 (f) for specific grounding requirements.

An alternative to grounding for portable hand tools is double insulation. A double insulated tool has additional insulation—if the electrical unit does short out, the operator is protected from shock by a double-insulated housing. As a result, double-insulated tools do not require three-wire grounding cords.

Proper Use of Flexible Cords and Cables

Flexible electrical cords, such as extension cords, are designed for temporary—not permanent use. 29 CFR 1910.305(g) addresses flexible cords and cables. Flexible cords and cables may not be used:

- As a substitute for the fixed wiring of a structure
- Where run through holes in walls, ceilings or floors
- Where run through doorways, windows, or similar openings
- Where attached to building surfaces, or
- Where concealed behind building walls, ceilings, or floors

Ground Fault Protection

Portable electric tools are common in the workplace. These tools are commonly powered with extension cords. Extension cords are more susceptible to damage than fixed wiring. If an employee is using a damaged extension cord in a wet environment a ground fault condition may occur creating a significant electrocution hazard to the employee.

To protect employees against ground fault hazards while utilizing extension cords, a ground fault circuit interrupter (GFCI) should be utilized. OSHA's Construction Standards (29 CFR 1926) requires ground fault protection on construction sites. 29 CFR OSHA 1926.404 (b) requires ground fault circuit interrupters or an assured equipment grounding conductor program on all construction sites with temporary wiring that contain 120-volt, single-phase 15 and 20 ampere receptacles. As a best practice, GFCI protection should always be utilized when using extension cords in wet or damp environments.

GFCI's are available as follows:

- Portable units (example picture right—lower part of image)
- Wall-mounted receptacles (example picture right—upper part of image)
- Circuit breakers

Conclusion

Correct electrical installation practices are critical to ensure employee safety and also to maintain equipment integrity. It is imperative that all electrical installations meet or exceed all applicable OSHA regulations as well as recognized consensus codes. The following references may be utilized to determine electrical installation requirements:

- 29 CFR 1910 OSHA Standards for General Industry: Subpart S—Electrical
- 29 CFR 1926 OSHA Standards for Construction: Subpart K—Electrical
- NFPA 70: National Electrical Code®
- NFPA 70E: Standard for Electrical Safety Requirements for Employee Workplaces

Reference article by W. Jon Wallace, Workplace Safety, Inc.

April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline



10 Cool Apps to Improve Safety

As more and more of us use our iPhones, Androids and Blackberries to check emails, view websites and text our kids and friends, many are using smart phone apps for other purposes: weather reports, games, news and—safety. So here are 10 great apps that make your smart phone a powerful safety accessory.



1.0 Too Loud?

The title of the app is a question, but Too Loud? gives answers to keep your hearing healthy. This app is especially useful for those who work in busy, noise-filled environments such as heavy industrial and manufacturing facilities, farms, cafeterias and concerts. By using color to indicate noise levels, Too Loud? uses colors to let you know at a glance if noise levels have reached an unhealthy level.

Available for: iPhone/iPad/iPod Rating: 4+ Price: .99



2.0 OSHA Heat Safety Tool

Help your workers beat the heat with OSHA's heat safety tool. This app uses available weather data to protect those who work long hours in hot conditions. With OSHA's Heat Safety Tool your iPhone, Android or Blackberry will display the heat and safety risk to outdoor workers with reminders to drink enough fluids, schedule breaks and know what to do in an emergency.

Available for: iPhone/Android/Blackberry Rating: 3+ Price: Free



3.0 Online-MSDS™

Online-MSDS provides instant access to the industry-leading data base of Safety Data Sheets. Save an unlimited number of SDSs to your personal "binder," helping you respond quickly to any hazardous material emergency. Share complete SDSs by fax, email, text, Twitter or Facebook.

Available for: iPhone/iPad/Android Rating: 4+ Price: Free



4.0 EHS Audit and Inspection tool—Environmental, Health, Safety and Quality

EHS Audit provides more than 500 templates and checklists for a broad range of inspections, including OSHA, ISO, medical device standards, crane inspection, and even Canadian compliance standards. You can capture photos, video and audio; customize templates; generate reports in PDF, Word, Excel and CSV; and even sync your reports to Wiki Checklists for team collaboration.

Available for: iPhone/iPad Rating: 4+ Price: \$29.99



5.0 Dangerous Goods Manual

Perfect for emergency responders, this app helps you identify hazardous materials and provides ERI (Emergency Response Intervention) cards on initial actions for fire crews. With Kemler numbers, Hazchem emergency action codes, packaging groups, transport category and tunnel codes, this app also includes classification and labeling summaries, including GHS. No internet connection needed.

Available for: Android Rating: 4+ Price: Free

Continued On Next Page

April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline





6.0 PhoneGuard Premium

Available by subscription, PhoneGuard gives you a year of protection from your own temptation to be a distracted driver. By sensing when the car is moving, PhoneGuard prohibits texting, emailing and web browsing, while still allowing emergency calls like 911. Separate controls for override, auto-reply and speed control are also provided. For some, this app could quite literally be a lifesaver.

Available for: Android (Unrated) Price: \$19.99



7.0 NIOSH Lifting Calculator

The National Institute of Safety and Health (NIOSH) developed its "Lifting Equation" to find ergonomic solutions to lifting strains. This app performs NIOSH's calculation in both metric and standard measurements and represents the effort of certified professional ergonomists. You can evaluate existing and proposed lifting conditions to determine the Recommended Weight Limit (RWL) for a specific job or task.

Available for: iPhone/iPad Rating: 4+ Price: \$2.99



8.0 Adobe Ideas®

Adobe Ideas is known for being a digital sketchbook. Why then, would we recommend Adobe for workplace safety? This app allows you to caption and "scribble" on photos so that management or service personnel can see what areas need work and what areas are in good order. You'll save time and money, and there will be no doubt as to the order and efficiency in your facility.

Available for: iPhone/Android Rating: 4+ Price: \$9.99



9.0 Crane Operator Hand Signals

Crane Operator Hand Signals (from Specialized Carriers & Rigging Association) gives users instant access to all necessary crane hand signals in both English and Spanish. Every signal included is compliant with OSHA's Cranes and Derricks Standard and shown graphically so operators can quickly reference the appropriate signal for each command. This app has already been downloaded 7,000 times.

Available for: iPhone/Android/Blackberry Rating: 4 Price: Free



10.0 Pocket First Aid & CPR from the American Heart Association

Featuring 34 videos, 46 clear illustrations and informative articles, this app gives step-by-step instructions for many first-aid procedures as well as CPR. You can also manage personal medical information for several people and use the first aid kit checklist to ensure your kit is fully stocked with all necessary supplies.

Available for: iPhone/Android Rating: 4 Price: \$1.99



April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline

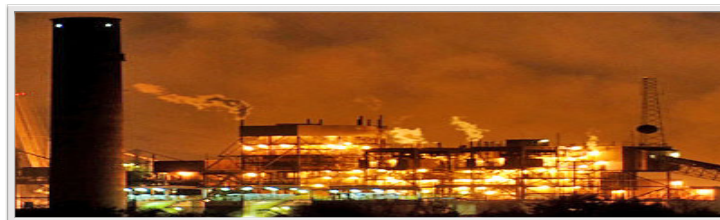


Combustible Dust

"Reducing the combustible dusts in your facility can prevent deadly explosions and costly fines from OSHA"

The Problem

Over time, small amounts of dust can collect in the rafters of your facility. Though seemingly harmless, these dusts can pose an explosion hazard.



In Feb. 2008, the Imperial Sugar Co. in Port Wentworth, Georgia learned this in a tragic way. Under normal working conditions, a machine exploded causing the building to shudder. This would have been of minor significance except that dust build-up had shaken loose from the rafters and entered the air. As dust particulate approaches a certain saturation point, it becomes highly volatile and caused a secondary explosion that was devastating.

14 workers were killed and many others severely injured in the explosion. Because the company had not taken proper precautions to eliminate this dust build-up, they face OSHA fines of almost \$9 Million.

OSHA's Regulation

As a result of the disaster at Imperial Sugar Co., OSHA is tightening their combustible dust regulations and holding companies strongly accountable.

You may have heard that the Occupational Safety and Health Administration (OSHA) is considering rulemaking to develop a combustible dust standard for general industry. The U.S. Chemical Safety and Hazard Investigation Board (CSB) completed a study of combustible dust hazards in late 2006, which identified 281 combustible dust incidents between 1980 and 2005 that killed 119 workers and injured 718.

The new regulations will require general industry to be responsible for mitigating this dust build-up with the constant use of ambient air cleaners.



Does your company or firm process any of these products or materials in powdered form?
If so, please refer to the [OSHA poster](#) and [OSHA's fact sheet](#) for more information.

April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline

Getting Back to Basics

Q. What is an OSHA written safety plan and how do I comply?

A. An OSHA Safety Plan is a written document that describes the process for identifying the physical and health hazards that could harm workers, procedures to prevent accidents, and steps to take when accidents occur. The written safety plan is your blueprint for keeping workers safe. Many organizations compile their activity-specific safety plans into a single safety manual. The written safety plan is also the documentation and record keeping part of any safety program.

Q. Why Have a Written Safety Plan?

A. Not all OSHA regulations require written plans, but many do. Don't forget the state plans that may require additional written procedures as well as plans under workers' compensation rules. There are also requirements for written safety procedures for 16 hazardous substances listed under Subpart Z of the general industry rules for Toxic and Hazardous Substances, such as asbestos and vinyl chloride. Many organizations adopt voluntary safety plans to increase worker productivity, to prepare for special emergencies, and for workplace security.

OSHA Mandatory Written Plans

Take a look at the bulleted list below of some general industry regulations requiring written plans.

- Hazard Communication - 1910.1200
- Lockout/Tagout - 1910.147
- Respiratory Protection - 1910.134
- Process Safety Management - 1910.119
- Personal Protective Equipment - 1910.132
- Bloodborne Pathogens - 1910.1030
- Emergency Action Plan - 1910.38
- Confined Space Entry (Permit-Required) - 1910.146
- Hazardous Waste Operations and Emergency Response - 1910.120
- Electrical Safety - 1910.331 - 335
- Fire Prevention Plans - 1910.39
- Laboratory Safety Program - 1910.1450

Q. What are the elements of a basic safety plan?

A. OSHA recommends that written plans include the following basic elements:

- Policy or goals statement
- List of responsible persons
- Hazard identification
- Hazard controls and safe practices
- Emergency and accident response
- Employee training and communication
- Recordkeeping

When developing safety-training solutions, you must have a practical training regimen that complies with all OSHA standards, along with keeping a permanent written record documenting all your training



April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline



Constructive Discipline

“Discipline” is a word that often carries negative connotations, but is a very positive element of effective safety programs. Discipline is not all about punishment; it’s about ensuring compliance with the established safety program, policies and other rules, and offering corrective actions and consequences when necessary.

Companies that use the best safety practices employ discipline as a way to alter behavior and condition for the better, rather than simply threatening someone’s employment status. The goal is to identify the incorrect behavior or action at that moment, and then discuss why the incorrect behavior or action was being performed. Sometimes it may reveal a complete disregard for the safety procedures or rules set forth by the company. Other times the discussion may reveal the implementation of the safety procedures or rules were never discussed with the employee doing the task. In such an instance it is best to involve those affected employees with the review of the procedures and rules and determine the appropriate corrective actions that will result in compliance with standards as well as compliance with internal procedures and rules.

To be effective, discipline must be consistent, and it must be consistently applied. Saving disciplinary actions for “major” noncompliance sends the message that smaller missteps will be ignored and are not considered important. Same goes for issuing disciplinary action to an employee for a safety infraction but not to another for the same infraction. Fairness sends a clear and consistent message and can keep you out of nasty litigations.



Supervisors must be aware of the workers’ perceptions about disciplinary consequences and enforcement. After all, employees pay attention to many details, so they’ll be aware of how their supervisors approach problems.

April - Distracted Driving Awareness Month

Crash Comparison

Workplace Violence

Safety Laws

2013 DART Rate Letters

Electrical Installation Violations

Top 10 Safety Apps

Combustible Dust

Getting Back to Basics

Constructive Discipline

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

