



Consider This

HEALTH & SAFETY NEWSLETTER

Training

developing the skills
employees need to perform
safely

Elements of an
Effective Safety
Program



OSHA 10 Hour
Overview



Chemical
Labeling Facts



GHS Meets HCS

CAUTION
WEAR EYE
PROTECTION

March: Eye
Health at Work



The Toll of OSHA
Violations



New Hires – Stand Firm on Their Training

Can we agree that safety training is one of the most critical elements of your injury and illness prevention program? It not only allows employees to learn their jobs properly and convey hazards and controls, it also puts your program into action. Your employees will benefit from safety and health training through fewer work-related injuries and illnesses. You benefit from reduced workplace injuries, increased productivity, lower costs and a more cohesive and dependable work force. So, what about those new hires?

The OSHA Office of Statistics reports that 40 percent of employees injured at work have been on the job less than one year. New hires need to be made aware of how serious safety training is right from the start. While there is no specific requirement for new hire safety orientation, many training requirements explicitly state that training must be provided to new employees.

Teach Safety Right from the Start

Safety orientation training should be customized around your specific operations and exposures. It should be given to all new hires as well as temporary workers from a temp agency. Don't forget those employees given new job assignments for which training has not been previously received. They need safety orientation training too, and it often gets overlooked.

At a minimum, it should provide training and instruction on:

- Company safety policies and work rules
- General hazards in the work area and throughout the facility

- Specific hazards identified in the Job Safety Analyses (JSAs)
- Proper safety practices and procedures to prevent accidents
- The location of such emergency equipment as fire extinguishers, fire alarms, designated meeting areas, eyewash stations, and first-aid supplies
- Emergency evacuation procedures and routes
- How to report an unsafe condition
- What to do if there is an accident or injury
- How to report emergencies, accidents, and near misses
- How to select, use, and care for personal protective equipment
- Safe housekeeping rules and expectations
- Facility security procedures and systems
- How to use hand tools and mechanical equipment safely
- Safe lifting techniques and material-handling procedures
- Safe methods for handling, using, or storing hazardous materials
- The location of safety data sheets and how to look one up
- Never undertake a job that appears to be unsafe
- The understanding that no employee is expected to perform a job until he/she has received instructions on how to do it properly and safely and is authorized to perform the job
- The success of the company's safety program depends on their actions as well as yours.

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New Hire Training Q&A

Q: How likely is it that new hires will be injured on the job, as compared to veteran employees?

- a. twice as likely
- b. four times
- c. five times
- d. not likely

A: FIVE times more likely (c)

Key reasons new employees get hurt so often:

1. Supervisors think new people know more than they really do
2. New Employees are afraid to ask questions.



Spring is just around the corner - and so is the start-up of the construction industry

Get a jump on training before the work starts.

OSHA-10 Hour Voluntary Compliance Course for the Construction Industry. This 10-hour construction safety course was developed by the U.S. Department of Labor to provide construction workers, supervisors and other personnel responsible for construction activities with an awareness of construction safety and health concerns in the construction industry. The course teaches workers about their rights, employer responsibilities, and how to file a complaint as well as how to identify, abate, avoid and prevent job related hazards. All trainees will become familiar with reading and using the OSHA Standards for Construction 29 CFR 1926.

All construction site workers, supervisors, managers and industry personnel who over-see construction activities should attend.

Course Topics can include:

- Introduction to OSHA Standards and Requirements
- Construction Focus Four
- Hazard Communication
- Personal Protective Equipment
- Scaffolding Fall Protection
- Electrical Safety
- Excavations
- Ladders
- Cranes

Click here to contact our H&S Team about industry training courses

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10 GHS Facts in 60 Seconds



1. GHS stands for the Globally Harmonized System of the Classification and Labeling of Chemical
2. It is a set of guidelines for ensuring the safe production, transport, handling, use and disposal of hazardous materials
3. The GHS was developed by the United Nations, as a way to bring into agreement the chemical regulations and standards of different countries. In short, it is an international attempt to get everyone on the same page. The hope is that every country will incorporate the tenets of the GHS into their own chemical management systems with the goal of making the international sale and transportation of hazardous chemicals easier, as well as, making workplace conditions safer for all employees exposed to chemical hazards.
4. The U.S. officially adopted the GHS on March 26, 2012. OSHA's adoption is actually a revision of the Hazard Communication Standard to align with the GHS. OSHA calls this revision, HazCom 2012.
5. The GHS is not a global law or regulation – a common misconception – it is a system. Think of it as a set of recommendations or collection of best practices. No country is obligated to adopt all or even any part of the GHS.
6. Countries can pick and choose those pieces of the GHS they wish to incorporate into their own regulations (this is called the building block approach). Each adopting country is solely responsible for its enforcement within its jurisdiction.
7. To date, over 65 countries have adopted GHS or are in the process of adopting GHS
8. The most noticeable changes brought by GHS for most organizations will be changes to safety labels, safety data sheets, and chemical classification
9. As an example, the GHS refers to safety data sheets as SDSs, dropping the M from material safety data sheets (or MSDSs) as most American companies are used to. The GHS also standardizes the content and formatting of SDSs into 16 sections with a strict ordering. Labels also look quite different, with 6 standardized elements that include specific language depending upon chemical classification.
10. GHS is meant to be a logical and comprehensive approach to:
 - a) Defining health, physical, and environmental hazards of chemicals (although environmental hazards are outside OSHA's jurisdiction)
 - b) Creating classification processes that use available data on chemicals for comparison with the defined hazard criteria
 - c) Communicating hazard information in a prescribed and uniform way on labels and safety data sheets.

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In the United States, Globally Harmonized System of the Classification and Labeling of Chemical (GHS) adoption is under the domain of four agencies:



OSHA served as the lead U.S. agency on the classification of chemicals and hazard communication and adoption affects over 43 million workers in over 5 million workplaces. The DOT was actually the first agency to implement GHS and OSHA's adoption brings the regulations between the agencies into greater harmony.

The EPA is expected to follow closely on the heels of OSHA's adoption with revisions to its own standards to bring them into alignment with GHS.

Adoption of GHS brings major changes to the Hazard Communication Standard (HCS), especially around hazard classification, labels, Safety Data Sheets, and training.

The biggest costs to businesses will be to:

- Re-classify all chemicals using GHS criteria
- Re-author all Safety Data Sheets in GHS formats and produce GHS formatted labels
- Train workers on how to read new label and SDS elements, and newly identified hazards

OSHA anticipates the revised standard will prevent 43 fatalities and 585 injuries annually, with a net annualized savings of over \$500 million a year.

-From MSDSonline (<http://www.msdsonline.com/>)

**Deadline to Train
Employees on
GHS Formatting**



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March – Workplace Eye Wellness Month

The gift of sight is irreplaceable. Thousands of eye injuries occur in the workplace each year, which makes wearing proper eye protection so important. All it takes is a tiny sliver of metal, particle of dust or splash of chemical to cause significant and permanent eye damage. March, which is **Workplace Eye Wellness Month**, is a great time to review eye and face protection regulations with your employees.

OSHA's eye and face protection standard (1910.133) states, *"the employer shall ensure that each affected employee uses appropriate eye or face protection when exposed to eye or face hazards from flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors, or potentially injurious light radiation."*

Whether on the job or working on projects around the house, remember to wear proper safety glasses, goggles, or face shields. Follow employer guidelines or the safety instructions provided with the equipment, materials, or tools you are using. Safety eyewear is available in a variety of so many new styles and materials that make it more attractive and comfortable to wear. Give employees a choice.

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EYE INJURY FACTS
& PREVENTION TIPS





- Approximately 60 percent of workers sustaining eye injuries were not wearing proper protective eyewear.
Bureau of Labor Statistics
- Industry Standards recognize two classes of industrial safety lenses:
Basic Impact: can only be worn in situations where known or presumed hazards are low impact in nature.
High Impact: (Z87+) provides protection to hazards of high velocity and/or high mass
- OSHA standards require employers to ensure workers have suitable eye protection and employers are obligated to assess workplace eye hazards and select the appropriate eyewear.

- Each day, over 2,000 U.S. workers sustain job-related eye injuries that require medical treatment according to the CDC and NIOSH. That's over 700,000 Americans each year!
- An estimated 90 percent of eye injuries could be prevented through the use of proper protective eyewear on the job, per the National Eye Institute.
- Workers who wear prescription glasses must also wear protective eyewear.
- Protective eyewear must be properly fitted to be effective.

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OSHA Violations/Citations Bring Hefty Bill for One Company

Fatal Machine Guarding Incident Leads to Severe Violator Designation

OSHA has cited a Powder Coating Company for 15 safety violations following an inspection resulting from the January death of a pedestal grinder operator who was killed when the abrasive wheel on the grinder exploded and struck the operator on the head.

The company has now been placed on OSHA's Severe Violator Enforcement Program, which mandates targeted follow-up inspections to ensure compliance with the law.

"Employers have a responsibility to protect the safety of their workers, and that includes having proper machine guards installed and following appropriate safety procedures to prevent tragedies like this one," said Michael Connors, OSHA's regional director in Chicago.

Two willful violations were cited for a lack of properly adjusted safety guards and work rests on pedestal grinders. A willful violation is one committed with intentional knowing or voluntary disregard for the law's requirements or with plain indifference to worker safety and health.

Eleven serious citations include failing to have under hung cranes marked with rated load capacity; mark hook-lifting devices with rated capacity; provide identifying information for slings; and provide machine guarding on abrasive wheel machinery. A serious violation occurs when there is substantial probability that death or serious physical harm could result from a

hazard about which the employer knew or should have known.

Two other-than-serious, record-keeping violations include failing to record work-related injuries that occurred in 2008 and 2009. This company faces total proposed penalties of \$159,600.

Initiated in 2010, the Severe Violator Enforcement Program focuses on recalcitrant employers that endanger workers by committing willful, repeat or failure-to-abate violations. This company was placed in the program for receiving two willful violations of hazards covered under the agency's National Emphasis Program on Amputations.

The company has 15 business days from receipt of the citations to comply, request an informal conference with OSHA's area director, or contest the citations and penalties before the independent Occupational Safety and Health Review Commission.

-From OSHA's Regional News Release

On the following page, EHS Support has provided a checklist, which we have used in previous tasks with our Clients, that can serve as a guide to assist with inspections on grinders to ensure compliance. We hope that this can be incorporated into your programs to ensure conformity of safety measures on this equipment in your facilities.

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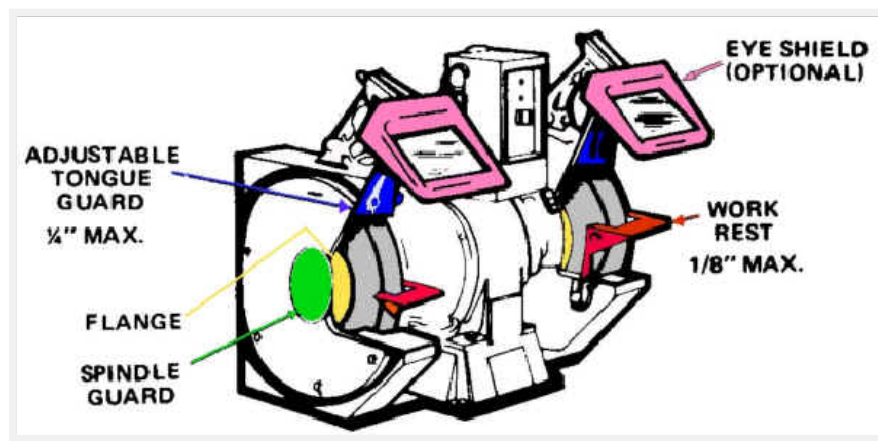
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Checklist for Abrasive Wheel Equipment Grinders

Abrasive Wheel Grinder Safety Basics: OSHA Standard 29 CFR 1910

From the Abrasive Wheel Standard		From other OSHA Standards	
215(a)(2)	Do side guards cover the spindle, nut, and flange and 75% of the wheel diameter?	22(a)	Is cleanliness maintained around grinders?
215(a)(4)	Is the work rest used and kept adjusted to within 1/8-inch (0.3175cm) of the wheel?	94(b)(2)	Are dust collectors and powered exhausts provided on grinders used in operations that produce large amounts of dust?
215(b)(9)	Is the adjustable tongue guard on the top side of the grinder used and kept to within 1/4-inch (0.6350cm) of the wheel?	133(a)(1)	Are goggles or face shields always worn when grinding?
		212(b)	Are bench and pedestal grinders permanently mounted?
215(d)(1)	Is the maximum RPM rating of each abrasive wheel compatible with the RPM rating of the grinder motor?	304(f)(4)	Is each electrically operated grinder effectively grounded?
215(d)(1)	Before new abrasive wheels are mounted, are they visually inspected and ring tested?	305(g)(1)(iii)(A)	Are fixed or permanently mounted grinders connected to their electrical supply system with metallic conduit or other permanent method?
		305(j)(4)(ii)(F)	Does each grinder have an individual on and off control switch?



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

Work Safe. Live Safe. Stay Safe.

