

Health and Safety

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RESOURCE



*Oregon*OSHA

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Surgio Canul uses a forklift to move material. (Photo: Stacey Thias)

On the cover: Chris White examines the trim at Therna-Glass in Milwaukie. (Photo: Stacey Thias)

RESOURCE

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Working together produces better results

By Michael Wood



When I talk to my colleagues around the country, there are many characteristics of our approach to occupational safety and health that compare well to the work that is done in other states. One of those is our approach to working with our stakeholders and partners to achieve the best results for Oregon employers and their workers.

Oregon OSHA's relationships with stakeholders take a variety of forms. We have standing advisory committees that work with us on a range of initiatives, whether rulemaking, educational, outreach, or enforcement activities. Two of the most active are the Construction Advisory Committee and the Forest Practices Advisory Committee. Both of these groups meet regularly with Oregon OSHA staff – and the discussions generally reflect a commitment to shared problem-solving that serves Oregon well.

Some of our advisory groups are statutory, such as the Small Agriculture Advisory Committee and the Safe Employment Education and Training Advisory Committee (SEETAC), which advises Oregon OSHA regarding the workers memorial scholarship program and the training grants program (when the program is operating). Others are long-standing, such as the general Oregon OSHA Partnership Committee, which serves as an overall advisory group for me and the rest of Oregon OSHA.

While we draw on all of these standing committees, many of our advisory groups are ad-hoc groups, assembled for a specific effort. This is particularly common in relation to rulemaking activities, such as the advisory groups that worked with us on the confined space rules, the penalty rules, the enforcement scheduling rules, and the current effort to develop a rule that will better address the training needs of operators of small-capacity construction cranes. While those groups may not always reach consensus (although they often do), they always inform the process, and I am convinced that the final products are consistently better than they would have been without genuine stakeholder involvement.

Oregon OSHA also serves on groups as one partner among many. The Oregon Young Employee Safety Coalition (O[YES]), the Oregon Healthy Nails Coalition, and the Oregon Coalition on Health-Care Ergonomics (OCHE) are just a few of the examples of groups that have done excellent work pursuing practical safety and health education. In the case of OCHE, the group started many years ago as an Oregon OSHA advisory committee but eventually grew beyond that role.

In addition, Oregon OSHA sometimes supports activities by other organizations. For example, I have served several years on the group that evaluates the applications for the Recognition of Safety Excellence (ROSE) award provided by the Oregon-Columbia Chapter of the Associated General Contractors. I also served on the evaluation committee for the award recipients at the last Governor's Occupational Safety and Health Conference. And I have always enjoyed the chance to help judge the Hoffman Construction youth art contest drawings (I'm looking at the calendar created using the winners right now).

Many of our ongoing activities relate to such partnerships – every safety and health conference we support is the result of a partnership between Oregon OSHA and at least one other organization (usually supported by many more), whether it's a chapter of the American Society of Safety Engineers, the Central Oregon Safety and Health Association, or the Oregon SHARP Alliance.

The groups and efforts I have listed here only scratch the surface. And they all have slightly different approaches to the issues that confront them. But at least one message should be clear across all of these activities: Partnership works! And that means Oregon workplaces with fewer hazards that can cause serious injury, illness, or death.

A handwritten signature in black ink, appearing to read "Michael Wood".

Managing small business safety

Milwaukie glass supplier creates accident-free culture

By Melanie Mesaros

In 2008, the economic downturn hit Therma-Glass, a Milwaukie glass and shower door supplier, pretty hard. The small business got even smaller – going from 24 full-time employees to eight. General Manager Brad Roberts was left juggling even more responsibility, including company safety.

“You’ve gotta make time for it. That’s all there is to it,” Roberts said. “You are going to pay inevitably if you don’t, either in the cost of an accident, or even worse, a fatality.”

Therma-Glass is like many small Oregon businesses that don’t have the resources for a designated safety manager. Roberts wears many hats and said weekly staff meetings are part of his strategy to manage safety because e-mail communication isn’t always enough.

“It’s a small company, so how could it be a big deal to communicate? We’ve had lengthier times in between our meetings and we felt if e-mails were sent out, then everyone would be on the same page,” he said. “We found that to not be the case. They weren’t read; the tone didn’t come through. That’s why we do both – face to face and messages electronically. Even in a little company, you can have a lot of miscommunication.”

That was a lesson Roberts learned when employees who handle glass weren’t always in sync with safety.

“I was at fault,” he said. “I was rapid-firing instructions to them verbally. I had a couple repeat it back and it was the absolute opposite what I intended. When we were done with that meeting, half of them were on the wrong page.”



Chris White installs a frame to a glass door.



Roberts, who admits that safety isn't his forte, also sought the help of Oregon OSHA's no-cost, confidential consultation program.

"When you have another set of eyes looking at hazards, they see things that we don't see ourselves," Roberts said.

For example, Oregon OSHA's consultant noticed workers in the company warehouse weren't wearing a seat belt while operating the forklift.

"We got the seat belt installed and it's become a procedure that no one gets on the truck without wearing it," he said. "We never considered that it could be such a hazard."



Wearing a seat belt on a forklift is now a must for employees.



Oregon OSHA's confidential consultation program also helped the company find a solution to anchoring large sheets of glass in the racking system.

"We've overlooked things in the past or minimized them," Roberts said. "I would much rather talk to you about sales and marketing, since that's where it's at for us. But if we do not make the effort with our safety program, it's going to cost us."

Roy Kroker, Oregon OSHA's consultation manager, said while Oregon businesses of all sizes can request a no-cost consultation, smaller companies often take advantage of the service.

"Oregon OSHA consultants do not simply look for hazard violations. We try to help employers determine why the hazard exists and provide recommendations to permanently correct them," he said.

Roberts has also borrowed pieces of safety programs from larger employers they work with.

Left: White installs trim.
Middle: Surgio Canul uses the forklift. **Right:** Canul puts a sheet of glass on a rolling cart.
(Photos: Stacey Thias)



"Contractors have shared outlines and programs with us," he said. "We've been able to boil them down and ours are much simpler."

Roberts said safety is just as important as sales or other aspects of the business. He finds ways to engage employees in that discussion by sharing information about the cost of accidents and insurance.

"You have to pay attention to all facets of your business. Otherwise, it will come back to bite you," he said. "If you are managing your company successfully, you can't afford to ignore important areas."



White measures glass to confirm it is the correct dimensions.

Managing a small business and managing safety – where to get help when you need it

By Ellis Brasch

It's said that small businesses are critical to Oregon's economy because they bring innovation, progress, and employment. But the past five years haven't been easy on small business owners. The recession hit small businesses harder than larger ones, the average size of a small business shrank, and there's been a shift in the industries that were driving receipts for small businesses.

While small business owners are accustomed to taking risks, the recession has raised the stakes for many by making the task of staying in business more difficult. Larger businesses can "weather the storm" to some extent because they have more resources. Many small businesses, on the other hand, have to do more with less.

Take the job of managing workplace safety, for example. In a large business, a dedicated safety manager is usually responsible for keeping current on changes in safety rules and ensuring that the safety program is effective. Small business owners typically don't have that advantage. Managing the business and managing safety often rest entirely on the shoulders of the same person: the business owner. Keeping current on changes in safety rules, managing the company safety program, and staying in business when times are tough can challenge even the most competent small business owner. It's not surprising that the question "What do I have to do to comply?" is a common refrain among small business owners concerned about safety.

Small business – what does it mean?

It all depends on what *you* mean by "small." The [Small Business Administration](#) generally defines a small business as any firm employing fewer than 500 employees.

But, in Oregon, the *majority* of the state's firms employ between one and nine people. The *average* Oregon firm, on the other hand, employed 14.6 people in the first quarter of 2011, down slightly from 15.2 during the same period of 2007.

However, firms that employ 100 people or more account for nearly half of all private employment and more than half of the state's private payrolls.

Source: Oregon Employment Department

So what is a small business owner to do?

Here are three ways to get help.

Try "Tools of the Trade"

Small business owners and anyone else who wants to know more about what's necessary to comply with Oregon OSHA's rules should check out [Tools of the Trade](#). This mini website explains what you need to do to comply with Oregon OSHA's rules and offers tips on how to manage an effective safety program.



Ask Oregon OSHA

Oregon OSHA's [Consultative Services Section](#) has consultants who can show you the workplace safety rules you need to know, help you identify hazards, and set up an effective safety program.

Ask your workers' compensation carrier

Your carrier can help you by evaluating your workplace for hazards, explaining the safety and health rules that apply, and working with you to develop your safety program. All of this is at no charge, but you have to request these services. To learn more, read Oregon OSHA's [Are you getting loss prevention services from your workers' compensation insurance carrier?](#)

GOSH 2013



It's a marathon,
not a sprint

Application packets available at:
www.oregongosh.com

Award Nominations

are now being accepted in categories for organizations and individuals who make extraordinary contributions to workplace safety and health.

CATEGORIES

- Employer Safety Program
- Association
- Safety Committee
- Safety and Health Advocate (individual or team)
- Labor Representative
- Safety and Health Professional (industry specific)

NOMINATION DEADLINE: SEPTEMBER 28, 2012

Awards presented March 6, 2013

OREGON GOVERNOR'S OCCUPATIONAL SAFETY & HEALTH CONFERENCE

March 4-7, 2013 • Oregon Convention Center • Portland

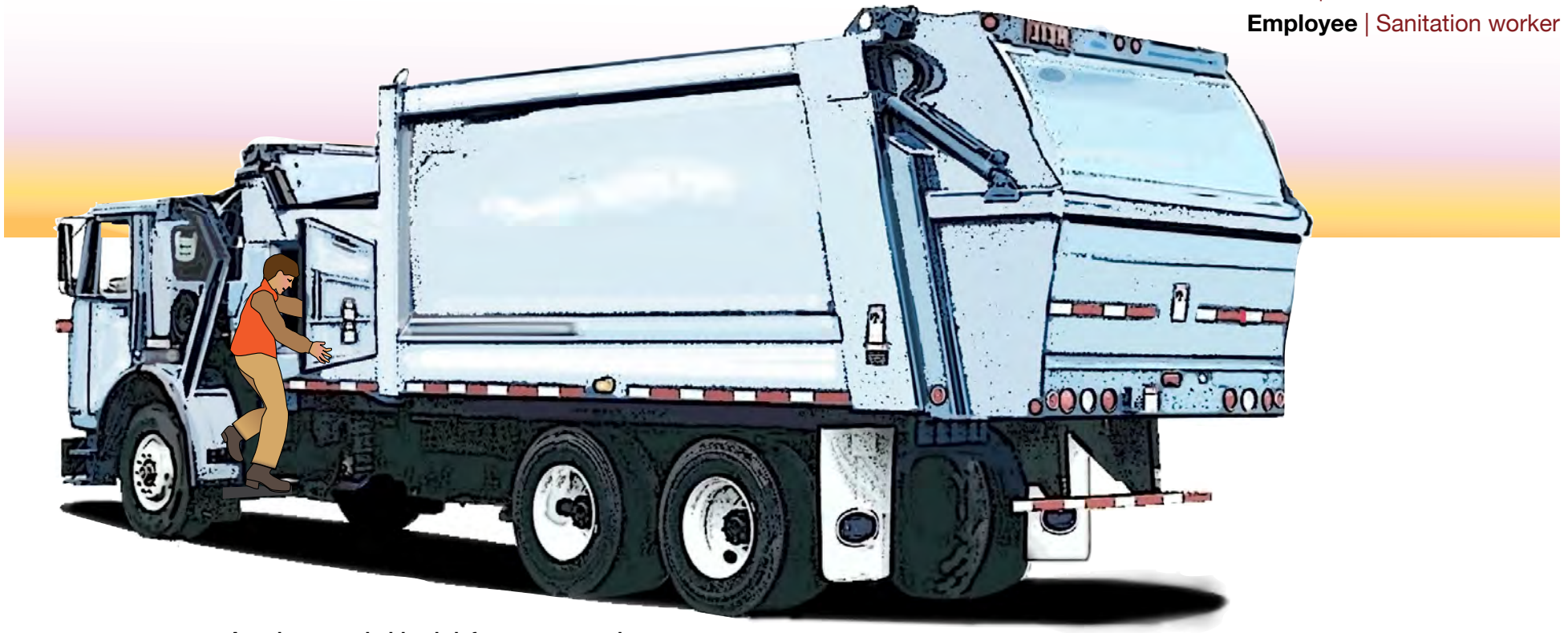
H O N O R

Accident Report

Incident | Caught in

Business | Solid waste collection

Employee | Sanitation worker



A garbage truck driver's left arm was caught by the truck's compactor blade as he was troubleshooting a problem with the blade's automatic stopping point.

Early one morning, the victim began his shift on his scheduled route when he noticed that the compactor blade in his side-loader garbage truck was going past its stopping point, so he pushed a red "stop" button to stop the compactor blade. He

reached under a rubber flap on the front of the metal hood where the compactor was positioned when retracted and tried to feel if the micro switch that controlled it was in place and not damaged. (He checked the switch the same way the week before and it was damaged.) He did not know that the micro switch would energize the compactor blade.

Apparently, he struck the switch with his finger because the compactor blade started to retract, catching his left arm and breaking his shoulder and collarbone.

Continued on page 9



Left: The side-loader garbage truck
Center: Truck cab and compactor unit (lower left)
Right: Close up of compactor hood in closed position

Applicable standards

1910.147(c)(7)(i)(B): “Each affected employee shall be instructed in the purpose and use of the energy control procedure.”

The employer had not trained any of its drivers as “affected” employees in the company’s lockout/tagout program.

1910.146(c)(2): “If a workplace contains permit spaces, the employer shall inform exposed employees, by posting danger signs or by any other equally effective means, of the existence and location of and the danger posed by the permit spaces.

A sign reading ‘DANGER – PERMIT-REQUIRED CONFINED SPACE, DO NOT ENTER’ or using other similar language would satisfy the requirement for a sign.”

The employer did not post such a sign on the “confined space” section of the truck body where the metal hood covered the retracted compactor blade. This section was on the front end of the truck body, behind the driver’s cab, and was the section where the victim reached in to feel the micro switch.

Oregon OSHA urges caution following three workplace carbon monoxide incidents

In recent weeks, employees at three different Portland-area worksites were exposed to high levels of carbon monoxide while operating gas-powered equipment. Oregon OSHA is urging employers to take precautions to avoid carbon monoxide exposure, which can cause nausea, dizziness, headache, or, in extreme cases, death.

"It's alarming to see this number of serious carbon monoxide incidents," said Oregon OSHA Administrator Michael Wood. "While the risk always exists, employers should see this as a reminder to beware of the hazard in their workplace."

Oregon OSHA is investigating the following three cases:

- Several workers became ill July 17 after an employee began using a gas-powered pressure washer to clean a refrigerated room at a fruit processing plant. A total of 23 people went to the hospital, many of whom didn't recognize the symptoms until it was too late.

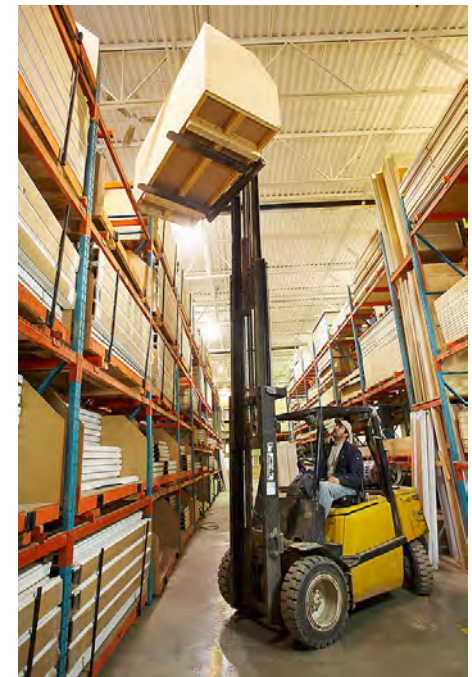
- On July 18, construction workers in a warehouse were operating a gas-powered saw and other internal combustion engine equipment at the same time. Despite the employer's effort to keep air moving with commercial fans, it wasn't enough to avoid an overexposure.
- In the third incident, also on July 18, a worker using a gas-powered saw in a manhole was overcome by carbon monoxide and lost consciousness.

Prolonged or high exposure to carbon monoxide may worsen symptoms, which can also include vomiting, confusion, collapse, and muscle weakness. Symptoms can vary from person to person.

Heaters, generators, sprayers, pressure washers, drywall equipment, forklifts, and anything else with an internal combustion engine or that burns a petroleum fuel, gas, wood, or coal are examples of equipment that can pose a risk, especially in an enclosed space.



More information about carbon monoxide can be found on Oregon OSHA's website: www.orsosha.org/subjects/carbon_monoxide.html. Employers can also request a no-cost, confidential consultation by calling 1-800-922-2689 or by visiting www.orsosha.org/consultation.html.



Rising temperatures increase risks for workers

When Oregon temperatures climb into the 90s and even the 100s, people are not acclimated to the heat and that can cause serious problems. Workers run the risk of developing a heat-related illness when physical exertion is combined with high temperatures and high humidity.

Employers and workers should be familiar with some of the common signs of heat exhaustion. A person overcome with heat exhaustion will still sweat but may experience extreme fatigue, nausea, lightheadedness, or a headache. The person could have clammy and moist skin, a pale complexion, and a normal or only slightly elevated body temperature. If heat exhaustion is not treated promptly, the illness could progress to heat stroke, and possibly even death.

“Employers need to plan ahead. These types of illnesses can sneak up on workers,” said Penny Wolf-McCormick, health enforcement manager for Oregon OSHA.

From 2007 through 2011, 38 people received benefits through Oregon’s workers’ compensation system for heat-related illnesses.

To help those suffering from heat exhaustion:

- Move them to a cool, shaded area. Do not leave them alone.
- Loosen and remove heavy clothing.
- Provide cool water to drink (a small cup every 15 minutes) if they are not feeling sick to their stomach.
- Try to cool them by fanning them. Cool the skin with a spray mist of cold water or a wet cloth.
- If they do not feel better in a few minutes, call 911 for emergency help.



Certain medications, wearing personal protective equipment while on the job, and a past case of heat stress create a higher risk for heat illness.

Here are some tips for preventing a heat-induced illness:

- Perform the heaviest, most labor-intensive work during the coolest part of the day.
- Use the buddy system (work in pairs) to monitor the heat.
- Drink plenty of cool water (one small cup every 15 to 20 minutes).
- Wear light, loose-fitting, breathable clothing (such as cotton).
- Take frequent short breaks in cool, shaded areas — allow your body to cool down.
- Avoid eating large meals before working in hot environments.
- Avoid caffeine and alcoholic beverages (these beverages make the body lose water and increase the risk of heat illnesses).

“If employers and workers take these precautions, workers will be safe and the summer will be much better for all concerned,” Wolf-McCormick said.

Federal OSHA recently released a heat stress app for mobile phones that allows workers and supervisors to calculate the heat index for their worksite. The tool is available at www.osha.gov/SLTC/heatillness/heat_index/heat_app.html.

Oregon OSHA also has a pocket-sized booklet available, in both English and Spanish, with tips for working in the heat: www.orosha.org/pdf/pubs/3422.pdf (English version).

Employers can also download posters, in both English and Spanish, from Oregon OSHA’s website: www.orosha.org/pdf/pubs/4926Pe.pdf (English version).

2013 Oregon GOSH Conference coming to Portland

Mark your calendar for the Oregon Governor's Occupational Safety and Health (GOSH) Conference, to be held March 4-7, 2013, at the Oregon Convention Center in Portland. The largest conference of its kind in the Northwest, themed "Safety: It's a Marathon, Not a Sprint," will feature more than 150 workshops and sessions.

"This event allows workers and managers to learn about safety from every angle – with training in specific industries and key basics," said Sharell Lien, coordinator of the GOSH Conference. "It's a great place to get tips for elevating your workplace safety culture and spend time networking with others."

Nominations for the 2013 GOSH Awards are now being accepted in categories for organizations and individuals who make extraordinary contributions to workplace safety and health. Applications are available at www.oregongosh.com/awards and must be received by Sept. 28, 2012.



Registration for the event is expected to open in late 2012, with exhibit space assignments beginning in September 2012. Conference attendance is \$110 per day, any day. Back by popular demand is a skills demonstration in the Columbia Forklift Challenge and a stand-up reach truck course.

General conference topics include:

- Safety committee training
- Improving workplace safety culture
- Fall protection, confined space, electrical safety

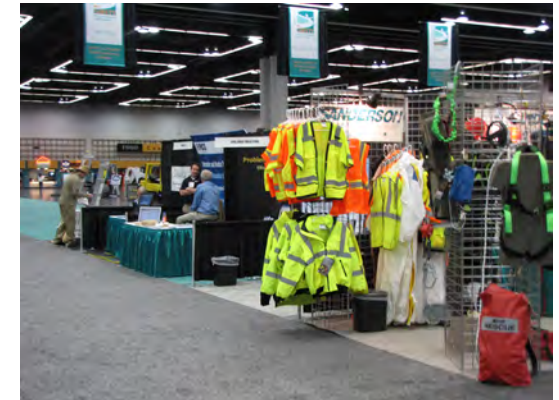
Regulatory updates

Conference specialties such as manufacturing, health care, ergonomics, construction, emergency preparedness and response, industrial hygiene, and workplace wellness are some of the other session tracks.

Oregon OSHA partners with the Columbia-Willamette Chapter of the American Society of Safety Engineers to sponsor the conference.



GOSH Conference safety and health awards luncheon (2011)



GOSH conference exhibit hall (2011)

Test ladder skills with interactive online tool

Every year, more workers are injured by falls from ladders than from any other elevated surface, including roofs, scaffolds, balconies, and even stairs.

So far this year, falls from ladders have seriously injured eight Oregon workers, but all of the injuries could have been prevented.

Most falls from ladders occur because workers select the wrong type of ladder for their job or they improperly set up the ladder. Oregon OSHA requires employers to ensure that a competent person trains workers who use ladders, but too often, the training is overlooked because of the time-worn assumption that no one will get hurt.

Test your knowledge of how to select, set up, and climb a portable ladder with Oregon OSHA's [new portable ladder tool](#).



**Congratulations
to the new SHARP employer:**

- Applied Physics Technologies, McMinnville

**Workplace safety and health awards nominations
are now being accepted for:**

**Western
Pulp & Paper
Conference**

Portland, Oregon

**Application deadline
August 10, 2012**

Apply today: www.orsha.org/conferences

**Southern Oregon
Occupational
Safety & Health
Conference**
GOLD MEDAL
Safety & Health
SMULLIN CENTER • MEDFORD

**Application deadline
August 31, 2012**

Eagle Point students excel in safety at SkillsUSA competition

Four students from Eagle Point High School took top honors in the safety category at the annual SkillsUSA Oregon Leadership Conference this spring.

Students placed first, second, third, and fifth out of nearly 100 who competed statewide in the category. Matthew Boren, the school's auto shop instructor, said the competition included a written test on topics that ranged from hazmat to proper lifting, respirator use, and more.

"My goal is to prepare these students to go into the workforce with basic safety skills," said Boren. "I hope the safety behaviors are carried out beyond the worksite and also translate into life skills."

Julia Botson, the gold medalist in safety, competed as a junior and has an interest in culinary arts.

SkillsUSA is a national nonprofit organization serving teachers, and high school and college students who are preparing for careers in trade, technical, and skilled service occupations, including health occupations. Three members of the SHARP Alliance helped judge the Oregon competition.



Members of the Oregon SHARP Alliance pose with students from Eagle Point High School and teacher Matthew Boren (far left).

Q:

I'm considering buying a used 32-foot extension ladder. What advice can you give me to ensure I'm purchasing a ladder that is "OSHA compliant"?

A:

First, look over the ladder carefully before you buy it, checking for missing, damaged, or loose components. Check extension ladder locks, flippers, and safety shoes and all other moving parts. Make sure they're secure and working properly.

Next, make sure the ladder's capacity is rated for the type of work you'll be doing; the capacity rating should be indicated on the ladder's side rails. For construction work, the ladder's capacity must be at least four times the maximum intended load (extra-heavy-duty – type IA – metal or fiberglass ladders must have a capacity of at least 3.3 times the maximum intended load).

If you are using the ladder around energized electrical equipment, make sure it's not aluminum.

Finally, make sure the ladder meets Oregon OSHA's [general industry requirements for portable ladders](#), summarized below:

- Step spacing must be uniform and not more than 12 inches. Steps must be parallel and level when the ladder is in the normal use position.
- All joints, attachments, and working parts of ladders must be tight and not worn.
- The ladder must be free of damaged or bent parts.
- Safety feet and other auxiliary equipment must be in good condition.
- There can be no dents, breaks, or bends in the side rails or rungs.
- The ladder must have a nonslip base.
- There must be no sharp edges or splinters on wood parts.

While we're on the subject of portable ladders, check out Oregon OSHA's [new portable ladder tool](#). Remember, most falls from ladders happen because workers select the wrong type of ladder for their job or they set it up improperly.



GOING THE DISTANCE – Meet a leading Oregon health and safety professional



Company: Loving Care Providers

Owner: Olivia Lemus

Workforce: 30 employees

Common Hazards: Client lifting, soft tissue injuries, bloodborne pathogens

What is your background and safety philosophy?

When I was a caregiver, I injured my back during my first months of work. I had a hard time caring for my young daughter at that time and was unable to pick her up. Instead, when I was sitting down, I would tell her to climb onto my lap. Unable to work, I became frustrated staying at home. I was upset with myself for not being careful enough, wondering what I did wrong. I don't want caregivers to have my experience. This is why I give my caregivers safety training. If someone is not doing things right, I will provide extra training for that individual. I visit my clients frequently to check up on how things are being done and if they are being performed correctly.

What are some of the unique safety challenges your workers face?

My staff helps seniors who may need assistance with routine tasks such as getting out of bed, sitting down, personal care, or walking. In the work environment, manual lifting and handling clients during transfers are challenges we as caregivers face every day with all clients. The safety of my clients and my employees is my first priority. Each client has different needs that we must meet. Sometimes, we get occupational therapists involved because they help us find the proper equipment (like hand rails and sliding boards), creating a solution that helps us keep the backs of my employees safe.

Continued on page 17

GOING THE DISTANCE – Continued



Top photos: Olivia Lemus teaches her employee, Ariana Mandujano, how to safely help a client out of a chair.

Bottom photos: Lemus (left) demonstrates with Mandujano how to position a client in bed.

As a small employer, how do you keep employees involved and engaged in safety issues?

I often give my employees advice and tips before they start work and during their training. Every employee receives six hours of safety training every year, but when problems arise or changes occur in the client's condition, I won't hesitate to give them more training right away so that they can properly cope with the client's needs.

How do you approach training and communication?

Communication with employees and clients is very essential for this type of work. Before an employee goes to work with a new client, I see the client for the first few days in order to understand that client's needs so that I can properly prepare the employee for the duties required.

Continued on page 18



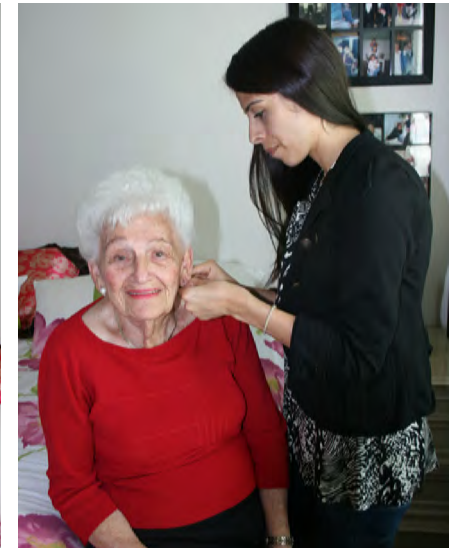
GOING THE DISTANCE – Continued

What advice do you have for other small business owners trying to enhance their safety culture?

The key is communication between the employer and employees. The employer must make sure that the employee understands the safety procedures and regulations that pertain to the employee's specific job. This is why training is so important and keeping an open dialogue with staff. Because my staff is small, I am able to give them one-on-one attention and personally address questions or concerns.



Top left: Lemus (left) and Mandujano assist client Ruth Shlachter. **Top right:** Mandujano helps Shlachter put on earrings.



Bottom photos: Mandujano assists Shlachter with her activities during the day, as Lemus lends a hand whenever needed.



CONFERENCE UPDATES

September 2012



Spotlight on **CHANGE** in Safety and Health



Featuring **Jake French**

*"Don't Wait Until
You're Broken to
Fix Your Attitude"*

Topics offered in the following categories:

- Hazard analysis
- Communication
- Wellness
- Regulatory updates
- Safety program improvement
- Driving safety



September 19 & 20, 2012

Eagle Crest Resort • Redmond, Oregon

www.regonline.com/central_oregon12

Register Now!

Registration Fee: Two days – \$165

Price breaks for single days

This conference is a joint effort of the Central Oregon Safety & Health Association (COSHA) and Oregon OSHA.

October 2012

**2012
Southern Oregon
Occupational
Safety & Health
Conference**



22nd Annual



GOLD MEDAL Safety & Health

SMULLIN CENTER • MEDFORD

Keynote

Achieving Zero Harm
with
Fred S. Drennan,
Team Safety, Inc., Ojai, CA



Professional Development
**Skills-Based Safety Leadership: Supervisors
as Leaders – Going from Good to Great**
with **Fred S. Drennan**

Tuesday, October 16, 8:30 a.m.-4 p.m.
at the **Harry & David Employment
and Education Center, Medford**
\$100 (includes lunch)

Costs to attend conference:

Full Conference (October 17 and 18)..... \$130
One day (October 17 or 18)..... \$ 90
Half-day (AM or PM on October 17 or 18) \$ 60

Exhibits • Awards • Wellness Walks

Questions?

**contact the Conference Section, 503-378-3272
or toll-free in Oregon at 888-292-5247, option 1**
www.asse-southernoregon.org
www.oroSHA.org/conferences



A joint effort of the American Society of Safety Engineers (ASSE), Southern Oregon Chapter, and the Oregon Occupational Safety Health Division (Oregon OSHA)

