

Health and Safety

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RESOURCE



*Oregon*OSHA

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Francisco Ianni (top) of the Oregon region Red Cross helped to deliver supplies to Hurricane Sandy victims in New Jersey. (Photo: Red Cross)

On the cover: The Red Cross was called in to assist after Hurricane Sandy hit the East Coast. (Photo: Red Cross)

RESOURCE

Oregon Health and Safety Resource

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Stretching our perspective and challenging our assumptions

By Michael Wood



The 2013 Oregon Governor's Occupational Safety and Health (GOSH) Conference is rapidly approaching. GOSH, which is a joint effort of Oregon OSHA and the Columbia-Willamette Chapter of the ASSE, is an opportunity to sharpen our skills in promoting workplace health and safety.

Whether you are a relative newcomer or a seasoned safety and health professional, GOSH provides workshops and exhibits that are worth your time. Like the regional conferences we support around the state every year, GOSH includes a good deal of practical content, provided by others who have faced the same challenges you face in making workplace health and safety a reality.

I encourage those who attend GOSH to take an extra step this year as well. We all have a tendency to gravitate toward those perspectives with which we agree and are

most comfortable. It's not a new problem, of course. But one of the side effects of the shift from the public forum to the social network appears to be that too often we end up talking to those who agree with us, rather than talking – and listening – to those who may have a different perspective.

As you attend GOSH this year, or however you choose to build upon your existing skills, I'd encourage you to stretch a bit. Attend a session where the speaker's perspective is different from yours in some basic ways. Check out a booth that emphasizes an aspect of worker health and safety about which you may have some doubts.

I have my own pet peeves and blind spots, so this challenge is as much for myself as all of you. But if we really are to learn from one another, we need to spend some time engaging with those who are absolutely convinced that a different approach is

better. And we need to challenge the assumptions on which our own beliefs are based.

Does that necessarily mean that we will change how we view things? Maybe. But maybe not. Even if we don't change our minds, our perspective on the issues will be better informed and more complete. That can never hurt. And we may just learn something.

See you in the exhibit hall.

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



Preparing for the worst

Is your business ready?

By Melanie Mesaros

When Hurricane Sandy devastated parts of the East Coast in late 2012, it took days, even weeks, for some businesses to get back up and running. Francisco Ianni, director of emergency preparedness for the Oregon region of the Red Cross, spent time deployed in New Jersey and hopes Oregon businesses were paying attention.

“We had days to say the storm is coming,” Ianni said. “Being on the ground and talking to folks on the ground, Red Cross volunteers could get to affected areas relatively quickly. With an earthquake scenario, you don’t know it’s going to come. We will not be able to get to the coast if bridges collapse and a tsunami occurs. Those areas will essentially be islands. It’s important for businesses to understand and be aware.”

Disaster preparedness is something the Red Cross has been talking about for years, but getting businesses to think about how an unexpected event might affect them is a new focus. Steven Eberlein, who manages health and safety services for the Red Cross, said businesses need to understand that being prepared starts with employees.

“If the person isn’t prepared at home, that’s going to create a lag time for when they can return to work,” said Eberlein. “Without a staff, a business can’t operate, and without operations, there’s no cash flow. Any threat to operations is a threat to the business itself.”

As Ianni points out, “Emergencies and disasters have an emotional, physical, and psychological toll.”

Continued on page 5

(Photo: Red Cross)

Preparing for the worst - Continued

Oregon OSHA Health Enforcement Manager Chris Ottoson said, especially during times of distress, companies need to think about protecting their employees.

“This is especially important if your workforce will be called upon to aid in the business’ recovery or will play a role in getting the community back online,” Ottoson said.

The Red Cross encourages businesses to train employees to have a communication plan that goes beyond the front door of the business.

“What’s the number one thing people think about when something happens?” Ianni said. “Talking to their loved ones and letting relatives know they are OK.”

Businesses can learn how to specifically address preparedness and the role their employees will play with the five-step [Ready Rating program](#). The program assumes senior leadership is committed to being prepared in the first place.

“It asks businesses a long list of questions to help identify weak points and it’s meant to be scalable to any business – large or small,” said Eberlein.

Ottoson said companies should view being prepared for an emergency as an extension of their existing safety program.

“If you are safety minded to begin with, consider how you can build on resources and address obstacles that might occur during a disaster,” he said. “Keeping your employees safe should be a fundamental part of that response.”

Continued on page 6



Above: Francisco Ianni (left) and Steven Eberlein at the Oregon region of the Red Cross help businesses prepare for disaster.
Below Left: Ianni (top) helped to get supplies to Hurricane Sandy victims in New Jersey.
Below Middle: A Red Cross volunteer readies a shelter following Hurricane Sandy.
Below Right: Ianni (left) and Eberlein offer training to Oregon companies on how to create a disaster plan.



(Photos: Red Cross)

Preparing for the worst - Continued



Destruction following Hurricane Sandy is a reminder for businesses to create a plan now and involve their employees. (Photos: Red Cross)

According to the Insurance Information Institute, 15 percent to 40 percent of businesses fail following a natural or manmade disaster. Smaller-scale disasters such as power outages or medical emergencies can also have a lasting effect, the Red Cross has found.

“One thing that can affect a small business is losing a key person,” said Ianni. “Sudden cardiac arrest, for example, can be enough to threaten the entire business, especially if that person held all the knowledge and made important decisions.”

Once a plan is created, Ianni encourages companies to conduct drills and rehearse who will be responsible for the different aspects of the plan.

“You’d be amazed how often this stuff sits on a shelf and is never exercised – often until the real emergency,” he said. “An exercise doesn’t have to break the bank – review simple communication.”

“It’s sometimes overwhelming to think about how your business or family would respond to a 9.0 earthquake,” said Eberlein. “But if you are ready for the biggest disaster, you’ll be ready for a small disaster like a power outage. Even if the earthquake doesn’t come in our generation, you’ve still taken steps to ready your business for the small events that come our way.” ■



Not sure where to start?

The Red Cross offers preparedness training to help businesses create a plan.

To enroll an employee in a community training at a local Red Cross chapter:

www.redcross.org/takeaclass

To schedule a Red Cross preparedness presentation at your workplace:

<http://www.redcross.org/or/portland/preparedness/schedule-a-red-cross-presentation>

Download Oregon OSHA’s publication “Expecting the Unexpected”:

<http://www.orosha.org/pdf/pubs/3356.pdf>

Attend the Oregon GOSH Conference and hear from Ianni and Eberlein on how to prepare your business:

Red Cross – BusinessREADY (#660)

Wednesday, March 6, 2013 – 2:30-5 p.m.

Emergency plans – does your workplace need them?

By Ellis Brasch

The standard definition of an emergency goes something like this: “a sudden unforeseen crisis, usually involving danger, that requires immediate action.” Most workplace emergencies fit this definition, but not all of them.

For example, a health-related crisis – such as a flu pandemic – may not happen suddenly or require immediate action but it could become an emergency over days or weeks. Unlike most personal emergencies, workplace emergencies require an immediate, coordinated response from many individuals in an organization who may have little information about the crisis.

It's a good idea to plan for workplace emergencies because the more prepared you are, the more likely you – and your co-workers – will respond correctly when you have to deal with one. Does Oregon OSHA require your workplace to prepare an emergency plan? The answer depends on whether “another Oregon OSHA standard” requires you to prepare one. Sound like a Catch-22? Don't worry. Here's what you need to know.

Oregon OSHA has two general-industry rules that cover emergency plans: Emergency action plans (437-002-0042) sets requirements for evacuations and reporting emergencies and Fire prevention plans (437-002-0043) establishes procedures for controlling fire hazards. Whether you need to prepare one (or both) of these plans depends on “other” Oregon OSHA rules. **What are the rules?** They're in the following table:

Oregon OSHA rules that require emergency plans		
Oregon OSHA rule	Emergency action plan required?	Fire prevention plan required?
<i>Portable fire extinguishers – 437-002-0187</i> [Division 2, Subdivision L]. If you require all your employees to evacuate during a fire and portable fire extinguishers are not accessible.	Yes	Yes
<i>Portable fire extinguishers – 437-002-0187</i> [Division 2, Subdivision L]. If you require all your employees to evacuate during a fire and portable fire extinguishers are accessible but not intended for their use.	Yes	Yes
<i>Portable fire extinguishers – 437-002-0187</i> [Division 2, Subdivision L]. If only designated employees can use portable fire extinguishers.	Yes	
<i>Fixed extinguishing systems – 1910.160</i> [Division 2, Subdivision L]. Workplaces that have areas protected by total flooding systems where gaseous agent concentrations exceed maximum safe levels. See 1910.162, [Division 2, Subdivision L] Fixed Extinguishing Systems	Yes	
<i>Fire detection systems – 1910.164</i> [Division 2, Subdivision L]. When it's necessary to delay fire detector alarms for more than 30 seconds to protect employees.	Yes	
<i>Process safety management of highly hazardous chemicals – 1910.119</i> [Division 2, Subdivision H].	Yes	
<i>Hazardous waste operations and emergency response – 1910.120</i> [Division 2, Subdivision H]. If you require employees to evacuate and do not permit them to assist in handling the emergency.	Yes	
<i>Grain handling facilities – 1910.272</i> [Division 2, Subdivision R]	Yes	
<i>Methylenedianiline – 1910.1050</i> [Division 2, Subdivision Z]. Workplaces where employees may be exposed to methylenedianiline.	Yes	
<i>1,3-butadiene – 1910.1051</i> [Division 2, Subdivision Z]. Workplaces where employees may be exposed to 1,3-butadiene.	Yes	
The following rules do not require <i>emergency action plans</i> or <i>fire prevention plans</i>, but do require written plans for emergencies. The written plans are unique to each rule.		
<i>Vinyl chloride – 1910.1017</i> [Division 2, Subdivision Z]		
<i>Cadmium – 1910.1027</i> [Division 2, Subdivision Z]		
<i>1,2-dibromo-3-chloropane – 1910.1044</i> [Division 2, Subdivision Z]		
<i>Acrylonitrile – 1910.1045</i> [Division 2, Subdivision Z]		
<i>Ethylene oxide – 1910.1047</i> [Division 2, Subdivision Z]		

Continued on page 8

If your workplace has more than 10 employees, your emergency action plan and fire prevention plan must be in writing. If your workplace has 10 or fewer employees, you don't need written plans but the employees must know what procedures to follow during an emergency.

Requirements for emergency action plans – 432-002-0042

Oregon OSHA's requirements for emergency action plans include:

- Evacuation procedures that describe the evacuation type and identify exit routes
- Procedures that account for all employees after they evacuate
- Procedures for reporting emergencies
- Procedures for shutting down critical plant operations and equipment before evacuation
- Procedures for rescues and medical duties
- Names or job titles of employees to contact for more information about the plan
- A working alarm system
- Designated, trained employees to help in evacuations
- A review of the plan with employees when they're hired and when the plan changes



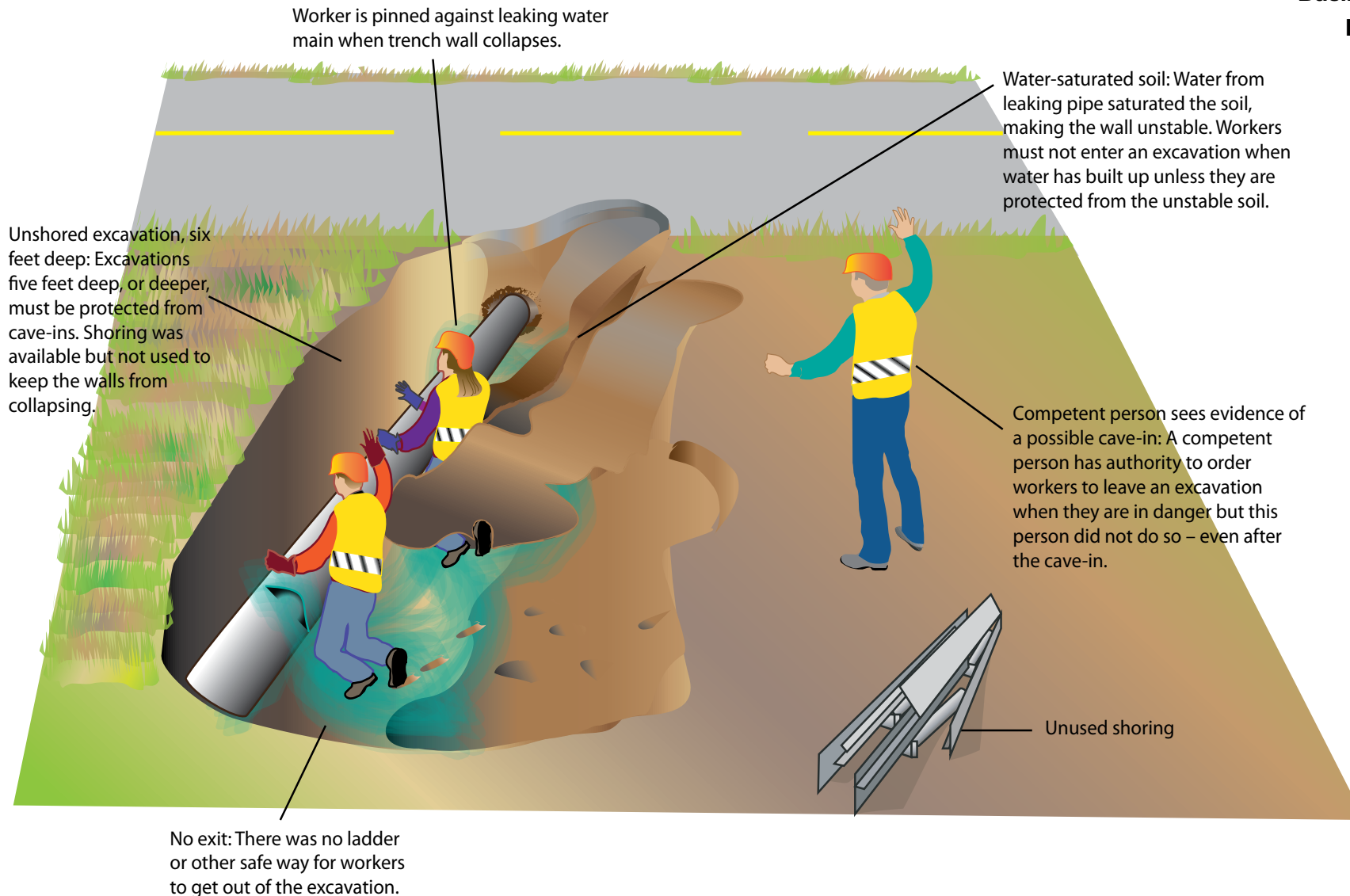
Requirements for fire prevention plans – 432-002-0043

Oregon OSHA's requirements for fire prevention plans include:

- A list of all major fire hazards that includes handling and storage procedures for hazardous materials, potential ignition sources, and the fire protection equipment necessary to control each hazard
- Procedures for controlling accumulations of flammable and combustible waste
- Procedures for ensuring that heat-producing equipment doesn't accidentally ignite combustible material
- Names or job titles of employees responsible for maintaining fire prevention equipment
- Names or job titles of those responsible for controlling fuel hazards

You must also tell employees about fire hazards in their work areas and review the plan with them before they begin their jobs for the first time. ■

SAFETY NOTES



Accident Report Incident | Caught in Business | Public Works Employee | Laborer

A crew of four employees made a six-foot-deep excavation on the side of a road to repair a leaking water main. Water from the leaking pipe saturated the soil, which made the trench walls unstable. While they were working, one side of the unshored excavation partially collapsed and trapped one of the workers against a pipe, injuring her leg. Two other employees were exposed when they helped her out of the trench and finished the repair work. Shoring was available to protect the workers, but was not used.

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Applicable standards

- § 1926.652(a)(1): Employees in an excavation were not protected from a cave-in by an adequate protective system.
- § 1926.651(h)(1): Employees were working in an excavation in which there was accumulated water.
- § 1926.651(c)(2): A safe means of egress was not located in a trench excavations that was four feet or more in depth.
- § 1926.651(k)(2): When the competent person found evidence of a possible cave in, exposed employees were not removed.

Top: Scene where the collapsed trench was sealed off after the accident.



Bottom: Shoring that was available, but not used.



Register online at
www.oregongosh.com

Oregon OSHA reminds businesses of reporting obligation

Oregon OSHA reminds employers of their obligation to report serious accidents or fatalities. The notification allows the agency to investigate the working conditions that may have caused death or harm.

Under Oregon OSHA's rule [OAR 437-001-0700(21)], employers must report a fatality within eight hours and report the overnight hospitalization of a worker within 24 hours. The citation carries a minimum \$250 penalty and can go up to \$7,000.

"Employers are required by law to report serious incidents so we can identify risks that may endanger other workers," said Oregon OSHA Administrator Michael Wood. "Our goal is to ensure workers go home safely every day."

Oregon OSHA cited 36 companies in 2012 for failure to report violations. That's down from the 66 citations issued in 2009 but reporting remains a concern.

Under the Oregon rule, reporting an accident to a workers' compensation carrier isn't adequate and may still result in a failure to report citation. In 2012, some of the accidents Oregon OSHA investigated that weren't reported include a severe electrical burn to a worker's arm, face, and neck; a fall from a roof; and amputated fingers from contact with a table saw.

To report an accident or fatality, call Oregon OSHA 24 hours a day at 1-800-922-2689 (toll-free). Leaving a message to make the report is sufficient under the rule.

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Questions?

**Contact Craig Hamelund
at 971-673-2875 or
craig.hamelund@state.or.us**

Oregon Governor's Occupational Safety & Health Conference



Annual Pulp and Paper Workers Conference held in Portland



Left: Keynote speaker Tony Crow encouraged the audience to think about safety on and off the job. **Middle/Right:** Exhibitors showcased equipment and services.

The annual Western Pulp and Paper Workers Safety and Health Conference was held Nov. 27-30, 2012, in Portland and featured four days of workshops and roundtable discussions, including a keynote presentation by Tony Crow.

Crow, blinded after a hunting accident in 2003, shared his program, "It's Not Just About Me." Crow worked for a Texas utility for more than two decades and offered some special insights into why safety must be a critical piece of everything you do – both on and off the job.

"I wore safety glasses every day for 26 years where I worked but when I'd leave work, I never put safety glasses on," said Crow.

Crow explained that had he worn safety glasses while hunting, he would still have his eyesight today. He emphasized the fact that accidents do not just affect the person injured, but everyone in that person's circle of influence.

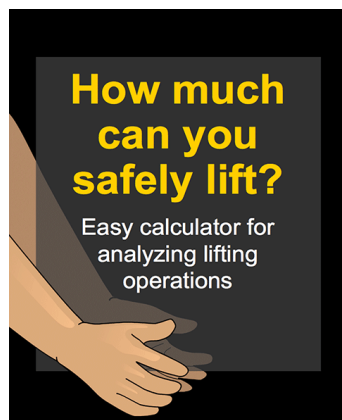
"We're safe at work, but then when we leave work, we don't think about it," Crow said.

"Some of the guys I worked with said it changed their whole life seeing what happened to me."

Hear more from Tony Crow by downloading this podcast:

<http://www.orosha.org/audio/podcasts.html>

Oregon OSHA launches new lifting calculator app



When moving boxes or other heavy objects, do you know how much is safe to lift? Oregon OSHA's new lift calculator app for Android OS mobile devices uses a simplified version of the NIOSH lifting equation to give the user a maximum safe weight for various lifting scenarios.

The app lets you calculate a safe lifting weight in three steps:

- 1) Indicate where your lift begins.
- 2) Estimate the number of lifts per minute and the hours of lifting per day.
- 3) The app calculates the maximum safe lifting weight for the task.

Download the app on Oregon OSHA's website:

<http://www.orosha.org/apps/liftcalc/lifting-calc-options.html>

Registration open for 2013 Oregon GOSH Conference



It's a marathon, not a sprint

Registration is open 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. With more than 150 workshops and sessions, it is the largest event of its kind in the Northwest.

"One of the challenges employers of all types face is how to make safety a true reality in the workplace," said Oregon OSHA Administrator Michael Wood. "This event offers tried-and-true guidance for achieving success in your safety and health program, whether you operate a small business or a large manufacturing company."

Keynote speaker Jeff "Odie" Espenship will present "Getting Back to Basics is Vital to Superior Performance - It's the Little Things that Matter" on Tuesday, March 5. An author, renowned speaker, and former U.S. Air Force fighter pilot, Espenship will motivate audience members to rethink and refocus their work behavior.

On Thursday, March 7, the conference features a moderated panel discussion with recipients of the Portland Business

Journal Healthiest Employer Award. Top organizations will share insights into what makes their wellness programs effective and offer tips for tackling challenges and other best practices. Nationally recognized expert Ron Goetzl, director of the Emory University Institute for Health and Productivity Studies, will also speak Thursday on his research around what makes wellness programs effective.

Other general topics covered at the conference include:

- Safety committee training
- What to expect from an OSHA inspection
- Safety leadership and workplace culture
- Advanced accident investigation

The conference will also feature session tracks on specialties such as utility work, construction, emergency preparedness and response, agriculture, and health care.

The Oregon Occupational Safety and Health Division (Oregon OSHA), a division of the Department of Consumer and Business Services, is partnering with the Columbia-Willamette Chapter of the American Society of Safety Engineers to sponsor the conference.

For more information on the conference schedule, events or to register, go to www.oregongosh.com.

Q:

I am a clerk in a retail garden center. Recently, my employer asked me to use a handheld circular saw to break down some wooden shipping pallets. I've never used one of these saws before. Is my employer required to do something so that I don't hurt myself when I use it?

A:

Yes, your employer must:

- Assess the hazards associated with the saw.
- Ensure that you are trained and supervised in the safe operation of the saw.
- Provide you with any personal protective equipment (PPE) necessary to protect you from the saw's hazards and ensure that the PPE fits you.
- Train you how to use and maintain the PPE.

Examples of PPE required for using a circular saw include goggles or safety glasses with side-shields to protect your eyes and appropriate gloves if the wood you are handling is rough or has nails or splinters.

For more information, see:

- 437-001-0760 [Rules for all Workplaces](#)
- 437-002-0134 [Personal Protective Equipment](#)
- Division 2, Subdivision P, [Hand and portable powered tools](#)



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



Company: NW Natural

Safety manager: Leslie Kantor

Workforce: 1,100

Common Hazards: Slips, trips, falls, overexertion (all resulting in strains and sprains), and flammable gas.

What is your background and safety philosophy?

My background is pretty varied. I worked as an occupational therapist, firefighter EMT, hazmat responder, and incident commander before becoming a safety manager. I am a certified safety professional and have a master's degree in occupational safety. I've worked in aerospace, heavy manufacturing, light manufacturing, blood services, and the wind industry. I have been in the natural gas industry for the last three years. I've been involved with the Oregon Governor's Occupational Safety and Health Conference and American Society of Safety Engineers in various capacities for more than 10 years.

Safety compliance is necessary and our baseline. Improving the safety culture will make compliance easy. Improving our safety culture is where the bulk of our efforts are. We use the Dupont-Bradley model of safety culture continuum to explain our safety culture journey. This model is a curve that illustrates the relationship of injury rate to type of safety culture. On the far left is a reactive safety culture with a high injury rate. As we continue to progress to the right, safety becomes more about the individual's desire and motivation to work safely – ultimately moving into interdependency, where employees help each other work safely. The curve shows the injury rate decrease as the safety culture moves toward the interdependent environment. At NW Natural, we are working from being dependent on the company to tell us to be safe, and moving into individual and team-based safety.

Continued on page 16

GOING THE DISTANCE - Continued



Above: Kantor believes in encouraging employees to take ownership of safety, where they ultimately encourage each other.

We are enabling our supervisors and employees to manage their day-to-day safety, and use continuous improvement teams to make changes, leveraging the experience of our employees and supervisors. We emphasize recognizing safe work practices over hunting for discrepancies. Everyone from our CEO to the employee locating a gas leak or at the working end of a shovel is involved in positive safety at some level. An interdependent safety culture is our goal.

What are some of the unique safety challenges you have faced?

My challenges are not much different than those faced by any safety professional. The aging workforce that exists in utilities is one of the more interesting challenges that allows me to tap into my occupational therapy background as well as my safety skills. Ergonomics, prevention through design, tool and process design, and improving and maintaining the health of our employees are front and center right now.

One of the main challenges I found upon joining NW Natural was the traditional injury-based cash incentive program. It was a program that was in place for many years. If a particular group went injury-free for a certain length of time, the group would get a cash award. The amount of the award grew with the length of time they went injury-free. It became apparent that this program inadvertently created an environment where it would be advantageous not to report lesser injuries to maintain eligibility for the award.

In response, a continuous improvement team was formed with employees at all levels, including management. I provided the team with details of the issue and some guidance in terms of not disciplining for injuries. I left the group with an outside facilitator for one week and my commitment to what they would come up with as a solution. The results of the team's efforts stunned me and were better in terms of current safety wisdom than I had hoped for. They had completely separated the money from safety recognition and, instead, put it in a separate fund to be shared by all affected employees to offset the costs of out-of-pocket



personal safety gear. It is a straightforward program that is not connected to reporting injuries in any way. Recognition turned into what we call positive safety exchanges, or discussions regarding safe work practices that were observed. That program continues to evolve with the original continuous improvement team's guidance.

Above: Kantor talks with Mike Corrigan at one of the utility's liquid natural gas processing plants.

GOING THE DISTANCE - Continued

Since you work for a utility, your crews may be out during weather or other emergencies. How do they stay focused on safety during those intense situations?

Our crews are very skilled at what they do. In addition to years of experience and training, our technical training department recently finished an emergency response scenario-based training program. All field responders are faced with emergency scenarios to practice decision-making and tasks in a stressful but safe environment.



This allows for enhanced ability to act safely during the actual event. An exciting development is the near completion of our new "training town." This is a simulated street of housing, complete with the ability to create gas leaks and simulated leaks for crews to locate and repair under varying conditions. It's another opportunity to practice leadership and problem solving in a controlled situation. This site will also have confined space and fall protection props, and a CDL driving training course to enhance other areas of safety training.

How do you keep your crews engaged in safety issues day to day?

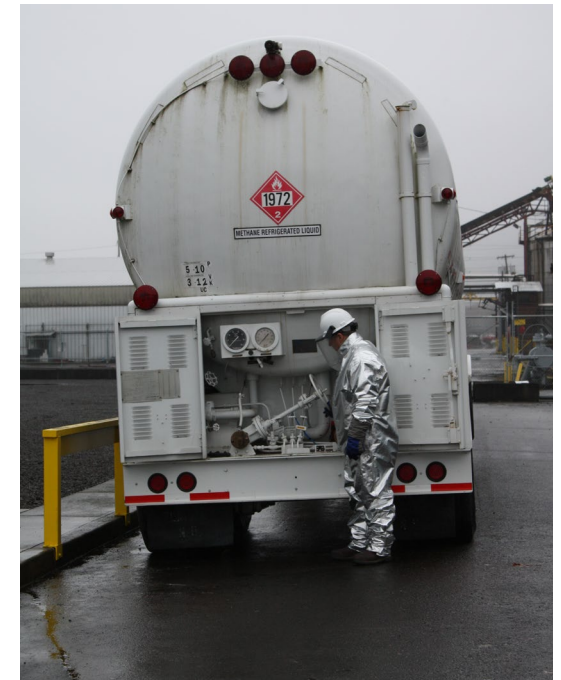
The entire population at NW Natural keeps our crews engaged in safety every day. Supervisors and safety committee members facilitate monthly safety meetings at each location. Management and executives discuss safety on their site visits. All employees have received training in recognizing employees for safe work practices. Mixed continuous improvement teams are being used to improve various aspects of safety. Employees are encouraged to make safety improvements and raise safety issues.

What advice do you have for other safety and health managers hoping to make a difference?

Focus efforts on engaging the entire population in safety. Educate and empower employees and supervisors to facilitate their own safety. Help with guidelines and get out of their way where you can. The results can be stunning.



Left: Corrigan examines a valve at one of NW Natural's plants. **Top right:** Kantor stops in the shop to check equipment at a NW Natural plant. **Bottom right:** Transferring flammable gas is one of the more serious hazards NW Natural employees face.



March 2013



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