

Health and Safety

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RESOURCE



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A Portland company is going beyond what is required by OSHA PELs.

RESOURCE

Oregon Health and Safety Resource

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Positive signs in safety recognition programs

By Michael Wood



Late last month, I was asked to assist in judging the Rose Awards for the Oregon Columbia Chapter of the Associated General Contractors. I appreciate this opportunity every year – it gives me a chance to get in touch with what some of the best construction contractors are doing to build and then to build upon their safety programs.

I was struck this year by the apparent change in perspectives on employee recognition over the past decade. When I first began judging these awards, it was not unusual to see an employee recognition program that relied primarily – or even exclusively – on hours worked without a reported injury.

Over the years, I have often asked applicants how they can be sure that their programs actually encourage safety, rather than simply underreporting. Their answers have rarely been completely satisfying – I am among those who worry that aggressive injury reduction targets and either individual

or team incentives based on them are less likely to lead to injury reductions than they are to result in an outbreak of “bloody pocket syndrome” (so named because of injured hands being thrust into pockets rather than reported).

This year solidified a trend that I had already noticed in the past few years. Employers – or at least the best employers – have increasingly moved toward “on the spot” recognition of safe work and safety program contributions, and they have increasingly shifted their formal recognition programs to participation, rather than reported injuries. That’s good news.

I also listened to employers explain how they had tested their efforts to ensure that they were not creating other disincentives – for example, by requiring thorough incident investigations presented to senior management, were they inadvertently “punishing” those who reported near misses? Would it work better to focus on the “lessons learned” from the very

beginning by asking the employees to draft a safety bulletin to be shared with other employees – and in that way ensure that the focus from the beginning was on the improvements to be made, rather than on being “called on the carpet”?

Anyone who has heard me talk about the subject already knows that I am skeptical of many aspects of the behavior-based safety movement. But one of its real successes (at its best) can be in shifting the focus of the discussion away from reported injuries and developing methods to talk about safety issues in a nonconfrontational, nonthreatening way. And any time we focus more on the underlying problems and less on punishing (or failing to reward) people for outcomes that depend in part on chance, that’s good news for our efforts to achieve real safety and health in the workplace.

A handwritten signature in black ink, appearing to read "m. wood".



Below the PEL

Portland company exceeds requirements for chemical exposures

By Melanie Mesaros

They are often referred to as silent killers – the chemical exposures that, over time, can make workers ill or even result in death. It can be rare to find a company taking an active approach to OSHA's Permissible Exposure Limits (PELs); however, the Owens Corning Roofing and Asphalt plant in Portland, a Voluntary Protection Program site, is an example of a company doing just that.

"We want to minimize the amount of time employees are exposed," said Marcel Lavoie, operations leader at the plant, which supplies the paving and roofing industries with asphalt.

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Workers at Owens Corning in Portland wear personal gas monitors to measure asphalt vapors during sampling.



Marcel Lavoie, plant operations leader, said the company uses engineering controls to reduce asphalt exposure risks to workers at the plant.

Lavoie said the company relies on engineering controls to keep asphalt vapors contained in a closed system. The Owens Corning plant tanks hold 7.1 million gallons of asphalt, which is heated to 300 to 450 degrees F and processed for loading onto trucks. When product sampling is done from the tanks for quality control (a process conducted multiple times a day), workers wear personal protective equipment to limit their exposure, and meters that sound an alarm when fumes become too strong for the raw material unloading process. The company goal is to work at 10 percent of the OSHA PEL for asphalt fumes.

“None of our activities have shown an action level,” he said. “The testing of our employees wearing personal meters are verification that what we are doing is effective.”

Federal OSHA recently launched a dialogue nationwide to learn how hazardous chemicals are being managed in workplaces. Many of OSHA’s PELs are considered out of date and have not been updated since their adoption in 1971.

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Kyle Halpin tests for asphalt vapors that could contain chemicals such as hydrogen sulfide or carbon monoxide.



Below the PEL - continued

Below: Larry O'Day, a reliability expert, works with contractors to ensure they are following the company's safety protocols.



"In many cases, we understand a great deal more about the health effects, even at much lower levels than previously realized," said Oregon OSHA Administrator Michael Wood. "In others, the limit itself was a compromise because of decades-old limitations of sampling and analytical capability that no longer apply."

"In either case, the result is that workers are unnecessarily exposed to serious injury when employers mistake the regulatory limits for 'safe' levels of exposure," said Wood.

Larry O'Day, a reliability technician at the Owens Corning plant, works with contractors who come to the facility each day. He has been in manufacturing for years and recognizes the company's level of commitment.

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Below the PEL - continued



Above: A remote valve opener was installed to increase distance and decrease exposure to asphalt splash and fume hazards. Kyle Halpin takes several samples each day for quality control. **Left:** A contractor wears PPE while cleaning out an asphalt tank.

"I perform contractor audits and stopped one from doing a job because there was a safer way to do it," he said. "We are empowered to own our safety program here."

Lavoie also points to a project in the past year that involved working with a caustic material not used in past processes.

"We could have bought a process unit off the shelf, but we would have had points of exposure that was not acceptable to us," Lavoie said. "Instead, our team worked together to conduct a design review and came up with a process to limit the exposures. No one person could have done it themselves."

"As regulators, we need to tackle the problem of outdated limits," Wood said. "But employers need not – and should not – wait for us. The American Conference of Governmental Industrial Hygienists and NIOSH levels are readily available. And they provide much greater levels of protection." ■



PELs demystified

by Ellis Brasch



On Oct. 9, federal OSHA announced “a national dialog with stakeholders” for dealing with worker exposures to hazardous chemicals. The announcement came in the form of a [request for information](#) from the public on the best approaches for managing hazardous chemical exposures and updating the agency’s outdated **permissible exposure limits**.

If you are an industrial hygienist, you are familiar with the term **permissible exposure limit** – more commonly known by its acronym, PEL. But if you do not know what a PEL is, you are not alone. Many, if not most, employers and employees have no idea what a PEL is, let alone how to manage chemical exposures.

What are PELs and why should you be concerned about them?

PELs are OSHA’s mandatory limits for air contaminants above which workers must not be exposed. PELs generally refer to how long a worker can be exposed to a hazardous substance. They are expressed three ways:

1. **Time weighted averages** (PEL-TWA), which establish average limits for eight-hour exposures; it is usually expressed as an average exposure over an eight-hour workday for a 40-hour workweek.
2. **Short-term limits** (PEL-STEL), which establish limits for short term exposures for a continuous 15-minute period.
3. **Ceiling limits** (PEL-C), which are never-to-be-exceeded maximum exposure levels.



Currently, there are PELs for about 470 substances that OSHA lists in tables (referred to as “Z-tables”) in Subpart Z of its general industry, construction, and maritime rules.

OSHA is calling for a national dialogue on PELs because the agency has been unable to successfully update them since 1971, when they were adopted from federal health standards originally set by the Department of Labor through the Walsh-Healy Act. OSHA’s PELs are still based on research performed during the 1950s and 1960s and do not take into consideration newer research on chronic health effects occurring at lower occupational exposures. The agency acknowledges that the limits do not adequately protect workers.

OSHA’s unsuccessful attempts to update PELs stem from legal challenges, objections from industry and labor leaders, and the requirements imposed by the [OSH Act](#).

Compounding the problem with PELs is that no one knows how many chemicals are in commerce now (the [American Chemistry Council](#) estimates there are approximately 8,300 chemicals in commerce in significant amounts) or how many of those chemicals are hazardous.

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Are there alternatives to OSHA's PELs?

OSHA PELs are part of a broader class of exposure limits – called occupational exposure limits or OELs – that also establish how long a worker can be exposed to a hazardous substance. What is important to remember is that the OSHA PELs are mandatory – employers have to comply with them even though they are out of date. The alternatives to OSHA PELs are guidelines, but they are generally considered to be more protective than OSHA PELs.

Here are examples of alternative OELs and the organizations that established them:

OEL	What it is	Who established it
TLV (Threshold limit value)	Airborne concentrations of chemical substances under which it is believed that nearly all workers may be repeatedly exposed, day after day, over a working lifetime, without adverse health effects.	ACGIH (American Conference of Governmental Industrial Hygienists)
REL (Recommended exposure limits)	Exposure limits recommended by NIOSH as being protective of worker health and safety over a working lifetime.	NIOSH (National Institute for Occupational Safety and Health)
CAL/OSHA PEL	Permissible exposure limits enforced under California OSHA's jurisdiction.	California OSHA
BEI (Biological exposure index)	Procedure for estimating the amount of material contained in the human body by measuring it in tissue, body fluids, or exhaled air.	ACGIH (American Conference of Governmental Industrial Hygienists)

In 2013, OSHA [annotated its existing Z-Tables](#) with the occupational exposure limits established by Cal/OSHA, NIOSH, and the ACGIH. The agency maintained that its own PELs were still mandatory but recommended that “employers should consider using the alternative occupational exposure limits because the agency believes that exposures above some of these alternative occupational exposure limits may be hazardous to workers, even when the exposure levels are in compliance with the relevant PELs.” Later that year, OSHA also offered employers [a step-by-step toolkit](#) that offered information, methods, tools, and guidance on using safer chemicals in their workplaces.

While the annotated tables gave employers the option to consider using “safer” OELs, some employer organizations wondered if OSHA was attempting to impose more stringent requirements on employers and enforce them through the agency's General Duty Clause.

Are Oregon OSHA's PELs the same as federal OSHA's?

Generally, Oregon OSHA's PELs are identical to federal OSHA's PELs. There are some exceptions, however. They are identified in bold print in Oregon's rules for air contaminants in general industry (**437-002-0382**), construction (**437-003-1000**), and agriculture (**437-004-9000**).

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Non-OEL controls

OELs will always be an essential part of controlling workplace chemical exposures, but there are other control strategies that do not rely solely on the precise targets set by PELs and other occupational exposure limits.

These so-called non-OEL approaches focus more on determining types of controls necessary to reduce exposures rather than specific quantitative requirements. They may offer promise for the future of chemical management if they are technically and economically viable. Here are six examples:

- 1. Informed substitution to safer chemicals and processes:** Uses the most current information on hazardous chemicals to inform employers about safer substances and non-chemical alternatives.
- 2. Hazard communication and GHS:** Uses the HazCom 2012 classification system as a tool for determining hazard classes and controls.
- 3. Health hazard banding:** Organizes chemicals with similar toxicities into hazard groups, or bands. Hazard banding combined with information on worker exposures may be a useful risk assessment tool when toxicity data are not available.
- 4. Occupational exposure banding:** A method proposed by NIOSH for assessing chemicals; the method sorts chemicals into five bands, with each band representing a different hazard level.
- 5. Control banding:** Uses hazard statements from labels and safety data sheets as guidelines for establishing chemical controls.
- 6. Task-based exposure assessment and control:** Categorizes job tasks in terms of exposure potential and implements controls to reduce exposures to safe levels. ■



Incident | Worker falls from aerial lift bucket

Business | Electrical construction

Worker | Electrician



Two journeyman electricians were relocating power poles to service job trailers at a landfill. They were using an older digger derrick truck that had a boom and an auger for drilling holes. The end of the boom had a motorized hoist for setting the poles and there were two side-by-side buckets on a separate onboard aerial work platform at the end of the boom.

At the start of the day, they drilled two holes for poles near a tall shop building and set the first of two 50-foot poles without incident.

They picked up the second pole using the hoist cable at the end of the digger derrick boom. A synthetic-fiber lifting strap was wrapped around the pole and attached to the hook. Another rope was attached to the eye of the strap so that the strap could be loosened from the ground. After they set the pole,



one of the electricians was unable to remove the strap by tugging on it, so he decided to remove it from the aerial platform.

He climbed the onboard fixed ladder, grabbed the top of the bucket with both hands, and placed one foot on its outside lower lip. As he swung his other foot over the top of the bucket, it swiveled vertically and he fell, hitting parts of the truck and landing on the ground. His injuries included two fractured vertebrae and soft tissue damage.

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Findings

The equipment was not regularly inspected and maintained in safe operating condition.

- The bucket leveling cable, which kept the bucket level as the boom was raised and lowered, broke under the electrician's weight, which caused the bucket to swivel.
- One of the electricians said that, from time to time, he had checked things on the truck, such as tires, lights, and oil and water levels, but had not performed a pre-operation inspection or thorough periodic inspection on the digger derrick or the aerial boom lift.
- The company field superintendent said the truck had not been thoroughly inspected since July 2012.

The manufacturer's operation and maintenance manual was available.

- One of the electricians said he did not remember seeing or reading an operator's manual in the truck.
- The company field superintendent said he found an operator's manual on the truck after the incident but it was soaked in hydraulic fluid and unreadable.

The incident was not reported to the nearest Oregon OSHA field office within 24 hours.

- The company field superintendent said that the person who usually took care of reporting was not available and he was confused about the wording at the bottom of the 801 form.
- The company had completed many 801 forms in the past.



Above: The onboard aerial work platform has two buckets side by side at the end of the boom.

Violations

437-003-0415(1): "Equipment and rigging shall be regularly inspected and maintained in safe operating condition."

437-003-0465: "The manufacturer's operation and maintenance manual shall be available. The operating instructions, proper sequence, and maintenance procedures prescribed by the manufacturer should be followed."

437-001-0700(21)(c): "Report overnight hospitalization 24 hours after occurrence or employer knowledge of one or more employees to Oregon OSHA at 1-800-922-2689 or 503-378-3272."

Oregon OSHA updates confined space rule



Oregon OSHA has adopted changes to the confined space rule to include the construction industry. The new rule replaces a 2012 version that was never enforced because of concerns stakeholders raised after its adoption. With the new rule in place, construction employers will need to comply beginning March 1, 2015.

“It’s important that workers in construction have the same protections from confined spaces that exist in general industry,” said Oregon OSHA Administrator Michael Wood. “Confined spaces are unforgiving. People aren’t just injured in them; they are killed.”

Confined spaces, such as tanks, wells, or tunnels, have limited means to exit, may

contain potentially harmful material, and are not intended for human habitation. Workplace safety rules require employers to take proper precautions when their employees must work in such spaces. Oregon OSHA enforces those rules. The relatively minor changes to the general industry requirements take effect Jan. 1, 2015.

There are several exemptions in the rule, including the majority of excavation work. However, excavation work is not exempt when workers must enter a sewer space. The rule is similar to what was originally proposed in July 2014, with the only significant change being that employers need to identify only their permit-required confined spaces, rather than all confined spaces.



For more information on the adopted confined space rule, go to www.orosha.org/pdf/notices/adopted2014/ao52014-div2J-ltr.pdf.

Oregon OSHA to tackle recordkeeping rule changes

Oregon OSHA will address changes to the federal recordkeeping requirements through its own rulemaking. The division is working with stakeholders to create a rule proposal over the next few months.

“We will need to change the Oregon rule in order to be at least as effective as the federal rule, but we’re still hammering out the details of our own proposal,” said Oregon OSHA Administrator Michael Wood. “For the time being, the Oregon rules are unchanged.”

Under the current Oregon rule, employers must report an overnight hospitalization within 24 hours and a fatality within eight hours. In that respect, the federal rules more closely align with the existing Oregon rule.

Effective Jan. 1, 2015, federal OSHA’s changes to its Occupational Injury and Illness Recording and Reporting Requirements include an update to the list of industries

whose low injury and illness rates make them partially exempt from maintaining injury and illness logs. This exemption does not affect the reporting requirements that are addressed by the remainder of the rulemaking, however.

Oregon OSHA offers tips for working safely in winter weather



Winter storms that bring ice, snow, and heavy rain can make some jobs even more dangerous for workers, especially if they are not prepared. Oregon OSHA encourages employers to assess hazards before Mother Nature strikes.

Gary Beck, Oregon OSHA's statewide safety manager, said employers should consider putting off certain activities, such as going on a rooftop, if conditions are too severe.

"It's important to discuss with employees whether it is absolutely necessary to accomplish that task during poor conditions and consider whether they have the appropriate clothing and gear," he said.

If driving is part of an employee's job duties, Beck said train the employee on how to

handle situations such as steering out of skids and putting on tire chains.

"If an accident occurs, Oregon OSHA will ask questions during the investigation, such as 'How did you plan or train your people to work in these conditions?'" Beck said.

Another danger, particularly for warehouse workers or anyone in an enclosed space, is a carbon monoxide exposure. Many gas or propane heaters are not intended for indoor use (check the piece of equipment for a sticker or the manual for guidance).

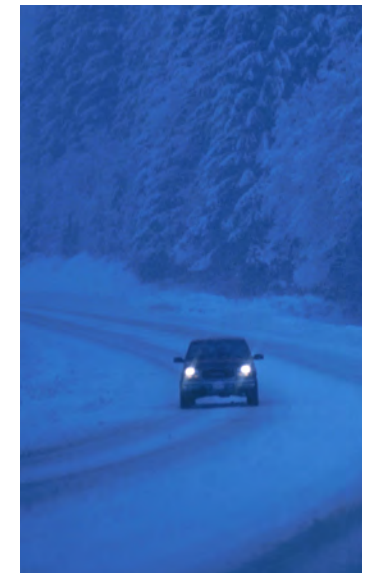
Here are the items an Oregon OSHA staffer keeps in his car for winter driving emergencies. As a best practice, employers should consider providing similar supplies for workers who drive frequently as part of their job.

- 1 Flares
- 2 Water
- 3 Snacks
- 4 Jumper cables
- 5 First-aid kit
- 6 Tow strap
- 7 Flashlight
- 8 Whistle
- 9 High visibility clothing

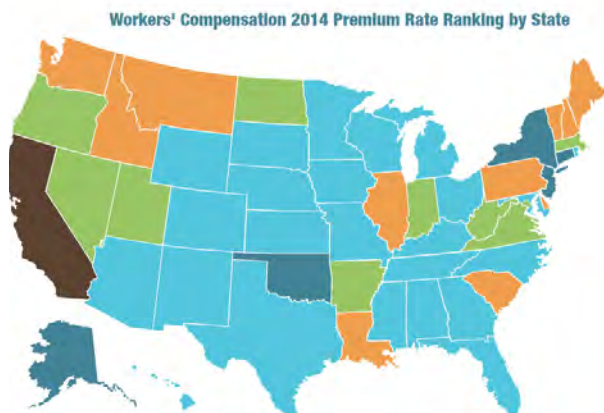
(Other items not pictured include a thermal blanket and work gloves.)



Find fact sheets for working in winter weather and other hazardous conditions at http://orosh.org/winter_conditions.html.



Workers' compensation rates for Oregon businesses among the lowest in nation



Oregon's workers' compensation rates continue to be among the lowest in the nation, according to data released by the Oregon Department of Consumer and Business Services (DCBS).

The biennial study ranks all 50 states and Washington, D.C., based on rates that were in effect Jan. 1, 2014. Oregon had the ninth least expensive rates in 2014, an improvement from its ranking as the 13th least expensive state the last time the study was done, in 2012. DCBS recently announced that Oregon workers' compensation rates would decline further – an average 5.3 percent – in 2015.

“Consistently low workers' compensation rates have been an important factor in creating a positive business climate in Oregon,” said Patrick Allen, DCBS director. “A strong commitment by all in the workers' compensation community has helped keep costs down while improving outcomes for workers.”

The study shows California had the most expensive rates, followed by Connecticut. North Dakota had the least expensive rates. In the Pacific Northwest, Idaho's rates were the 14th most expensive, followed by Washington.

Oregon researchers also compared each state's rates to the national median (midpoint) rate of \$1.85 per \$100 of payroll. Oregon's rate of \$1.37 is 27 percent below the median.

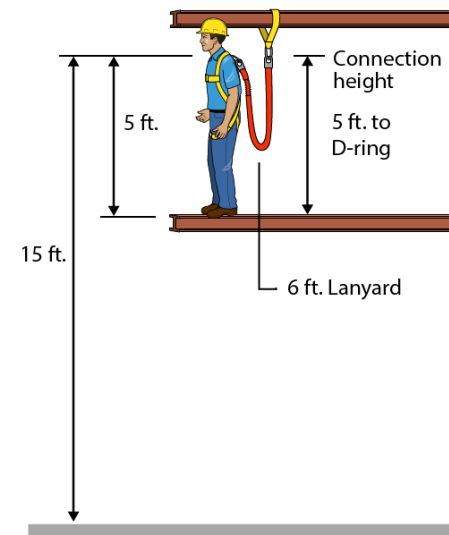
Because states have various mixes of industries, the study calculates rates for each state using a standard mix of the 50 industries with the highest workers' compensation claims costs in Oregon. Details about how the study was conducted can be found at www.cbs.state.or.us/external/dir/wc_cost/about_the_study.html. A summary of the study was posted today; the full report will be published later this year.

Oregon has conducted these studies in even-numbered years since 1986, when Oregon's rates were among the highest in the nation. The department reports the results to the Oregon Legislature as a performance measure. Oregon's relatively low rate today reflects the state's workers' compensation system reforms and its improvements in workplace safety and health.

To read a summary of the study, go to www.cbs.state.or.us/external/dir/wc_cost/files/report_summary.pdf.

Calculate fall distance with new online application

An interactive online application is now available to educate workers about fall distance. The tool, created by Oregon OSHA, shows workers how far they could fall and free fall when using a shock-absorbing lanyard. The tool includes three scenarios, each with a 6-foot shock-absorbing lanyard and a 3.5-foot shock absorber. Download it at www.orosha.org/apps/fall_safety/fall-safety.html.



“Speak up. Work safe.” video contest opens to Oregon students

The annual “Speak up. Work safe.” video contest is now open to high school students across Oregon. The top three entries will

take home cash prizes ranging from \$300 to \$500, and students will earn a matching amount for their school.

sharing the message “Work shouldn’t cost you your future.” In addition, the video should emphasize ways for young workers to protect themselves on the job.

In the past, student winners wrote and sang original music as part of their “safety musical,” while other finalists relied on storytelling through quirky characters or serious themes that touched on the potential for on-the-job accidents.

The contest is designed to increase awareness about safety on the job for young people. Students must create a 90-second or less video with the overall theme of “Speak up. Work safe.” Specific video guidelines are outlined in the contest rules. Participants are encouraged to use creative moviemaking techniques, while



Submissions will be judged on the following:

- An original health and safety message that appeals to teen workers and safety educators
- Overall production value (video/audio quality, acting, and editing)
- “Speak up. Work safe.” theme is used effectively

The deadline for submissions is Feb. 2, 2015.

The contest is organized by the [Oregon Young Employee Safety Coalition \(O\[yes\]\)](#). Oregon OSHA, SAIF Corporation, local chapters of the American Society of Safety Engineers, the Oregon Institute of Occupational Health Sciences, Hoffman Construction, Central Oregon Safety & Health Association, the Labor Education and Research Center, the SHARP Alliance, Oregon Health Authority, the Construction Safety Summit, Northern Lights Theater, and SafeBuild Alliance sponsor the contest.

For detailed contest information, including contest tips, rules, and entry forms, go to www.youngemployeesafety.org/contest. To see the 2014 winning videos, go to www.youtube.com/user/OregonSafetyHealth.

Thank you for participating in our reader survey

Thank you to our readers who participated in our first ever Resource reader survey. The survey revealed that our accident feature “Safety Notes” and articles on real organizations managing safety and health are the most popular. You will continue to see more attention to those features and other topics you provided feedback on.

If you missed the chance to offer your feedback during the survey, send your comments to Resource editor Melanie Mesaros at melanie.l.mesaros@state.or.us.

Q:

Is there a safety rule against having a radio playing on a jobsite if it is played at reasonable levels?

A:

Radios are common in many workplaces and there are no Oregon OSHA rules prohibiting them. Like any other equipment at a worksite, however, a radio should be electrically safe in its construction and condition, and should be appropriate for the environment in which it is and used.

Radios used with headsets could be a potential hazard if an operator must be aware of the work environment – for example, forklift operations, traffic control work, and similar jobs.

If your workplace is covered by a [hearing conservation program](#), and especially if the radio is used with a headset or ear phones, it could potentially add to environmental noise levels, depending upon the type of headset and the sound levels it creates. ■



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

Company: SAIF Corporation

Industrial Hygiene Supervisor: David Johnson

Workforce: Johnson manages and coordinates industrial hygiene services for SAIF Corporation's approximately 49,000 policyholders

Common Hazards: Industrial hygiene hazards include noise, metals, chemicals, dusts, and biological hazards



What is your background and safety philosophy?

After earning a Bachelor of Science in Environmental Health from the University of Georgia, I was fortunate to attend graduate school through a National Institute for Occupational Safety and Health grant at the University of Utah, where I earned my Master of Science in public health with a specialty in industrial hygiene. During that time, I also had the opportunity to work at the Rocky Mountain Center for Occupational and Environmental Health by assisting with continuing education training and conducting fit-testing and respiratory protection training for State of Utah employees who were required to wear respirators.

I have learned so much about the importance of collaboration and communication in furthering safety and health efforts during almost 20 years at SAIF. My work experience has included starting out as an intern,

Continued on page 19

then working directly with our customers as a field hygienist for 12 years, and now supervising the team that works to deliver industrial hygiene services for the past seven years. If we are not engaged with business partners on really understanding and effectively communicating safety and health hazards, we cannot effect change for employees and ensure they are protected.

Federal OSHA recently opened a discussion about outdated Permissible Exposure Limits (PELs) and the effect on workers. What areas do you feel need the most attention?

To me, there is no doubt that the PELs need to be updated. For the past 20 years, membership of the American Industrial Hygiene Association has placed it as the No. 1 priority of the industrial hygiene profession.

We can certainly engage in discussions about how we might change the rulemaking process, or perhaps use hazard-banding (grouping chemicals of similar toxicity or similar toxicity mechanisms into groups) to help provide a system for evaluating hazards where occupational exposure limits don't exist, but we have lived in a world where PELs have existed for almost four-and-a-half decades. They have served as the foundational basis for how we protect workers from airborne chemical exposures. An entirely new approach to protecting workers from airborne chemical exposures is not going to happen overnight, and because the process has dragged on for far too long, many PELs are no longer adequate to protect workers.

In 2013, OSHA attempted to encourage businesses to follow more protective exposure limits by publishing annotated tables that contained a variety of occupational exposure limits. I think businesses can do a better job of leveraging these more protective, health-based limits in making decisions on how to manage and communicate risks.

Too often, the real message that employees are overexposed to chemicals gets lost in the dialogue when employers believe workers are OK because they are under OSHA PELs. In particular, I think how we communicate that workers are overexposed and that necessary, mandatory action should be taken, needs to be based on safer limits.

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Top: Johnson shows Lea Jensen, SAIF industrial hygienist, how to operate an indoor air quality monitor. **Below:** Johnson discusses the proper fit and use of a respirator with an employee.

You work with employers on improving their programs to address chemical exposures. What type of innovative things have you seen put into action?

I have seen some small businesses do a great job with specific chemical substitution. Chemical substitution wasn't necessarily the innovation, but rather the process that was involved. They were successful substitutions that informally followed a safer alternative assessment process that engaged stakeholders, ensured the alternatives were indeed safer through the use of growing available resources on the topic, and achieved the same or nearly the same function as before the change. This process can also be more formalized and integrated into larger organizations.

How do you overcome an employer's resistance to change?

Frequently, I engage with internal and external business partners to learn more about a particular organization's resistance. This can be with the SAIF safety consultant that is assigned to work the account on a regular basis, the underwriter who prices the account, or an account representative or agent that works with the employer. Once I know more about what is driving the resistance, I try to develop a plan that is best suited to overcome the obstacles. Sometimes, that involves appealing to the moral and ethical side of decision-makers' emotions by addressing that "It's the right thing to do." Other times, I will share other companies' solutions to similar challenges and how that makes them a more attractive business from an insurability standpoint in



One of Johnson's responsibilities includes reviewing staff industrial hygiene reports. SAIF's Mark Noll talks about a recent sampling with Johnson.

the workers' compensation marketplace. I also highlight how successful safety and health programs factors into the equation of being an employer of choice among the most talented employees.

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Above: Air sampling pumps are used routinely to collect air samples in different types of work settings. **Right:** Johnson uses a velometer to measure the air flow into a laboratory fume hood.

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

Start small, build a multi-year plan, ask for stakeholder input (engage with others), measure success, track cost savings, and communicate victories (big or small) to employees and customers to let them know that your efforts are making a difference. Don't forget to mentor others and, most importantly, don't give up. ■



January 2015

**Construction Safety Conference • Bend
January 26 & 27, 2015**

**Keynote: Kina Repp
Safety Beyond PPE**

For Kina, safety responsibility is very personal. Every moment of every day she is reminded there are significant, life-changing consequences when safety is not a priority. In just a matter of minutes, her life dramatically changed, as did the lives of her co-workers, family and friends...as she will tell us, the ripple effect of a tragic accident is like shockwaves of an earthquake.



14th Annual Mid-Oregon Construction Safety Summit

Join us for training designed for residential, commercial, and industrial construction workers.

Topics include:

- JHA/Pre-Task Planning
- Fall Arrest/Fall Protection
- Health and Wellness
- Employment Law 101
- Emergency Response
- Power Generation and Transmission
- Managing Multi-Employer Worksites
- Confined Space
- Hazard Communication & GHS
- Young Workers and Safety
- Natural Gas Safety
- LO/TO: Are You Doing it Correctly?
- Road to SHARP
- Managing Work in Health Care Settings
- Effective Training Techniques
- How to be Safe Around Power Lines
- Electrical Safety for the Non-Electrician
- New! OSHA 10-Hour for Construction (Jan. 26 & 27)

Pre-Conference Workshops

- First Aid/CPR/AED
- Agriculture Pesticide Workshop
- Fatal Four
- Aerial Lifts
- Work Zone Safety/Flagging Course
- Excavation/Shoring Competent Person
- Roofing Safety – Spanish Workshop

Register now!

www.regonline.com/construction_summit15 • www.cosha.org

Registration fees

Pre-Conference workshops (Jan. 26) . . . \$45 per person
 Conference (Jan. 27) \$75 per person
 OSHA 10-Hour for Construction \$130 per person

Earn continuing education credits.

Lodging Call the Riverhouse for reservations, 800-547-3928. Refer to the "Central Oregon Health and Safety" group.

Rate per night: \$104 plus tax. Rates are good for 3 days prior to and 3 days after the event.

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Registration fee – \$110 per day
 includes lunch Monday, Tuesday, and Thursday
 Award Luncheon (Wednesday) – \$15

Questions?
 Contact the Conference Section 503-378-3272
oregon.gosh@state.or.us

www.oregongosh.com



The GOSH Conference is a joint effort of ASSE, Columbia-Willamette Chapter, and Oregon OSHA.



ATTEND