

Health and Safety

RESOURCE

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and safe workplaces*** p. 6

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RESOURCE

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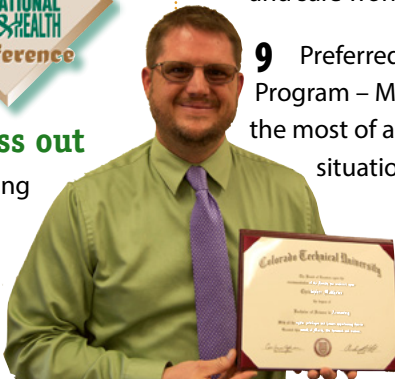
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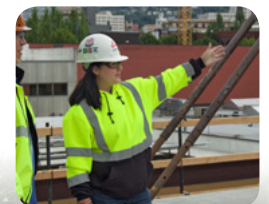
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Trenches kill. We know they kill. And yet...

By Michael Wood

A few months ago, I was part of a conversation in Oregon OSHA's Construction Advisory Committee where we discussed excavation risks and a recent Washington state trenching fatality. As part of that discussion, we acknowledged that Oregon's record of success is only partly due to reduction of risk. We knew, and acknowledged, that the risks continued and that part of our success had been simply the result of good fortune. We knew, and acknowledged, that we had had some close calls in recent years.

At the end of April, I participated in two ceremonies as part of Workers Memorial Day. In both, among other things, I expressed regret, sorrow, and anger about the fact that workers continue to die in this state due – all too often – to hazards that we know how to address.



Oregon OSHA Administrator



A few weeks ago, an Oregon worker died in a trench collapse. Oregon OSHA's investigation of that event is ongoing, and it is too early to talk about what we have found.

But here is what I know.

I know that a 29-year-old man died. That he left behind friends and family and co-workers. That his loss leaves a gap that cannot be filled. That his loss leaves dreams unfulfilled and a life's story that will never be fully told.

Those issues are not, of course, unique to the fact that he died in a trench. They are true whenever we lose an employee to an Oregon workplace.

But I know more.

I read and am troubled by each of the workplace deaths that cross my desk. But this one hit me particularly hard. It hit me hard because we could, in a fashion, see it coming. We knew that we would lose an Oregon worker to a trench. It was just a matter of time.

And it didn't need to happen.

We have known for decades how to prevent these fatalities. In fact, we have known for centuries, and perhaps even millennia. The physics have not changed.

We must do better. All of us.

“Workers continue to die in this state due – all too often – to hazards that we know how to address.”

— Michael Wood, Oregon OSHA Administrator

Don't miss out



**Riverhouse
on the
Deschutes
Bend**

September 20 & 21, 2016



Keynote:
Safe 4 the Right Reasons
by Dale Lesinski

www.orosha.org/conferences

Registration opens in mid-July

More information available at:
safetyseries.cvent.com/central16

Education: *Upcoming April-May workshops —*



**Accident Investigation
Excavation Safety**

Fall Protection

**Forklift Safety
Safety and the Supervisor
Safety Meetings and Committees**

Medford	6/23/16	8 a.m.
Klamath Falls	7/26/16	1 p.m.
Salem	6/2/16	1 p.m.
Klamath Falls	7/26/16	8 a.m.
Medford	6/23/16	1 p.m.
Roseburg	7/21/16	1 p.m.
Salem	6/2/16	8 a.m.
Roseburg	7/21/16	8 a.m.
Ontario	6/15/16	1 p.m.
Ontario	6/15/16	8 a.m.

For more information: www.orosha.org/educate/pdf/schedule4.pdf
To access the public education schedule for April-June 2016:
www.orosha.org/educate/pdf/schedule1.pdf

Announcing the upcoming Conferences calendar!

Central Oregon Occupational Safety & Health Conference

- Sept. 20 & 21, 2016 – Bend

Southern Oregon Occupational Safety & Health Conference

- Oct. 11-13, 2016 — Ashland

Western Pulp, Paper, & Forest Products Safety & Health Conference

- Nov. 29-Dec. 2, 2016 — Portland

Mid-Oregon Construction Safety Summit

- Jan. 30 & 31, 2017 — Bend

Oregon Governor's Occupational Safety & Health Conference

- Mar. 6-9, 2017 — Portland

Did you know?



- The Preferred Worker Program, overseen by the Oregon Workers' Compensation Division, is funded by the cents-per-hour payments into the Workers' Benefit Fund paid by workers and employers.
- Under the Preferred Worker Program, purchases to help an injured worker secure employment may include tuition, books, and fees to improve skills.
- Since 2012, the Preferred Worker Program has served an average 1,177 newly eligible workers per year.
- **Job Match** is an online tool that enables employers and preferred workers to find one another.

datapoints:

- Transportation and material movers are the most commonly injured worker occupation, comprising more than 18 percent of all accepted disabling claims in 2014
- Workers in their first year with an employer filed 5,737 claims, 29.1 percent of the total accepted disabling claims in 2014
- The average age of claimants in 2014 was 42



Quotable:

Imagine hiring an employee who has a 20-pound weight lifting limitation. With the worksite modification money, you could get a forklift to enable the employee to be able to lift the things needed. Now imagine how much more productive and efficient that employee could be with the help of the forklift. Imagine how your other staff could use the same forklift on other shifts when the preferred worker doesn't need the equipment."

— Arlene M. Soto CMA, CGBP, Southwestern SBDC Director





A long and winding road: injured workers and safe workplaces

By Ellis Brasch

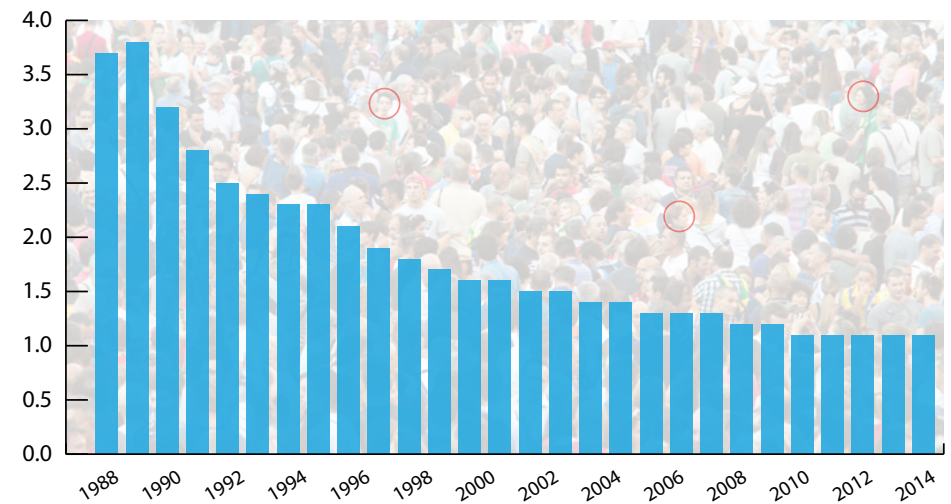
On July 1, 1914 – the day Oregon’s *Workmen’s Compensation Act* became effective – William E. Smith, an electrician employed by Oregon Power Company, became the first claimant. He lost one-and-a-half days’ work for which he received compensation totaling \$2.70. The doctor’s bill was \$5. Total claim cost: \$7.70. That’s \$184.23 in current dollars – still quite a bargain. One hundred years later, the average cost of an accepted disabling claim in Oregon was \$20,870.

Under the act, approved by voters in 1913, participating employers paid into the Industrial Accident Fund, which was managed by a three-member State Industrial Accident Commission – popularly known as SIAC. The commission had the authority to “make, enforce, and administer rules and regulations necessary to ensure safety in the workplace.”

Accepted disabling claims in Oregon



Claims rate in Oregon
(Number of accepted disabling claims per 100 covered employees)



Workers' compensation fixes a "crisis" in the existing system

Oregon's Workmen's Compensation Act was one of 45 new workers' compensation laws passed in state legislatures across the country during the first decade of the 20th century. The wave of legislation was spurred by employers, workers, and insurance companies who expected to benefit from fixing a "crisis" in the existing system for compensating injured workers.

There were plenty of good reasons to fix the system. Work-related injuries were rising, employers' liability insurance premiums were increasing, and workplace-accident litigation was growing. Workers' compensation legislation offered a respite from the existing system in which compensation was determined by common law rules of negligence.

An emphasis on accident prevention was also a feature of the new workers' compensation legislation. Previously, workplace safety had been a task reserved for factory inspectors, but SIAC's chairman, William A. Callahan, firmly believed that workplace safety and the compensation of injured workers were inseparable issues. "It is impossible to talk of one without speaking of the other," he argued. As an incentive to prevent injuries and make their workplaces safer, SIAC offered employers a reduction in their insurance premiums.

By the mid-1970s, the term "workers' compensation" was replacing "workmen's compensation" in most contexts, but the system born in the 1910s was coming under stress in Oregon and other states across the nation. There was widespread discontent with the way benefits were being distributed, premium rates were increasing, and workplaces were still unsafe.

In response, Congress added a provision to the 1970 OSHA Act directing President Richard Nixon to appoint a national commission to "undertake a comprehensive study and evaluation of state workmen's compensation laws in order to determine if such laws provide an adequate, prompt, and equitable system of compensation."

As an incentive to prevent injuries and make their workplaces safer, SIAC offered employers a reduction in their insurance premiums.

The National Commission on State Workmen's Compensation Laws, which included employer, labor, and insurer representatives, made 84 recommendations in 1972 to improve the system but compliance ran short of the commission's expectations. Across the country, insurers, employers, and labor groups were complaining of a "crisis" in workers' compensation. But this time, no one could agree about how to solve the problem.



The “miracle” at Mahonia

In Oregon, the crisis came to a head in 1990. Gov. Neil Goldschmidt appointed a labor-management committee, along with help from then-insurance commissioner Ted Kulongoski, to find a solution. The group met in the basement of Mahonia Hall, the governor’s mansion, from January to April. The group created an 86-page proposal, which became Senate Bill 1197 when it went to the Legislature for consideration. The bill passed by a wide margin in both the House and the Senate and was praised by many as a milestone in workers’ compensation reform. The Oregonian’s editorial board echoed the sentiment the day after the bill passed: “Touchdown! Gov. Neil Goldschmidt and the Oregon Legislature finally crossed the goal line. They performed beautifully, passing a major overhaul of the workers’ compensation system...”

For some, the “overhaul” was mainly about curbing fraud and abuse in a system that produced the eighth-highest premiums in the nation. But Kulongoski put the issue in perspective: “There’s a simple fact about workers’ comp,” he said. “If you want to have low workers’ comp insurance rates, don’t have any accidents.” William Callahan would have agreed. Workers’ compensation and workplace safety are inseparable.

Workplace safety was also an essential feature of the Mahonia Hall legislation. Some labor leaders were not happy with all of the law’s provisions, but no one complained about the safety-and-health package, which added 70 compliance officers to Oregon OSHA and required employers with more than 10 employees to have to have safety committees.



“There’s a simple fact about workers’ comp. If you want to have low workers’ comp insurance rates, don’t have any accidents.”

— Ted Kulongoski, insurance commissioner (1990)

Since the Mahonia Hall legislation, accepted disabling claims and claims rates in Oregon – the most widely used measures of workplace safety – have fallen dramatically. So have workers’ compensation rates and the “pure premium” – the portion of the premium employers pay insurers to cover anticipated claims costs.



When Oregon’s Legislative Assembly wrote the state’s first Workmen’s Compensation Act in 1913, lawmakers made it clear that accident prevention was the key goal. To that end, employers who succeeded in preventing injuries were offered a reduction in the premium rate. That’s still the case today.

In spite of its tortuous history over the past 103 years and its mind-boggling levels of complexity, Oregon’s workers’ compensation system has kept its focus on workplace safety and health. It’s true that the average cost of an accepted disabling claim is today 113 times higher than modest cost of William E. Smith’s injury in 1914. But that’s a good reminder that it’s cheaper to prevent an injury than it is to pay for one. ■

Preferred Worker Program

Making the most of a bad situation

By Aaron Corvin

Chris Matthews will tell you he's lucky to be alive.

"Most everybody dies in a situation like that," he said, recalling a 2012 accident in which a potato-harvesting machine crushed and scorched his left arm.

Under different circumstances, Matthews, 34, might still be struggling with how to make a living in the shadow of his disability, facing few – if any – prospects for re-entering the labor market, and staring at the possibility of going on permanent social assistance. After all, some employers attach a stigma to workers who, though they have a strong desire to return to work, have permanent disabilities from on-the-job injuries.

Yet a critical springboard helped Matthews, a third-generation farmer, make the jump to a new career in accounting: the Preferred Worker Program. Overseen by the Oregon Workers' Compensation

Division, the program encourages re-employment of qualified Oregon workers who have permanent disabilities from on-the-job injuries and who are unable to return to their regular work because of those injuries. The program focuses on small- to medium-size businesses.

Funded by worker and employer contributions to the Workers' Benefit Fund, the program equips injured workers with the tools to return to safe, productive work and provides employers with financial incentives to bring such workers on board.

Since 2012, the program has served an average 1,177 newly eligible workers per year. They include Matthews, who's now enjoying success as an accounting technician for Simpson and Roesener LLP, an accounting firm in downtown Tillamook.

"These are people who were working; they were being productive," said Brian Nease, worksite modification consultant for the Workers' Compensation Division, "and they have a desire to be productive again."

Nease added, "We're here to help get them moving forward."

Making a comeback

When the machine got hold of him, its pull terrifying in its power, Matthews' thoughts turned to his wife and child.

He'd never see their faces again, hug them tight. He was going to die.

Moments before, he was just doing his job as a big-rig mechanic for a potato-processing plant in Klamath County. Before that job, he'd farmed for his family for 10 seasons. The stuff was in his blood. As a mechanic, he was making good money.

Then he went to clear some debris from the clogged potato harvester, hooked up to a 400-horsepower tractor, its energy still running loose.

"Quite honestly," Matthews said, "I screwed up, and I did not follow lockout-tagout."

The harvester's countercyclical rollers grabbed the Velcro wrist strap on the glove of Matthews' left hand and yanked him in.

His savior was his 6-foot-4-inch, 275-pound frame. Somehow, he gained leverage. He mustered everything he had and resisted. He pulled. He got away, his arm ruined, his chest bruised.

That was the fall of 2012 when Matthews held onto his life. To be sure, he'd never be the same person again. The nightmares generated by his nerve-jangling accident were never far away.

But he started healing, physically and mentally.

He became more humble, more introspective, more attuned to the unpredictability of life.

He began looking for a new way to make a living.



Chris Matthews' left arm was crushed and severely burned in a 2012 accident involving a potato-harvesting machine. It is a permanent disability that significantly limits his left arm's range of motion.



**Learn more about the Preferred Worker Program and
get contact information: pwp.oregon.gov**

A new path

The seeds to grow a new career were there.

Matthews already had a degree in agribusiness from the University of Nevada. He'd tried sales once. He could work with numbers. And his father-in-law, Steve Simpson, was a managing partner of the accounting firm Simpson and Roesener LLP.

But Matthews needed the beginning of a foundation before approaching Simpson. So, he took and passed a class offered by H&R Block, the tax preparation company.

Then, he talked to Simpson about a job.

The transition would be bumpy. Matthews would have to embrace change, mistakes, corrections, training, and close supervision. For Simpson, the situation posed the additional costs and risks to his small firm of taking on an employee who did not have an accounting degree.

It's not something he'd typically do, Simpson said, given that new employees "need that degree in accounting for a basis for what we do."

So, Simpson reached out to the Preferred Worker Program, which conducted an assessment of Matthews' eligibility and of his permanent work restrictions.

Things started coming together.

The program kicked in the funds to help pay for computer and phone equipment, and worksite modifications tailored to Matthews, who cannot repetitively use his left arm. The changes included an adjustable keyboard, allowing Matthews to perform data entry in a neutral hand position, and an ergonomic chair to keep his arms supported.

The program also paid to relocate Matthews to Tillamook and for the new clothes he needed in going from dusty farmhand to tie-wearing number-cruncher.

The Preferred Worker Program paid for worksite modifications, including an adjustable keyboard and ergonomic chair, to help Matthews make the transition from farmer to accounting technician. Steve Simpson, a managing partner of the accounting firm Simpson and Roesener LLP, contacted the Preferred Worker Program to lower the costs of hiring Matthews.





Before Matthews approached his father-in-law, Steve Simpson, about a job at Simpson's accounting firm, he took and passed a class offered by H&R Block, the tax preparation company. Matthews recently earned a bachelor's degree in accounting from Colorado Technical University.



“The program has resulted in a huge, positive impact, not only for (Matthews) but for his family and society.”

— Steve Simpson, a managing partner
of Simpson and Roesener LLP

All of this significantly lowered the cost to Simpson and Roesener LLP of hiring Matthews. The program's other benefits to the accounting firm included reimbursement of half of Matthews' gross wages for six months.

“We were able to cut that essentially in half for the first six months while Chris became a productive employee,” Nease said.

Simpson said the program has resulted in “a huge, positive impact, not only for (Matthews) but for his family and society.”

Matthews is moving forward. He recently earned a bachelor's degree in accounting from Colorado Technical University. He's got his sights set on becoming a full-fledged certified public accountant. He and his wife now have two children.

On a recent sunny, windswept morning in Tillamook, Matthews spoke with no small amount of amazement about his life so far. He exuded gratefulness. “I'm really happy with where I'm at,” he said.

- A preferred worker is a person who has work skills, work experience, and a desire to return to work after an on-the-job injury.
- Employers are eligible to use the Preferred Worker Program if they're hiring a preferred worker for an Oregon job.
- Benefits to employers of the Preferred Worker Program include an exemption from paying workers' compensation insurance premiums or premium assessments on a preferred worker for three years.

Short takes

Parkrose High School takes first and second place in the annual video contest focusing on teen workers

By Aaron Corvin

Students at Parkrose High School in Portland won \$500 first- and \$400 second-place prizes for videos they entered into a contest designed to increase awareness about workplace safety for young workers. The school also won matching amounts of prize money.

The video that garnered first place, "Voices in My Head," depicts a young worker who, under threat of firing, is ordered to do a job he's never done before. The worker struggles with pro-and-con voices in his head, eventually making the right – and safe – decision: His job shouldn't cost him his future.

Leah Coyle, a senior who directed the video, said she has friends who have been told to do unsafe work. She hopes the video helps young workers overcome such situations. "I want my peers to be safe," she said.

The video that won second place, "#47," centers on a worker who presses the wrong button on a human-cloning machine, coming close to unleashing destruction. After disaster is avoided, the worker is reminded by his supervisor about the importance of speaking up when you don't know how to do a job safely.

Rae Millard, a senior who directed the video, said he's honored to be part of a project that puts the spotlight on young worker safety. And he learned a lot along the way. "I didn't know that it was much of an issue until this project was introduced to me," he said.

O[yes]
Oregon young
employee safety

Sponsored by the Oregon Young Employee Safety Coalition (O[yes]), the annual video contest focuses on teen workers, who are twice as likely to be injured on the job, according to federal studies. To inspire teens to stay safe on the job, this year's contest carried the theme of "Speak up. Work safe."

The Parkrose High School students who won first- and second-place prizes are:

First place (\$500)

"Voices in My Head"

Producer/director: Leah Coyle

Actors: Keely Byerley (senior),
Coyle, Salena Garver (senior),
Matt Tremblay (senior)

Editors: Coyle, Garver

Second place (\$400)

"#47"

Producer/director: Rae Millard

Script: Mitchel Hummel (junior)

Actors: Millard, Sophia Swim (junior),
Janos Wilson (sophomore)

Camera: Thomas Poupore (junior)

Editor: Millard

The winning videos are available for viewing on YouTube: • [Voices in My Head](#) • [#47](#)

The Oregon Young Employee Safety Coalition (O[yes]) organizes the contest. The sponsors are Oregon OSHA, SAIF Corporation, local Oregon chapters of the American Society of Safety Engineers, the Oregon Institute of Occupational Health Sciences at OHSU, the SHARP Alliance, the Central Oregon Safety & Health Association, the SafeBuild Alliance, Hoffman Construction, and Construction Safety Summit.



First place winners (left to right): Leah Coyle, Matt Tremblay, Salena Garver, Keely Byerley.



Second-place winners (left to right): Janos Wilson, Sophia Swim, Thomas Poupore, Rae Millard, Mitchel Hummel

Oregon OSHA remembers the fallen on Workers Memorial Day

Government, labor, and religious leaders gathered on April 28 to remember those who died on the job in 2015 and to reinvigorate the call to protect workers. The workers who died represent “a gap in the lives of friends and family,” Michael Wood, administrator for Oregon OSHA, said during the Workers Memorial Day ceremony in Salem.

“We can and must do better” to make workplaces across the state safer for workers, Wood said. He called on people to “fight like hell for the living.”

Coordinated by the Oregon AFL-CIO, the event took place at the Fallen Workers Memorial outside the Labor and Industries Building on the Capitol Mall.

Oregon Secretary of State Jeanne Atkins read aloud more than 40 names of workers who died on the job in 2015. The Rev. Richard Davis of the Unitarian Universalist Congregation of Salem led an invocation and moment of silence. Members of the Salem Professional Firefighters Pipes and Drums played “Amazing Grace.”

Tom Chamberlain, president of Oregon AFL-CIO, said the ceremony was a time to “recommit ourselves” to protecting workers so no more names of the fallen need to be read aloud.

The annual Workers Memorial Day serves as a nationwide day of remembrance. It recognizes the thousands of U.S. workers who die each year on the job and the more than 1 million people in the U.S. who are injured each year at work. The observance is traditionally held on April 28 because Congress passed the Occupational Safety and Health Act on that date in 1970.

“We can and must do better” — Michael Wood

Right: During the Workers Memorial Day ceremony on April 28, members of the Salem Professional Firefighters Pipes and Drums played “Amazing Grace.”



Above: Michael Wood, administrator for Oregon OSHA, called on people to “fight like hell” to make workplaces across the state safer for workers.



Companies take a Safety Break for Oregon

More than 70 companies, nonprofits, and local governments participated in Safety Break for Oregon on May 11. Their activities included toolbox safety discussions, games and quizzes designed to pinpoint hazards, training on fire extinguishers, and morning stretch exercises.

The 13th year of the event encouraged employers and workers to collaborate to bolster workplace safety and health with training, award recognition gatherings, or other creative activities.

Jessica Knight, a supervisor at the Boise Cascade plywood facility in Elgin, said the company's activities included a presentation of safety statistics, a discussion of the importance of communication, and a presentation on behavioral-based safety.

The region manager delivered a "very heartfelt speech about the voice in your head," Knight said, and about the need to stop what you're doing "when you really know it is not safe."

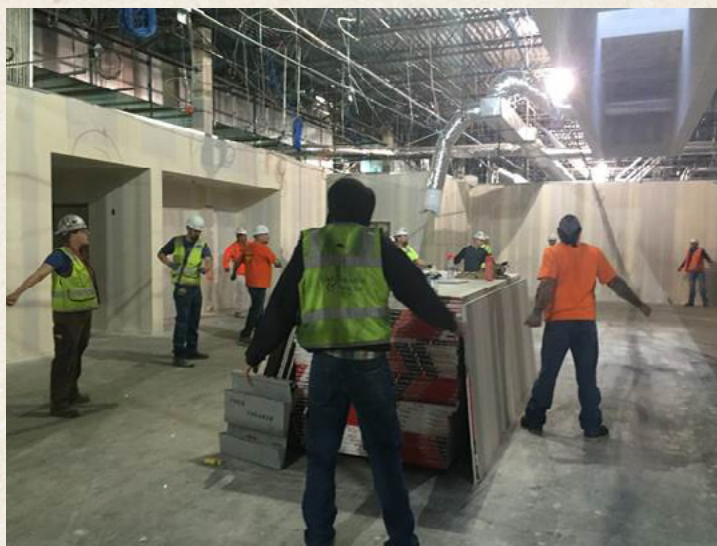
Key Knife in Tualatin, the city of Portland Office of Management and Finance, Portland Water Bureau, and Wellsource Inc. in Clackamas each won a \$100 pizza luncheon prize as part of the event. The prizes were awarded to event participants as part of a random drawing. The Oregon SHARP Alliance sponsored the contest.



Above: Comcast in Salem focused on motor vehicle safety as part of Safety Break for Oregon. The company conducted inspections on all of its technical and maintenance vehicles.



Far Left: The packaging team at Ninkasi Brewing Company in Eugene honored Safety Break for Oregon by demonstrating the right and wrong ways to pick up and carry a case of beer.



Left: Fred Shearer & Sons Inc., a Beaverton-based wall and ceiling contractor, held several activities as part of Safety Break for Oregon, including a morning stretch and safety discussion.

Oregon construction companies participate in National Safety Stand-Down



Oregon construction workers at Layton Construction Company participate in the National Safety Stand-Down event.

Layton Construction Company was one of many construction industry employers who participated in this year's May 2-6 National Safety Stand-Down event in Oregon.

Oregon OSHA Consultation Services offered to bring its consultants' expertise to worksites across the state during the event. Layton Construction welcomed safety consultant Rocky Shampang to its project to renovate and expand McKenzie-Willamette Medical Center in Springfield.

The purpose of the annual [National Fall Prevention Stand-Down](#) is to raise awareness of preventing fall hazards in construction. Fatalities caused by falls from elevation continue to be a leading cause of death for construction workers, accounting for 337 of the 874 construction fatalities nationwide in 2014.

As part of its outreach to worksites, Oregon OSHA Consultation Services spoke to more than 250 people about the importance of the national stand-down and of preventing falls.

Certificate of Participation

Employers who participated may provide feedback about their Stand-Down and download a [Certificate of Participation](#) signed by Secretary of Labor Thomas E. Perez.

Safety Notes

Accident Report

Incident: Fall from roof

Industry: Roofing work contractor

Employees: Roofer/construction worker

A roofer slipped and fell 12½ feet from the eave of a sloped roof.

The roofer went up to the roof to begin some roofing work, but he left his fall protection in the truck. Two other workers already on the roof told him to bring it up and put it on. They were already wearing their gear in fall-restraint mode.

When the roofer started to go back down to get his fall protection, he slipped on the sloped roof, which still had the morning's moisture on it in spots, and almost knocked over the two other workers when he slid into them.

After he got his gear from his truck, the roofer went back up on the roof. About that time, the company owner arrived at the site, but he didn't notice that the roofer was still not wearing fall protection.

He needed a battery for a cordless drill, so he walked down the roof toward the eave and asked the owner to get him one from the truck. The owner threw a battery up to him as he approached the eave. When the roofer tried to catch it, he slipped and fell. The owner tried to catch him and took some of the momentum from his fall, but the roofer still broke both of his heels. He fell 12½ feet, landing on concrete.



Findings

The roofer had been trained in the proper use of fall protection, attended regular safety meetings, and knew when fall protection was required. He said during his interview that he had been trained and knew the rules when working from heights.

This was not the first time the owner arrived at a jobsite and saw the roofer on a roof without fall protection. He talked to the roofer about wearing fall protection the week before this accident. He said he was too nice and that he should start reprimanding his workers for safety violations.

Applicable standards

437-001-0700(21)(c) – The owner failed to report an overnight hospitalization within 24 hours. The sheriff's office told the owner to report the accident to Oregon OSHA.

437-001-0765(13) – The owner failed to document safety meetings for his employees; he held regular safety meetings, but did not document them.

437-003-0503(2)(a) – The owner failed to document a written certification training record for his employees; the training had been conducted, but not documented.

437-003-1501 – "When employees are exposed to a hazard of falling 10 feet or more to a lower level, the employer shall ensure that fall protection systems are provided, installed, and implemented." The owner did not require his employee to wear fall protection. ■



Top: The site where the roofer fell.

Ask Technical

Q: What structures require load capacity ratings on them under Oregon OSHA's general industry rules?

A: First and foremost is 1910.22(d), *General requirements, floor loading protection* [Division 2, Subdivision D], which applies to every building "used for mercantile, business, industrial, or storage purposes," except where domestic mining or agriculture work is performed.

- 1910.22(d)(1) requires that loads "approved by the building official" must be marked on plates supplied by the building owner and securely affixed where they can be seen. The plates cannot be removed or defaced. If they are lost, then the building owner must replace them.
- 1910.22(d)(2) says that it is unlawful to place a load on the roof or floor of a building that is greater than the load approved by the building official.

If you do not know the load capacity, call the local building inspector in the city or county where your building is located and ask if there is a building plan on file. If there is a building plan on file, see if the floor loads are listed. You will find more information about determining load capacities [in this Oregon OSHA memo](#).

Also relevant is [437-002-0221](#) (*Additional Oregon rules for handling materials*); specifically, 437-002-0221(13)(b) [Division 2, Subdivision N], which applies to all structures that support stored materials such as storage racks. This rule says that **safe load capacity recommended by the manufacturer of the structure must not be exceeded**. The recommended capacity must be posted where employees can see it.



Other general industry rules that set specific load capacity requirements include:

- **Material hoists:** 437-002-0221(37)(e)
- **Forklifts:** 1910.178
- **General requirements for cranes:** 437-002-0228(1)(e) and (f)
- **Derricks:** 1910.181(c)(1)
- **Alloy steel chain slings:** 1910.184(e)(1)
- **Metal mesh slings:** 1910.184(g)(1)
- **Natural and synthetic fiber rope slings:** 1910.184(h)(1)
- **Synthetic web slings:** 1910.184(i)(1)
- **Pulp and paper mill floor capacities:** 437-002-0213(5)(c)(C)
- **Bakery equipment:** 1910.263(i)(12)(i)
- **Telecommunications:** 1910.268(j)(4)(iv)(B)
- **Jacks:** 1910.244(a)(1)(ii)



Going the Distance

What sparked your interest in pursuing a career in workplace safety and health?

I began my career in safety having absolutely no idea what I was getting myself into. Andersen's previous safety director was leaving to go to work for Associated General Contractors and, fortunately for me, Andersen Construction believes in promoting from within, so I was asked to take the position. I soon discovered that I loved the work and the workforce.

Construction workers are a proud and close-knit group of people who accomplish miracles on a daily basis. To be able to help workers go home to their families each and every day is the best job ever. I have always had a strong sense of right and wrong and fairness, and I firmly believe that providing a safe workplace is just the right thing to do.

Company: Andersen Construction

Safety and Health Director: Kimberly Gamble

Workforce: Eleven people in Andersen's safety and health department; nearly 600 workers overall in two offices in Oregon, an office in Seattle, and an office in Boise; Gamble interacts with all of them.





Kimberly Gamble, safety and health director for Andersen Construction, said her schedule is “often at the mercy of a project’s needs.” Recently, she toured a construction site in Portland where a Hampton Inn & Suites is being built.

What’s a typical day like for you in your current position?

There is no such thing as a typical day. My schedule is often at the mercy of a project’s needs. A typical office day may include trying to catch up on email, but I will spend a large part of my day working on projects, reviewing open claims, or meeting with co-workers to discuss how to undertake a task safely. Occasionally, I may conduct the regional safety orientation that all of our Portland region craft-workers attend before they report to a project. My favorite way to spend a “typical” day is to visit our construction sites. While the primary purpose of the site visits is to conduct safety inspections, I try to make sure and make a couple safety contacts with workers on the project.



How do you measure success?

Small wins! When I think back over the past 20 years of doing this work, I remember workers who would argue about safety, wouldn't talk to me because I was a "girl," or would even call me names. I can't remember the last time that occurred. Most workers today are open to having a discussion about safety. They want to ensure that they are safe at work and will listen. Other ways I measure success are when I recognize personal protective equipment use or work practices that just a few years ago were not the standard. Take for instance highly visible clothing on construction sites. Ten years ago, it was not the standard to have all construction workers wearing highly visible clothing unless they were roadway workers. Today, almost all construction workers wear highly visible clothing every day. I also love seeing bicyclists and joggers wearing the highly visible clothing. I think this practice from the construction industry has spilled over to our communities. That is success!



Gamble has been the safety and health director for Andersen Construction for more than 20 years. During that time, she said, she's seen workplace safety practices improve. Those improvements include construction workers regularly wearing highly visible clothing.



Photos: Ron Conrad

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— Kimberly Gamble

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It is important for our health and sanity to find something we love to do that can serve to manage our stress.”

— Kimberly Gamble



As the head of Andersen Construction's safety and health department, Gamble has interacted with hundreds of the company's workers in two offices in Oregon, an office in Seattle, and an office in Boise. "Treat people with dignity and respect," she said. "Respect their knowledge, and listen."

Photos: Ron Conrad

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

Strive for a work-life balance. This work can consume you. It is important for our health and sanity to find something we love to do that can serve to manage our stress. It is also incredibly important to respect workers, regardless of their role or task. Treat people with dignity and respect — respect their knowledge, and listen. ■

