

RESOURCE



June, July, August 1999

Please ... be careful out there

Look both ways before you cross the street. Buckle up. Don't play with matches.

If you're a parent or can remember your childhood, you know these instructions are meant to keep kids safe and healthy.

Although children may not say it, they are depending on their parents to be careful too, whether operating a rototiller in the backyard garden, working in an office, or navigating steel beams at a construction site. Parents and other adults are safety role models and teachers for kids. Everyone wants their loved ones to come home safe and sound.

There's no better time than June to evaluate your workplace and begin making it safer and more healthful. That's because the National Safety Council designated June as National Safety Month.

In June, construction, farming, and logging activities escalate. In a make-hay-while-the-sun-shines mode, Oregonians rush to accomplish as much as possible. As a result, more workplace accidents occur in the summer months than at any other time of the year. As workers

head into June pumped for profit-bearing production, recreationists emerge for the summer season; there are suddenly more traffic dangers, more accidents, and more fatalities caused by people driving vehicles.

June is a time when students and seasonal workers flood into Oregon's fields and forests, processing plants, restaurants, and retail businesses. These new, eager, and inexperienced workers need training and supervision. And long-time employees need training and appropriate supervision, especially when working conditions change.

Preventable injuries remain a leading risk to public health in America. According to the National Safety Council, a fatal injury occurs every six minutes and a disabling injury occurs every two seconds. More than 93,000 people died of fatal injuries and 19.3 million suffered disabling injuries in 1997. Injuries caused by car crashes, fires, falls, poisonings, and other unintentional causes ranked fifth in causes of death in America in 1997.

An analysis of occupational safety data by the National Safety Council indicates that workers of the '90s and the

See "*Be careful,*" page 11

First jobs can be dangerous for teenagers

Every spring, workers 17 and younger flock to first jobs where they are more at risk for workplace injuries than other segments of the working population.

A study compiled by the Research & Analysis Section at the Department of Consumer and Business Services, *Oregon Industrial Report on 1986-1995 Compensable Claims and Fatalities for Workers Aged 17 and Under*, shows that 41 percent of the compensable injuries in the 17-and-younger age group occurred in summer. Compensable injuries to young Oregon workers often occur during the months of June, July, and August. Inexperience, limited training and inadequate supervision appear to be main causes of injury.

Those who employ workers 17 and younger, parents of teenagers, and the teenagers themselves can do more to avoid on-the-job injuries and deaths:

See "*Teens,*" page 12

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Consultative Services – we can help

Oregon OSHA's Consultative Services Section can help! It's hard to beat – reduce hazards and prevent accidents all at no cost, and you name the time and the place. Consultants can help you with the following:

New business – Safety and health plans for expanding, establishing, relocating

Safety – Identifying safety hazards and helping review written programs

Ergonomics – Identifying hazards to help prevent strains, sprains, and cumulative trauma disorders

Industrial hygiene – Evaluating workplaces for health hazards involving chemicals, noise, biological agents, and air contaminants. Helping with written programs

Safety and health programs – Consultation will help you incorporate the key elements of an effective program into your daily business

A recent consultation recipient asked that we share this letter with our stakeholders:

“In January of 1998, I took over as chairperson of our Safety Committee. Due to the nature of our business, first aid and fire safety equipment, we are constantly concerned with our employee's well being . . .”

“In an ongoing effort to make sure our employees are coming every day to a safe workplace, I was delighted to see that Oregon OSHA provides free safety consulta-

tive services. After requesting an Oregon OSHA safety consultant to come to our worksite, we were quickly put in contact with Sabra Warford, one of your safety consultants. Ms. Warford was out to see us in less than two weeks, and spent quality time with us. Ms. Warford went over every inch of our office and warehouse, taking detailed notes and making suggestions along the way on how to make our business a safer place to work and how to be compliant with Oregon OSHA regulations. She met with our Warehouse Supervisor, our Warehouse Manager, and myself. She was inquisitive and to the point about what needed to be done.”

“Before she left she promised a report that would detail what specifically needed to be done. We recently received this report, and I am amazed at its thoroughness. We are now able to focus on what needs to be done. Our Safety Committee is entirely satisfied with Ms. Warford's work and the responsiveness of Oregon OSHA to help us make our workplace safer. I highly recommend this service to every business!”

*Heather Gaudry, HR Manager
Carbon Dioxide, Inc.*

If you would like to request a confidential consultation, call the Oregon OSHA office near you or call 1-800-922-2689. You can also contact us on line at <http://www.cbs.state.or.us/external/oshac/consult/consufirm.htm>

Safety & Health Achievement Recognition Program (SHARP)

When your business has incorporated the key elements of an effective safety and health program into the way it does business, it can apply to be recognized as an Oregon SHARP employer.

What is SHARP?

SHARP is a recognition program that provides incentives for Oregon employers to work with their employees to develop and implement effective safety and health programs.

Program requirements

Employers requesting SHARP recognition must agree to a comprehensive consultation, including an assessment and rating of the employer's safety and health program. Consultant(s) perform an initial survey and then work with the employer over a period of time to correct identified hazards and help implement the elements of an effective safety and health program.

The employer must involve employees in the process. This is usually accomplished through the safety committee process.

Consultative Services will verify that all hazards are corrected and that all elements of the employer's safety and health program are in effect before recommending the employer for SHARP certification.

Recognition

The award includes a certificate of achievement signed by the administrator of OR-OSHA. SHARP achievement is publicized to serve as a model to other Oregon employers.

Employers in Oregon who have achieved SHARP status are listed on our Web site at:

<http://www.cbs.state.or.us/external/oshac/consult/sharppar.htm>. The list includes a contact person and phone number for each business. For more information, call 1-800-922-2689.

All Oregon employers are eligible, regardless of size or type of business.



Administrator's Message



Peter De Luca

Thanks to those who helped! The Division 1 rules were repropoed April 16. They are the product of the best thinking of more than 100 minds. I want to thank everyone who worked on them.

Thanks to George Goodman, who makes us continuously improve. It was his suggestion, made at our public hearing in Bend, that gave rise to a nine-member steering committee made up of three people nominated by business, three people nominated by labor, and three non-voting OR-OSHA staff members.

Thanks to the steering committee: Chair Nancy Hawkins, Lee Sawyer, Steve Beech, Eric Fullan, Mike Murphy, Marilyn Schuster, Jan Paris, John Kirkpatrick, and Barry Jones. These people got the process moving and kept it moving. Without their efforts, we would still be holding meetings and, I am certain, no rules proposal would have resulted.

Thanks to all of the people who served on the six subcommittees. Your hard work has resulted not only in a viable and acceptable rules proposal, it has also helped OR-OSHA to reconnect with you, the men and women who practice safety and health every day in workplaces across the state.

Thanks to all of the people who have served and who will continue to serve on OR-OSHA's Partnership Committee. You represent the various interests that have traditionally taken an active role in everything we do. When the rules process hit rock-bottom last December, you agreed to meet and to help us reforge the partnership among business, labor, and government that

has made us strong in the past. You have provided sound advice and good counsel throughout this entire process.

Out of this process has come a fine proposal. I said at the outset that OR-OSHA would adopt as the new proposal that which was good for business, labor, and the program itself. When the subcommittee reports came in, only four changes needed to be made to make the proposal good for everyone. These changes were the result of recommendations from the Partnership Committee.

So, thanks again to everyone who participated in this process. The work you have done will make us all better. Change is difficult, but change through stakeholder involvement is more readily acceptable to everyone and results in a better work product. Through this cooperative effort, we have all learned much, and by its results, we will all move forward.

Thank you!

Oregon OSHA extends a sincere "thank you" to Charles Jeffress, Assistant Secretary for Occupational Safety and Health, for traveling from Washington, D.C., to attend the Governor's Occupational Safety and Health Conference March 8-11 in Portland. Secretary Jeffress was the special guest at the awards luncheon on March 11 and helped acknowledge and celebrate the successes of the conference award winners. (See "GOSH awards," beginning on Page 4.)



GOSH awards

Presentation of eleven Governor's Occupational Safety and Health awards capped a successful 26th biennial GOSH conference March 10 in Portland — the largest safety and health conference held on the West Coast.

Award winners*

Small employer (up to 30 employees)

Professional Mechanical Inc., an industrial pipefitting firm in Albany, whose employees use a "Take two" practice: they take two minutes before the start of any job to and see how they can do it right and safely. The company has a strong safety program and workforce-wide involvement.



Professional Mechanical maintains a safety training library and provides a wide array of training classes for all employees. Professional

Mechanical was awarded a Certificate of Excellence by the Mechanical Contractors Association of America in 1997 for an outstanding safety performance record. Nominated by safety consultant Arlen C. (Dusty) Samard.

Medium employer (31-99 employees)

Yorke & Curtis Inc., a Beaverton general contractor with about 60 employees. Over the past four years, Yorke & Curtis has not had lost-time accidents, an accomplishment largely attributable to management commitment to safety and health. The commitment includes support of the company's



safety director, who is empowered to make safety and spending decisions that ensure a safe workplace. Yorke & Curtis has an effective new-employee safety orientation program, regular weekly job site "tool box"

meetings, ongoing training for supervisors, and a program that includes both rewards for following safety and health rules and disciplinary actions for not doing so. Each quarter, every employee receives \$50 if Yorke & Curtis has no time-loss accidents. The company motto: All accidents are preventable when common sense, proper training, and the right equipment are utilized. The company is working toward certification in OR-OSHA's SHARP program. Nominated by insurance carrier and Rob Yorke, company president.

Large employer (more than 99 employees)

Bear Creek Corporation, a diversified agricultural operation in Medford that employs a base staff of about 1,100 and as many as 7,000 part-time and seasonal workers, has tackled the monumental task of keeping its workforce safe and healthy. Finding itself in a "reactive mode" regarding safety and health, Bear Creek established its Environmental Steering Committee in 1997 to ensure compliance with environmental, health, and safety regula-

tions and gain a stronger presence for health and safety interests in the company's decision-making processes. The committee,



made up of 12 executives and mid-level managers, adopted an environmental management model based on the ISO 14001 standard, which has resulted in updated policies, action plans and written procedures; upgraded emergency-response plans; a document control and update program that ensures employees can locate current information; and a system of responsibility and accountability. Continuous improvement is a goal of Bear Creek's new approach to safety and health.

For 1997, the company achieved a lost-time injury frequency rate of 1.22 and a total injury frequency rate of 5.69. According to the nomination form, the Orchard Division, in which seasonal workers are especially at risk because they climb ladders, drive tractors, and use pesticides, etc., didn't have a single lost-time injury up through the time of nomination (October, 1998). Nominated by Ken Perkins, environmental, health, and safety director for Shaklee Corp., Bear Creek holding company.

See "GOSH awards," page 5



Public employer

The **Regional Environmental Management Department of Metro**, a regional governmental agency for Clackamas, Multnomah, and Washington counties, was faced with doing more with less. Increased public awareness, communications, and training, were a must. It met the challenge head-on to reduce incidents, injuries, shut-down times, and response costs at waste transfer stations. When new contractor bids were sought for operating Metro's two transfer stations, safety and worker training were specifically defined and required. Metro developed "semi-industrial" emergency response teams, prepared to deal with any type and size of unknown chemical emergency. Training, drills, and haz-mat equipment have all been beefed up, resulting in emergency-response and consultation calls from local fire and police, the Department of Environmental Quality, and community organizations, businesses, and regional parks. Nominated by Sally Koch, senior safety analyst at Metro REM.

Association

Northwest Laborers Training Trust Fund (NLTT), located in Corvallis, has made significant contributions to safety and health by providing consultant services and



training to managers and employees of companies such as North American Energy Services Company. Training has included

OSHA 500, radiation worker, lead worker, process safety management, forklift safety, fall protection, oxygen and acetylene, and plasma arc training. Nominated by Don Anderson, safety and training coordinator, North American Energy Services.

Safety committee (medium employer)

Pacific Western Extruded Plastics Company (PWPipe) Eugene Plant Safety Committee has achieved and sustained excellence by developing strong partnerships and maintaining high involvement. As of October 1998, the Eugene plant had completed more than 25 consecutive months without an OSHA-recordable injury or illness. The committee examines areas of concern, assigns work groups, and makes recommendations for resolution. The committee addresses all reports to create a safer work environment. Involving employees in the process has been essential to the auditing process. Nominated by PWPipe, corporate offices.



Safety committee (large employer)

The goal of **Pioneer Cut Stock, Inc.** in Prineville is zero accidents, and the company's safety committee works with full management and employee support and participation to achieve this goal. The safety committee, which exceeds requirements by meeting twice a month, is notable for its swift action. The company has a hazard-alert system that allows employees to report hazards they've noted; copies of the hazard alert, in triplicate, go to the safety director, supervisor, and safety committee to be reviewed immediately. At meetings, the safety committee reviews the action taken to resolve the problem. The committee performs monthly walk-through inspections of the company and is developing incentive programs and cooperative strategic partnerships. In addition, Pioneer Cut Stock created an ergonomic action committee to address work procedures that might cause repetitive motion injuries. Nominated by Scott Clark, accident prevention consultant, EBI Companies (insurance) and Matt Stopher, workers' compensation consultant.





Team award

Diann Walker-Pope and the team Cell Tech/New Earth

Walker-Pope, safety coordinator and team leader at this Klamath Falls manufacturer of Super Blue Green products has played a critical role in safety and health. Her company experienced rapid growth in 1995 — from 180 to more than 600 employees — and by the end of 1996 had more than 100 recordable injuries, 450 lost-work days, and \$450,000 in claim costs to SAIF. The safety committee began utilizing OSHA consultations and training, joined safety organizations, and concentrated on such areas as forklifts, cranes, chemical labeling and signage, stacking and storing, ventilation, protective footwear and respirators, accident investigations, hazardous-materials response, and safety railing and egress issues. Concentrating on safety through many company changes has dramatically reduced recordable injuries, costs, and lost work-time. Nominated by John Neubauer, CEO, Cell Tech/New Earth.

Individual award

Beryl Fletcher, director of public affairs for the Oregon Dental Association.



A strong voice for Oregon dental office safety, Fletcher produced valuable training tools that bring OSHA and Oregon Health Division safety

rules into the dental office. She has produced safe protocols for recycling dental mercury, amalgam, lead foil, and x-ray fixer. The City of Portland has indicated that other cities throughout Oregon will adopt the dental office practices proposed by Beryl Fletcher.

Safety professional award

Samuel Irving, senior risk specialist for the City of Portland, Office of Transportation, Maintenance Bureau. Mr. Irving's commitment to safety resulted in a dramatic decrease in accidents and injuries, as well as improved morale and increased productivity. His responsibilities include identifying and mitigating potential losses from unsafe practices, conditions, or situations within the organization. He is an active member of the Citywide Loss Control Team and the American Public Works Association,



and he serves on the Citywide Fleet Accident Review Board. In recognition for Irving's part in the reduction of losses, \$156,000 was awarded to the Maintenance Bureau, to be used for safety program enhancements. Nominated by John D. Widmer, City of Portland, Maintenance Bureau director.

Life saving award

Patrick M. Betteridge, Portland General Electric journeyman lineman. (Photo not available.)

This Gladstone man responded quickly when another lineman suffered second- and third-degree burns while working in a lift-bucket at an electrical pole. A high-pressure hydraulic fluid leak combined with punctured wire insulation that caused an electrical fault that ignited the fine spray of hydraulic fluid, some of which was spraying onto the lineman in the bucket. Betteridge, a crew leader at another location, heard about the accident on his vehicle radio. His crew rushed to the accident site, positioned their lift bucket next to the injured lineman's disabled bucket. Betteridge jumped into the burning bucket to retrieve the injured lineman. The injured lineman sustained burns over 55 percent of his body and inhaled toxic fumes. Burn center doctors at Legacy Emanuel Hospital said that Betteridge's quick response almost certainly saved the life of the injured lineman. Nominated by Bill Miller, business manager, IBEW Local 125.

** These summaries of the award winners contain only highlights of each company's comprehensive health and safety program.*

SAFETY NOTES

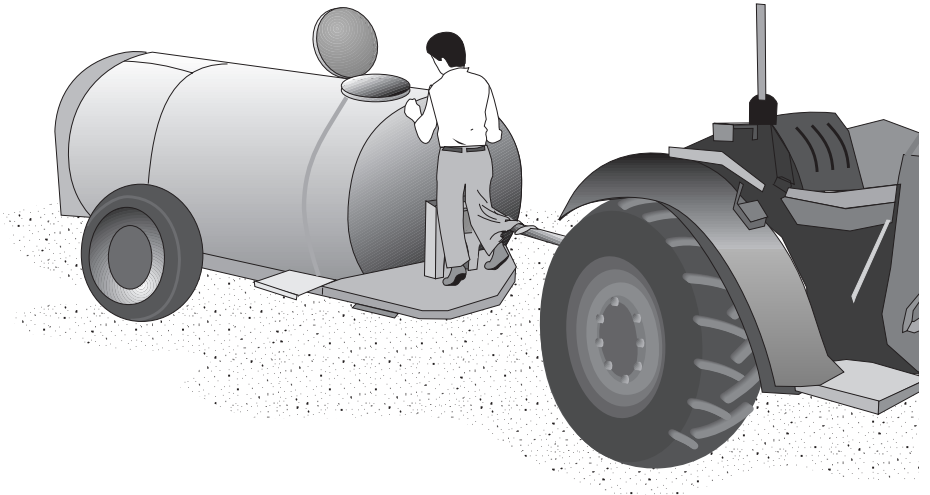
Department of Consumer & Business Services
Oregon Occupational Safety & Health Division
Salem, OR 97310

Accident Report

Accident type Leg injury
Industry Farming
Employee job title Foreman

Description of accident

The foreman was operating a tractor towing a 500-gallon pesticide sprayer tank. He pulled into an open area where the pesticide and a water source were located. He placed the vehicle in neutral so the engine would idle and allow the sprayer tank agitator to mix the chemicals and the water. The agitator was driven by the tractor's power take off (PTO). The foreman's rubber pants contacted the unguarded u-joint of the PTO, and the foreman was pulled into the rotating parts. He called for help. Another employee turned off the tractor. The victim was transported to the hospital with serious leg injuries.



Investigation findings

The employer was unsure when the PTO guard had been removed. Both the foreman and the employer were aware the PTO was being operated without a guard. During the course of the investigation, it was also revealed that the company had no safety committee.

To prevent similar accidents

- Ensure all moving parts are guarded.
- Check machinery periodically to ensure the guards are still in place and are not damaged.
- Establish safety committees. A well-functioning safety committee can identify hazards before accidents occur.

Applicable OSHA standards

OAR 437-004-1940
OAR 437-004-0250

SAFETY NOTES

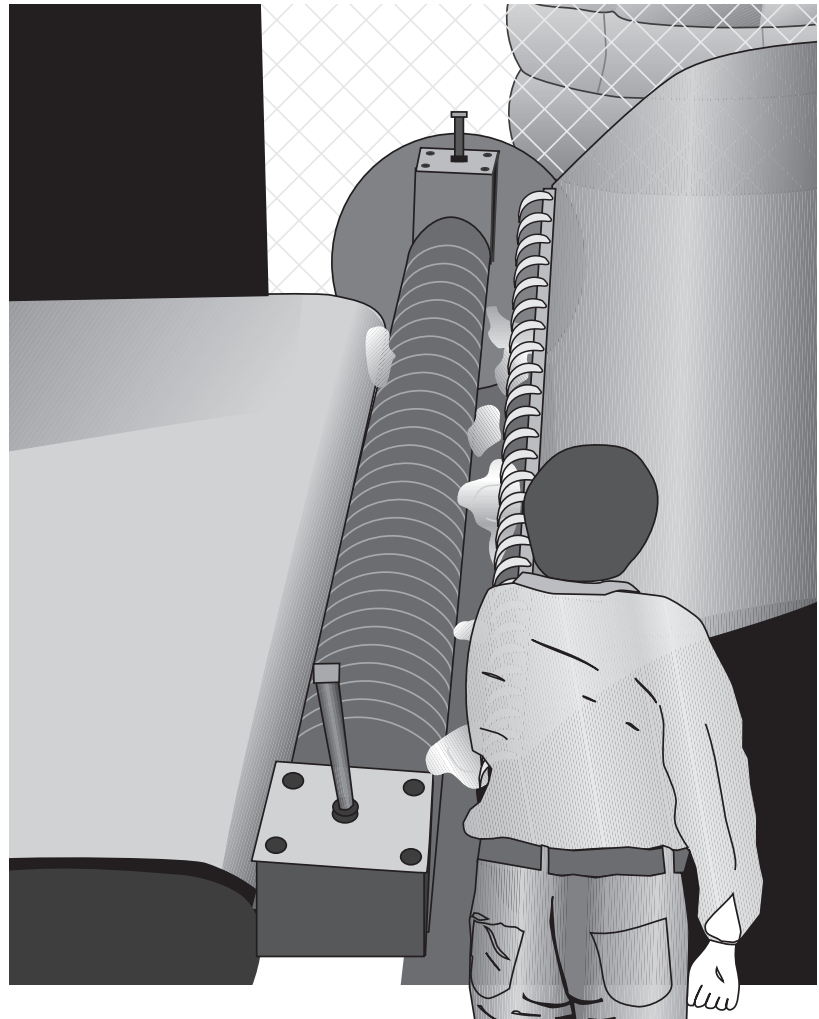
Department of Consumer & Business Services
Oregon Occupational Safety & Health Division
Salem, OR 97310

Fatality Report

Accident type Amputation
Industry Manufacturing
Employee job title Operator

Description of accident

The employer manufactures pillows and quilts. On the date of injury, the victim was operating a 12-bar picker machine, which fluffs pillow stuffing. For an unknown reason, he reached into the machine and his left arm was detached at the shoulder level. He was transported to the hospital and died eight days later.



Investigation findings

The victim had operated this machine for four months prior to the injury. He received no training on the machine because the lead person felt the victim was more familiar with the machine than the lead person due to the victim's 17-year employment with the company. There were no guards on the machine, although there were exposed gears, chain, pulley, belt, and shaft. The company had no lockout/tagout procedures or devices for this or any other machine, although their insurer had advised them in writing twice to develop a program.

To prevent similar accidents

- Adequately guard all machines.
- Employ lockout/tagout procedures and devices.
- Provide adequate training in safe machine operation.

Applicable standards

OAR 437-040-030	OAR 437-002-320
OAR 437-040-047	29 CFR 1910.212
OAR 437-002-140	29 CFR 1910.219
OAR 437-002-240	29 CFR 1910.262
OAR 437-002-300	29 CFR 1910.303

SAFETY NOTES

Department of Consumer & Business Services
Oregon Occupational Safety & Health Division
Salem, OR 97310

Fatality Report

Accident type Run over by vehicle
Industry Tree farm
Employee job title Foreman



Description of accident

On the first day of the harvest season, the foreman stood at the landing site, overseeing the harvest operation. He walked along a gravel road on the landing. A truck backed up beside another truck and ran over the foreman. He died at the scene.

Investigation findings

Initially, the trucks drove into the landing site, turned around at the end of the gravel road, then drove head-in to park; however, the victim had instructed the drivers to turn around upon entry to the site, then back up to the landing, to avoid excess wear and tear on equipment and possible injury to employees due to the bouncing of the empty trucks on the gravel road. Unfortunately, the truck involved in the accident was not equipped with an audible back-up alarm. No spotter was used, although the truck had an obstructed view to the rear.

To prevent similar accidents

- Ensure all vehicles are equipped with an audible back-up alarm.
- Use spotters, if necessary, to ensure the safety of all employees.

Applicable OSHA standard

OAR 437-004-3410 (9)(b)

SAFETY NOTES

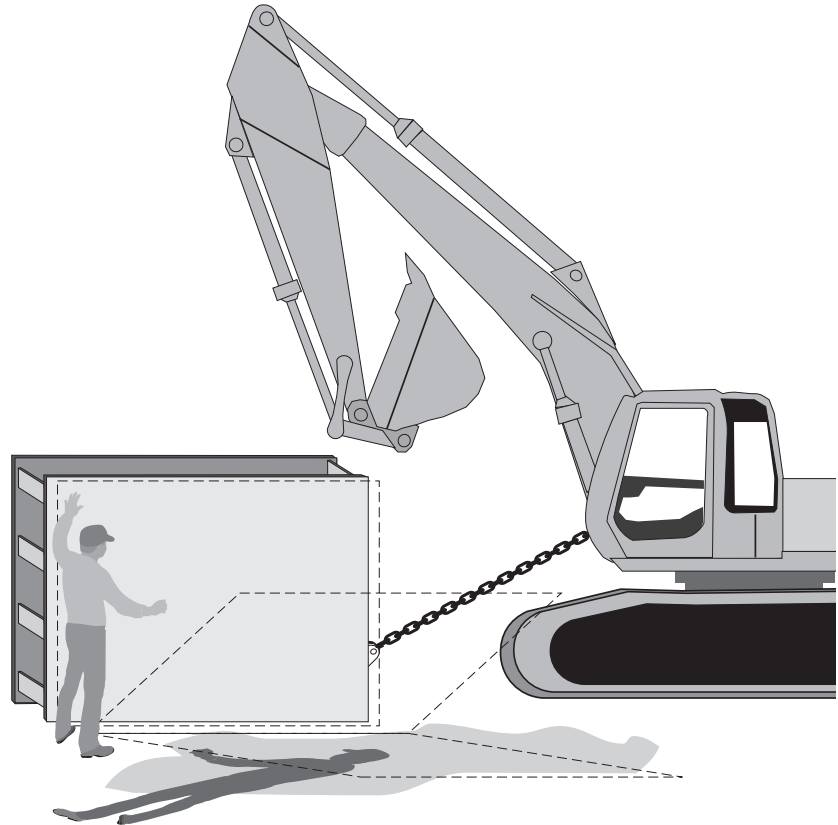
Department of Consumer & Business Services
Oregon Occupational Safety & Health Division
Salem, OR 97310

Fatality Report

Accident type Crushing
Industry Pipe installation
Employee job title Pipelayer

Description of accident

On the day of the accident, the victim was laying pipe in a 12-foot trench. At the end of the day, he left the trench and worked between two backhoes to remove the 12' x 10' x 4' trench shield. The pipelayer attached three lifting wires from one backhoe to the trench shield (he couldn't attach a fourth wire because of a broken ring on the shield) and watched as the trench shield was lifted onto the pavement. The backhoe operator released the trench shield. Communication and electrical power lines impeded removal of the trench shield from the area, so two pieces of PVC pipe were placed under the power lines to hold them away from the backhoe. The pipelayer hooked a chain from the other backhoe to the lower brace of the trench shield, and it dragged the trench shield approximately four feet. The trench shield encountered a hole backfilled with soft dirt. The shield fell over onto the victim, who was knocked backward into the trench. The victim died at the scene.



Investigation findings

The trench shield was not transported in a safe manner. The method suggested by the manufacturer was not possible due to the broken ring, which was not replaced although it was known to be damaged. Other damaged equipment included broken safety latches on each hook, that allowed the rings on the lifting attachment to slip out. Additionally, the PVC pipes used to move the electrical and communication wires were not designed as insulators. Furthermore, the laborer who placed the PVC pipe under the electrical wire did not possess a recognized degree or certificate in electrical work, and therefore was not qualified to perform that task. In fact, none of the workers at this jobsite were qualified to perform the task.

To prevent similar accidents

- Never permit employees under loads handled by digging equipment.
- Only use manufacturer suggested methods when moving trench shields.
- Ensure all equipment is in working order. Regularly check rings and safety latches.
- Do not allow unqualified people to perform any type of activity involving electrical wires.

Applicable OSHA standards

CFR 1926.651, CFR 1926.652, OAR 437-001-0760, OAR 437-002-0228

“Be careful” continued from page 1

next century face their greatest on the job risk on our highways. Traffic crashes on-the-job have increased nearly 20% in the last five years and are the leading cause of death in the workplace. The National Safety Council estimates that on-the-job injuries cost society \$127.7 billion last year.

Non-fatal injuries also affect millions of Americans. Each year, about 2.6 million people are hospitalized for injuries, about 37.2 million people are treated in hospital emergency departments, and about 60.5 million people – nearly one in four – seek medical attention or suffer at least one day of activity restriction from an injury.

The economic impact of these fatal and nonfatal unintentional

injuries amounted to \$478.3 billion in 1997. This is equivalent to about \$1,800 per capita, or about \$4,900 per household.

The emotional toll of these injuries goes beyond price. How many spouses, children, parents, and other loved ones were affected by work-related fatalities recorded in Oregon in 1998, as well as thousands of other reported work-related injuries and illnesses?

Many people think accidents just happen, that they are due to fate or bad luck and are unavoidable. Research shows, however, that injuries result from hazardous conditions, which can be corrected, and unsafe behaviors, which can be changed. At Oregon OSHA, we constantly work to make safety a habit before a need-

less accident, illness, or death occurs. This is beginning to sound a little bit like your mother telling you to wear your bike helmet. But, if just one fatality or debilitating injury or illness is prevented ... well, you know what your mother would say, and she's right.

Many business people believe that workplace rules translate into lost time and money. When a worker dies or is maimed, the cost both in human terms and in actual dollars is much higher than the cost of a safe and healthful workplace from the very beginning.

Please ... be careful out there.

Look for this billboard in Portland (S.E. 7th and Stark) and Salem (Center and Lancaster) during June.

SAFETY
AT HOME ... AT WORK ... AT PLAY
IT'S A WAY OF LIFE

DEPARTMENT OF CONSUMER BUSINESS SERVICES
Oregon OSHA

AT S E
Columbia-Willamette Chapter

Is your farm labor camp registered?

Oregon OSHA registered 289 labor camps last year, but is concerned that there are camps that are not registered. Penalties up to \$7,000 can be levied against non-registered camps.

It's easy to register. Call Oregon OSHA, (503) 378-3272, and ask for Dianna Janowski. The required forms will be mailed to you. If the camp has not been registered before,

or if the registration has lapsed, a no cost pre-occupancy consultation is required to make sure the camp meets minimum standards.

After Oregon OSHA receives the consultation report, your application, and notice that you have corrected all identified safety and health hazards, registration will be complete. You must reregister each year by completing an application that

includes a self-inspection checklist. Although it is not required in order to reregister, you can request a consultation again.

If you would like more information about farm labor camp registration requirements or operating standards, call any Oregon OSHA field office (See numbers listed on the back page of this newsletter).

“Teens,” from page 1

- Young workers need suitable orientation and on-the-job training.
- Teen-aged workers can benefit from working with older, more experienced workers.
- Sixteen- and 17-year-olds may work a maximum of 44 hours a week (not more than 10 hours in one day). Supervisors should watch for signs of overexertion or weariness that may lead to accidents. Many teens lead sedentary school-year lives and then are hired to perform physically demanding jobs. The necessary strength for performing unfamiliar tasks develops over time. Muscle fatigue causes temporary weakness that can cause mishaps.
- Safe techniques for lifting and tool use — combined with a program to ensure safe techniques are being used — can help prevent injury.
- There are jobs that minors may not perform: operating most power-driven machinery, such as hoisting, cutting/slicing, and woodworking equipment, and working in logging, sawmills, mines or around radioactive substances.
- Employers who hire minors must file annual employment certificates with the Bureau of Labor and Industries, comply with all child labor laws, and pay minors at least minimum wage (\$6.50 as of January 1999).
- Different rules apply to minors working in agriculture. See *Oregon State and Federal Laws Regulating the Employment of Minors in Agriculture*, from BOLI. According to the DCBS report on compensable injuries among workers 17 and younger, these workers suffered the most injuries in the retail segment (2,611) — and about half of them occurred in food-serving establishments, followed by grocery stores and other retail. The service sector accounted for more

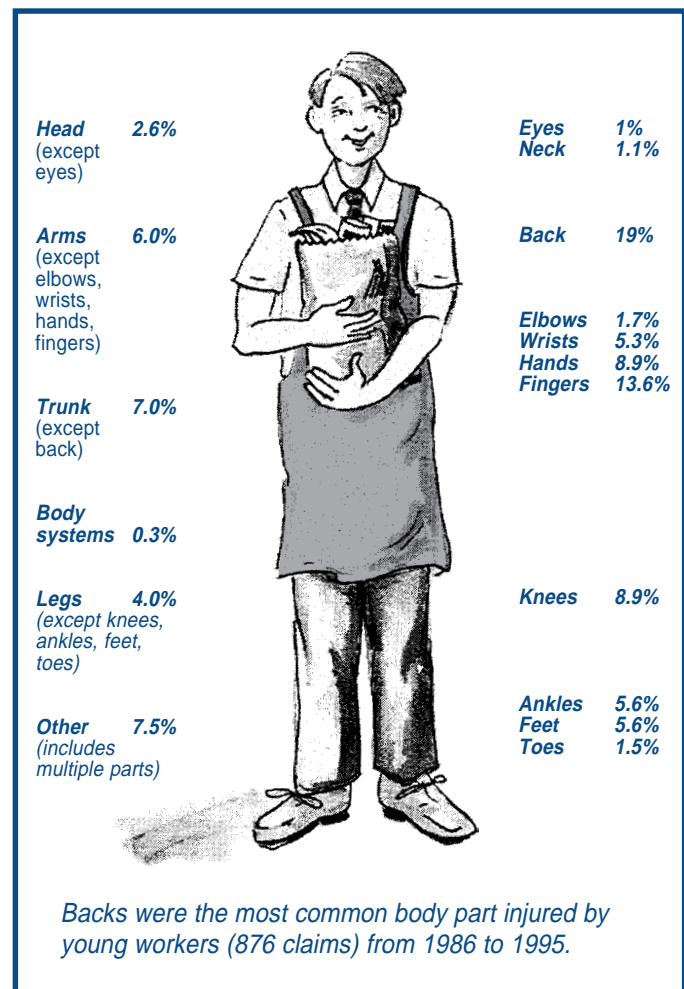
than 14 percent of compensable disabling claims for young workers, with 653 claims. Hotels and lodging establishments and health service establishments employed 22 percent of young service sector workers who were injured. Agriculture accounted for 12 percent of compensable claims for this age group, with 537 claims. The leading events causing injury in agriculture were being struck by or against an object, falls, and overexertion.

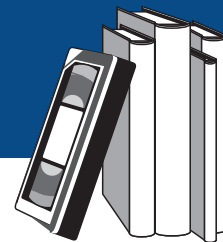
Some other findings from the report:

- The retail industry accounted for over half of the accepted disabling claims for workers in the 17-and-younger age group. Sixty-one percent of young retail workers with an accepted disabling claim were employed at eating and drinking establishments, and 22 percent were employed at food stores.
- Stock handler was the single most common occupation of young injured workers.
- Service occupations such as cooks, waiters, and food preparation workers were the most common group of occupations among young injured workers (44 percent).
- Young workers were six times more likely to suffer burns and five times more likely to

be injured by knives than claimants aged 18 and older.

- Fifty-seven percent of young injured workers were 17 years old; 31 percent were 16 years old.
- Falls and overexertion each caused 22 percent of injuries to young workers.
- Sprains, strains, and tears accounted for 40 percent of injuries to young workers.
- From 1986 to 1995, a total of 4,605 disabling claims were accepted for workers aged 17 and under; six of these claims were work-related fatalities.
- Young male workers were more likely to have a compensable claim than young female workers; 60 percent of minors with claims accepted during the report period were male.





Stopped before they started

by Don Harris, AV Librarian, Oregon OSHA

“I wish you had known him before the accident.”

Mary Baker took a sip of her coffee and looked into space. “Jack was so smart and kind. Our children were just babies, but he read to them every night.”

We were sitting in the office area of a large hospital. At eighteen, I was a newly-hired nursing assistant. It was my first job — and my first lesson in occupational safety and health.

The gray-haired woman sitting across from me took another sip of her coffee. I could see that time had brought a certain resignation to the telling of her story, but the razor edge of pain was still just beneath the surface.

She continued: “Jack was a choker-setter, the youngest member of the crew. We were just starting out, you see. We were so excited to be on our own. Then, one day, something went wrong and he was hit by a log. That was over 40 years ago.

He’s been like this ever since.”

A few feet away from us, Jack sat in a wheelchair, mumbling to himself in a peculiar sing-song way. I knew that if he got louder or started waving his arms, we’d have to remove him from the dayroom.

When I put him to bed that night, he was still mumbling.

I’ve thought about Jack and Mary often in the years since then. At a time when I was just starting out in the workforce, our short conversation gave me a startling glimpse of my own mortality. It helped to strip away any illusions I might have had about my own strength and invulner-

ability. If it happened to them, couldn’t it also happen to me? A workplace accident had cost them so much in life. They had been stopped almost before they had started. As painful as it is, the memory of Jack and Mary has helped to keep me safe.

But not every young person has a Jack and Mary at the outset of his or her working life. Thousands of such young people will be starting work in Oregon this summer. How can we get them to believe that workplace health and safety is something to be taken seriously?

The OR-OSHA AV Library can certainly help. Among the several hundred videos available for loan to employers and workers in Oregon, many are especially appropriate for younger workers. Programs stressing attitude and awareness include *Dancing Alone* (#652), *I Felt Comfortable* (#654), *Proactive Safety Attitudes* (#684), and *It Won’t Happen to Me* (#75). Other programs highlight specific risks often encountered by younger workers.

Anatomy of a Fall (#127), *Dealing with Manual Handling* (#774), *Employee Safety in Retail* (#653), *Kitchen Safety: Preventing Falls, Burns, and Machine Injuries* (#809); and *Knives & Boxcutters* (#807) are just a few of the titles that may be helpful. There are also two or three programs specifically for young people. *Safety and the Young Worker* (#161) offers a ten-minute overview of workplace safety and health principles by means of a series of interviews with young workers who were injured on the

job. *Your Work: Keepin’ It Safe* (#803) explains the worker’s right to a safe and healthy workplace through presentations by high school students.

These programs and many more are available for loan at no charge apart from the cost of return shipping. They can help to get the message across.

Jack and Mary may not have realized it, but they were part of a long tradition of occupational safety and health in Oregon. What happened to them was tragic, but it served to strengthen the resolve of many other Oregonians to keep the workplace safe and healthy. Part of our job as employers and workers in Oregon is to keep the tradition of workplace safety alive and healthy and to pass it on to the younger worker. If the tradition remains alive and healthy, there is a good chance our younger workers will, also.

The story is true. Out of respect for the persons involved, names and minor circumstances have been changed.

Jack Baker died in the autumn of 1982. He never regained the use of his faculties.

Applying OR-OSHA standards to “real-life” situations may not always be “standard” procedure. Sometimes, answers and solutions to problems can be tricky. *Ask OR-OSHA* is a regular feature of *Resource* so that your questions concerning OR-OSHA standards and your business may be answered by experts. So please, *Ask OR-OSHA* by calling the Standards and Technical Section, (503) 378-3272 or e-mailing your question to tech.web@state.or.us. We’ll answer your question(s) as quickly as possible. We’ll also print selected questions and answers in this newsletter so that the answer to your questions may help others.

Q In regards to the Oregon OSHA nonionizing radiation standard (1926.54), can you use the ANSI Z136.1-1993 standard to comply with Oregon OSHA rule?

A ANSI Z136.1-1993 is a consensus standard. If you choose to comply with a consensus standard rather than with the Oregon OSHA standard in effect at the time of an inspection, you will not receive a citation if your chosen method of compliance provides employee protection equal to or greater than the Oregon OSHA standard.

Q Are roofers, bricklayers, and sheetmetal workers allowed to work within warning lines on a flat roof where fall protection is required? Example: A carpenter working within warning lines located six feet from the edge, on a flat roof, with the deck secured against movement, is driving additional nails into sheathing.

A Technically, the construction standard says that only workers performing roofing work on low-sloped roofs may use warning lines in lieu of other forms of fall protection. In your example, this would include the roofer and those workers performing sheetmetal work. Nothing in the standard allows the carpenter in your example to use warning lines.

Realistically, Oregon OSHA would take a reasonable approach in evaluating a worksite such as the one in your

example and would expect the employer to do the same in planning and managing the site. If, for instance, during the roofing process something unforeseen made it necessary to add a few nails to the decking, then as long as the worker was adequately protected against falling, and no other hazards were created, the use of warning lines would be acceptable for a short period of time. With adequate planning and supervision, such instances should be rare.

Q What are Oregon OSHA requirements for a first-aid program and training? My company has a main plant and also conducts work at other job sites.

A General industry employers are required by OAR 437-002-0161(4) to have an emergency medical plan. The requirements for constructions activities in 1926.50 are similar to general industry in that provisions must be made for prompt medical attention in case of serious injury prior to starting your field projects. As part of this process, the worksite must be evaluated as to the types of injuries likely to occur. Based on that evaluation, an employer would determine if it needs to train its employees in first aid or rely on outside services (9-1-1).

Your emergency medical plan must identify whether you will be using your own qualified first-aid persons or relying on outside emergency medical services. If you rely on outside services, your plan must identify the emergency medical services and how you will access them. You must be able to identify the location of the nearest response system and the approximate response time for an employer.

If the approximate response time is reasonable, you would not be required to have a first-aid-trained person on site. (Keep in mind that if the response system is deemed reasonable for the surrounding community, it would be deemed reasonable for an employer.) If an employer chooses to use its own employees to comply with the regulation, it must provide current American Red Cross first-aid training or an equivalent. See Index Memo IMF-91-01, “Guidelines for Basic First Aid Training Programs,” which lists the required minimum training elements for equivalent programs.

Article Submissions

Resource welcomes submissions of articles for publication. If you'd like to share information about OSHA-related topics, announcements, or events, please send them to Jani Johnston, OR-OSHA, 350 Winter St. NE, Salem, OR 97310-0220 or e-mail them to her, jani.k.johnston@state.or.us.

Articles will be used according to their relevance, timeliness, compatibility with OR-OSHA policy and practice, and the availability of space. Because *Resource* is a quarterly publication (March, June, September and December), please time your submission so that we receive it about six

months before publication. Please submit articles on diskette in a PC-compatible format such as WordPerfect. Or, you may e-mail your article to the address above.

Please include your name (as you would like it to appear in a byline) if the article is one you wrote, a phone number (in case we have questions), and a few lines describing you, your job, credentials, or interest in the subject (again, if the article is written by you or is an opinion piece). The *Resource* staff retains the right to edit all submissions for style and length. ■

RESOURCE

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