

Health and Safety

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RESOURCE



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RESOURCE

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Incentives — be careful what you ask for

By Michael Wood



Recent publicity about federal OSHA's policies concerning incentive programs have generated a great deal of discussions in safety and health circles, and it's worth a moment to give some thought to how such programs may affect injury and illness reporting.

For some time, a number of us have had concerns about incentive programs that can create strong pressure to hide injuries when they occur. While I don't agree with those who believe that such programs are generally intended to suppress reporting of legitimate injuries when they occur, I do at times wonder if those who promote such programs are truly as blind to the risks as they appear to be.

I've been asked several times over the years what sort of incentive programs I would recommend. When I face that question I generally focus on the problems I see with certain approaches, because when push comes to shove I am not

sure whether I'd truly recommend any program. And I certainly do not agree with those who argue that such programs are a "critical element" of any effective health and safety program. I stop short of arguing that even the best incentive programs are a waste of time, although I heard some very effective presenters at the Southern Oregon Safety and Health Conference make just that argument a couple of years ago. But the worst such programs can cause real problems.

So, my advice? First, minimize any reliance on injury rates and focus on promoting positive actions and program participation. Second, don't rely on shared responsibility around injury rates — peer pressure is great, but if your claim costs me my bonus, it's a short walk to "bloody hand syndrome" and your injury going unreported.

Can you strike the right balance? Probably. But it is difficult at best. And why bother? It doesn't really add much, if any, value.

I realize some of you are about to trot out the results your injury-free incentive programs have achieved. In response, let me just offer two thoughts: first, I doubt the incentive program was the only thing you did. And the other elements of your program are probably what got the results. Second, you don't know whether it reduced injuries. You just know that it reduced reported injuries. How you got that result is, of course, the real question.

Measure your success, by all means. But you'll have better luck making sure your success is real if there is no chance that your efforts are actually encouraging your workers to change the size of the ruler you are using.



Enchanted opportunities

Young workers
bring inexperience
to workplace

By Melanie Mesaros

Among the Enchanted Forest's fairy tale characters, children's rides, and popcorn is a young workforce — one that mostly includes students who spend their summers at the Salem amusement park.

For 22-year-old Kyle Elmer, the job is helping him pursue his dream of acting. He started working there when he was 16 and is now a fixture in the park's theater productions. He said safety is never taken for granted.

"We have to be careful to warm up properly," Elmer said. "I do a lot of gymnastics stunts — jump up onto railings, cartwheels, and typical stage falls or stage combat scenes."

Tyler Vaslev, the park's operations supervisor, said safety is their No. 1 priority, especially since about 90 percent of the workforce is under the age of 24.

Claire Clubb and Kyle Elmer perform a musical comedy at the Enchanted Forest.

Photo: Stacey Thias

“When we interview kids for jobs, we look for things like do they pay attention, do they seem mature.”

Dede Montgomery, co-chair of the Oregon Young Employee Safety Coalition (O[yess]) and a researcher at the Center for Research on Occupational and Environmental Toxicology at Oregon Health & Science University, said young people lack work experience and are especially vulnerable because they don't always know when to speak up.

“They may be hesitant to ask questions in the workplace, in part, because they are sensitive to feeling younger and new,” Montgomery said. “Some young people may take risks in an effort to please their employer to finish a job. They may also believe an accident won't happen to them.”

At Enchanted Forest, even seasoned workers like Elmer are required to go through safety training every year.

Middle: Tyler Veslev (right) and Nicolas Wyatt clean windows.

Bottom left: Susan Veslev, park owner, and Tyler Goetz discuss his job duties.

Bottom Right: Veslev and Goetz look over a children's ride before the park opens.



Vaslev approaches safety topics from different points of view to engage the young workforce.

“Some of it is reading and hands-on. They watch videos, take written tests, or have a trainer working with them,” he said. “We know people learn a lot of different ways.”

Although they haven't had any major incidents at the park, Vaslev said he doesn't shy away from using fear as a tactic to keep workers thinking about safety.

“I try to scare, prepare, and inform,” Vaslev said. “We talk about accidents that have happened at other parks and we try to scare them a little bit. I have three different

slides of people who have suffered fatalities. I think it's important to show pictures.”

He also has workers read an article about an accident at another park in which a 16-year-old worker was goofing off, hopped on the back of a moving ride, fell, and was dragged and killed.

“We had a young worker in training and he wasn't paying attention,” said Vaslev. “We replaced him right away because he wasn't mature enough to be working here. They may look distracted or bored – those are signs.”

Montgomery and the coalition have also focused on helping employers understand the importance of training a young workforce.





"Many young workers have told us the training they received at work didn't seem relevant to what tasks they were doing," she said. "Others have reported that they really don't feel comfortable asking questions unless they are asked by a supervisor or employer about the work at hand."

Tyler Goetz, 22, works on projects at the park such as power washing, painting, and other maintenance. He said safety is a big part of the culture and he has brought issues to Vaslev and other managers.

"It's like a family out there so I don't feel pressure at all when I ask things," said Goetz. "There is openness about speaking up."

Part of the reason Goetz keeps coming back each year is the management attitude toward young workers.

"He's very approachable," Goetz said of Vaslev. "He tries to problem solve. I've never been yelled at for anything. He has a friendly approach like, 'Maybe you should do it this way.'"

Montgomery said before teens take on a summer job, they should ask questions about what is expected of them and how they will be trained.

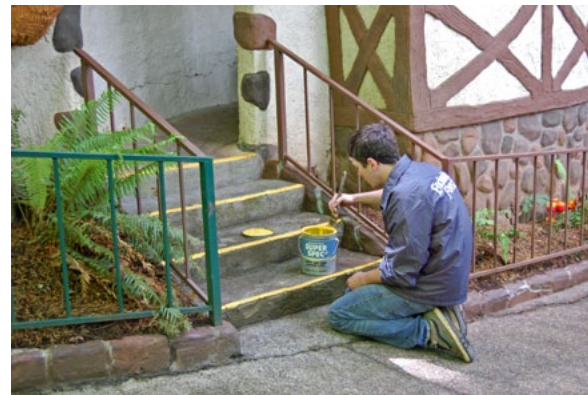


Top Left: Goetz performs maintenance at the park such as leaf blowing and painting.

Bottom Left: Caitlyn Balding serves up popcorn at a concession stand.

Top Right: Elmer practices a theater stunt while Vaslev supervises.

Bottom Right: Goetz adds touch-up paint to stairs before the park opens.



"We encourage young workers who are interviewing for jobs to ask what training they would be provided," she said. "Once they are hired, teens should keep asking questions if they don't feel like they know how to do something."



**Find tip sheets for parents, teens,
and employers on the O[yes] website:
<http://www.oregonyoungworkers.org>**

O[yes]

Oregon young
employee safety

Protecting young workers after the Great Recession

By Ellis Brasch

Once upon a time, summer was when teenagers looked forward to the extra spending money they'd earn from easy-to-find part-time jobs. That was before the Great Recession – and the fact that many of the available jobs are going to jobless older workers – slashed their job prospects by almost 50 percent. Now, many teens aren't working or even looking for jobs.

Enhancing the job prospects for young workers and establishing the experience and income that those first jobs provide, is one of the key workforce challenges facing Oregon, according to a [recent report](#) from the Oregon Employment Department.

Recent hiring improvements in key job sectors that historically employ young workers – retail trade and food services – offer some hope for teenagers looking for a job this summer. For those able to find work, one thing hasn't changed over the years: the risk of a work-related injury. In Oregon, more than half of accidents among workers 17 or younger are in the key job sectors – places such as general merchandise stores and restaurants.



We know that young workers are at a higher risk for work-related injuries than older workers. That's mainly because they lack the on-the-job experience that comes from holding the same job for many years. So, it's not surprising that most injuries to young workers occur within their first 12 months of employment.

Protecting young workers

Oregon's Bureau of Labor and Industries, which sets the [requirements for the employment of minors](#), requires most workers to be at least 14 before they can hold a job. (In agriculture, people younger than 14 are permitted to work on farms.) Fourteen and 15-year-olds face restrictions on the jobs they can do and the number of hours they can work. Sixteen and 17-year-olds can work more hours and have fewer job restrictions, but aren't permitted to do jobs involving some types of machinery, explosives, radioactive materials, mining, and logging.

Minors – those under under 18 years old – are not the only young workers in Oregon but there's no official cutoff age that separates younger wage earners from older ones. Chronological labels aside, perhaps the best way to characterize a "young worker" is anyone new to the workforce.

What are the two most important things an employer can do to protect those lucky enough to start their first job this summer?

Train and supervise.

Too many employers offer little or no health and safety training to workers beginning



their first jobs. Young workers need workplace-specific safety training and the chance to practice safety skills, which can protect them on their first job and on future jobs. They should understand how to recognize hazards, know what to do in an emergency, and know whom to tell if they find hazards. A good training source is NIOSH's [Youth @ Work: Talking Safety](#) (Oregon edition), which covers core health and safety skills and is intended for a classroom or other group training setting. Any young workers taking their first job in a restaurant might want to try Oregon OSHA's short [Restaurant Safety Quiz for Young Workers](#).

Young workers need a go-to person who can answer their job- and safety-related questions. The best person for that task should be their direct supervisor. Pairing young workers with intimidating or unconcerned supervisors is the wrong way to introduce them to their first job. Another way to make supervision effective is to match up young workers with more experienced workers who can help train them and ensure their first job is productive and safe. Supervisors also need to understand Oregon OSHA's safety and health rules that apply to their workplaces as well as the Bureau of Labor and Industries' [requirements for the employment of minors](#).

Employment prospects for our youngest job seekers may not be as plentiful as they once were, but we still need to ensure that those who find work stay safe on their first jobs.

Thank you

to all the organizations who participated in Safety Break for Oregon
2012, particularly the following employers who signed up online.



- ◆ ABCT Inc. Management Services
- ◆ American Society of Safety Engineers: Columbia-Willamette Chapter
- ◆ Aramark Uniform Services
- ◆ ASSE – Southern Oregon Chapter
- ◆ Bailey Nurseries, Inc
- ◆ Benedictine Sisters
- ◆ Cascade Warehouse Company
- ◆ Central Oregonian/Central Oregon Press
- ◆ City of Milwaukie
- ◆ City of Sweet Home
- ◆ Coleman Seed & Hay, LLC
- ◆ Comcast CC48 Call Center
- ◆ Comcast – Beaverton FFO
- ◆ Comcast Comm Operations
- ◆ Comcast – Comm Ops safety committee
- ◆ Comcast Corvallis FFO
- ◆ Comcast – Eugene
- ◆ Comcast – Longview
- ◆ Comcast, Nimbus Administration
- ◆ Comcast – SW Washington
- ◆ Comcast – Salem FFO
- ◆ Comcast – WPDx FFO
- ◆ The Corvallis Clinic, PC
- ◆ Double Press Manufacturing, Inc.
- ◆ Dr. N. Gyn LLC
- ◆ Dynamic Educational Systems, Inc.
- ◆ EWEB
- ◆ Excel Garden Products
- ◆ Fred Shearer & Sons
- ◆ Frontier Communications
- ◆ Gold Dust Potato Processors — J&W Walker Farms
- ◆ Laird Plastics
- ◆ Lane Community College — Continuing Education
- ◆ Life Technologies
- ◆ Linn Benton Community College
- ◆ McCormack Construction Co.
- ◆ Mid-Rogue Health Plan
- ◆ Mosaic Medical
- ◆ Newood Display Fixtures
- ◆ Omega Morgan
- ◆ Oregon Home Builders Association
- ◆ Oregon Housing and Community Services
- ◆ Oregon Institute of Technology
- ◆ Oregon National Guard
- ◆ Pacific Wood Preserving of Oregon
- ◆ Pennington Seed, Inc.
- ◆ PGE
- ◆ Portland Water Bureau Portland Bldg.
- ◆ R & H Construction
- ◆ RDO-Calbee Foods, LLC
- ◆ Robben Heating, Air Conditioning & Gutters
- ◆ SDDeacon Corp. of Oregon
- ◆ SHARP Alliance
- ◆ Silver Falls State Park
- ◆ State of Oregon DHS, Salem
- ◆ State of Oregon DHS, Columbia County
- ◆ Tualatin Hills Parks and Recreation
- ◆ Weyerhaeuser – Springfield Timberlands
- ◆ Willamette Lutheran Retirement



Accident Report

Incident type | Poisoning

Industry | Christmas tree farm

Employees | Teenaged workers

Two young workers, aged 16 and 17, experienced symptoms of **organophosphate poisoning** after applying the restricted-use pesticide “**Warhawk**” (active ingredient Chlorpyrifos) to Christmas trees.

Early in the morning, the employer mixed the pesticide and poured it into a “Solo mister” backpack sprayer. He gave the youngest worker a rusted cartridge respirator – the only PPE available – and instructed both workers to apply the pesticide to the Christmas trees with the sprayer.

The pesticide label required the use of coveralls over a long-sleeved shirt, long pants, socks, and chemical-resistant footwear. A dust mist respirator was also required, as were chemical-resistant gloves.

Wearing only the respirator, a cut-off sleeve T-shirt, jeans, and leather boots, the 16-year-old proceeded down a row of trees, spraying either side and walking through the mist. Then, he returned to the loading site, walking and spraying a second row.

Continued on page 10



Inspector's photo of the rusted P100 cartridge shared by the teenage workers.

He handed the respirator to his co-worker who continued the task; they repeated the procedure for three more hours. When they finished, the boys were told to go home and shower. They drove to their own homes in their personal vehicles.

Back home, the 17-year-old took three showers before his skin stopped burning and he repeatedly flushed his eyes with contact lens solution to control the burning in his eyes.

The 16-year-old took a quick shower and changed his clothes after he got home but wore the same boots. Then, he went to work at another part-time job. When his mother called to check up on him at 7 p.m. he told her that his breathing was short, his chest felt tight, and his stomach was cramping, but he wanted to continue working. Twenty minutes later, after he complained he was feeling dizzy, his employer took him to the emergency room at a local hospital. His mother called the other young worker and told him he needed to go to the emergency room, too.

Applicable standards

Worker protection standard – 170

- There was no pesticide application record that described the location and description of the treated area.
- There was no pesticide application record that listed the product name, EPA registration number, and active ingredient for Warhawk.
- There was no pesticide application record that listed the time and date of the pesticide application.
- There was no pesticide application record that listed the restricted entry interval for the pesticides applied.
- Employees performing pesticide handling activities had not received training in accordance with the Worker Protection Standard.
- The employer did not ensure that the handler was informed of all label requirements related to safe use.
- The name of the nearest medical facility was not posted.
- There was no pesticide safety poster.
- The employer did not provide clean or appropriate PPE.
- The employer did not provide soap and paper towels.

Respiratory protection – 437-004-1041

- The employer did not have a written respiratory protection program.
- The employer did not provide medical evaluations to employees who wore respirators as required by the pesticide label.
- Employees who wore respirators were not fit-tested.
- When a respirator was used by more than one person, it was not cleaned between use.
- The respirator was improperly stored on a nail in the pesticide storage shed.

Hazard communication – 437-004-9800

- The employer did not have a written hazard communication program.
- Employees were not provided with hazard communication training on Warhawk.
- The employer did not have Material Safety Data Sheets for Warhawk.

NEWS BRIEFS

Sisters High School students win statewide safety video contest

Two students from Sisters High School took home first-place honors and \$500 for their public service announcement promoting young worker safety and health. Drew Corrigan and Mitch Keranen created the 45-second video "The Importance of Ear Protection." The PSA features the return of "Safety Man," who intervenes in time to stop a young worker from damaging his hearing. Sisters High School also won a matching amount of prize money.

"We just love making videos that make each other laugh," said Corrigan. "It was a surprise to win. The contest has really opened my eyes and ears to the hazards teen face in the workplace. It was a great learning experience."

Corrigan took second place in the 2011 contest when he debuted his character "Safety Man." His inspiration for this year's video began with concerns he had about his own hearing from noise exposure as a drummer.

The other winners are as follows:

Second place (\$400):

- Austin Coburn and Jonah Netland
Salem Academy, Salem
"The Safety Police"

Third place – tie (\$300):

- Donald Sage and Carly Hamer
Springfield High School, Springfield
"Better to be Safe Than Sorry"
- Michael Norris, Trent Bennett, Lauren Nollette, Nathan Reed, Mellanie Boeckel, Garrett Tolman, and Kori Cox
St. Helens High School, St. Helens
"Building Construction"



Finalists in the 2012 "Save a Friend. Work Safe" video contest.

The creators of the top videos were presented their awards during a special screening at the Northern Lights Theatre in Salem. The contest is designed to increase awareness about safety for young people, with the theme of "Save a Friend. Work Safe." Students were asked to create a video with a teen job safety and health message using the concept of "Speak Up!" as the main focus of the video. All of the winning videos, as well as the other finalists, are available for viewing at <http://www.youtube.com/user/OregonSafetyHealth>.

The **Oregon Young Employee Safety Coalition (O[yes])** organizes the contest. Oregon OSHA, SAIF Corporation, local chapters of the American Society of Safety Engineers, the Center for Research on Occupational and Environmental Toxicology (CROET), Liberty Northwest, Hoffman Construction, and the Greater Portland Construction Partnership sponsor the contest.



1st place



2nd place



3rd place (tie)



3rd place (tie)

Fallen workers honored at annual ceremony



Above: AFL-CIO Secretary Treasurer Barbara Byrd.

Below left: Oregon State Defense Force Pipe Band.

Below center: Oregon OSHA Administrator Michael Wood.

Below right: Families of fallen workers attended the ceremony outside the Labor and Industries Building in Salem.

The names of 42 workers and soldiers killed on the job were read as part of a Workers Memorial Day ceremony held in Salem on April 26.

With the Fallen Workers Memorial as a backdrop, Oregon OSHA Administrator Michael Wood told the crowd he hopes the list will be shorter next year.

"I know we can do better," he said. "Of all our past successes, our work is not done."

Oregon AFL-CIO Secretary Treasurer Barbara Byrd spoke to the families of lost workers: "We all share your grief."

On the list this year were a police officer, a logger, a truck driver, and a teen who died in an ATV accident while doing farm work. A family member of the young worker, who wanted to remain anonymous, said the ceremony was touching.

"I would have loved him more if I knew I was going to lose him," she said. "I was here to give weight to his name."

Wood also acknowledged that it's hard to make sense of the tragedy and lives cut too short.

"Behind the numbers, behind the names, there are real stories."

The annual Workers Memorial Day serves as a nationwide day of remembrance. It recognizes the thousands of U.S. workers who die 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.



Photos: Ron Conrad



Photo: Quentin Furrow, EWEB

The Eugene Water & Electric Board's line construction and operations crew invited all employees to take part in their demonstration.

Companies across Oregon participate in Safety Break 2012

More than 50 companies across Oregon held awards programs, trainings, and other employee events as part of the annual Safety Break for Oregon on Wednesday, May 9. Oregon OSHA coordinates the one-day event, designed to raise awareness and promote the value of safety and health in preventing on-the-job injuries and illnesses.

At the Eugene Water & Electric Board (EWEB), approximately 350 staff members came together for a barbecue, awards, and safety demonstrations.

"According to a survey we conducted following our Safety Break, 91 percent of the employees attending the event said they learned something new about safety,"

said Becky Long, Safety Break coordinator at EWEB.

As part of its event, the utility's water construction department demonstrated their skill and speed of tapping into a water line using only hand tools and muscle power. Another hands-on demonstration involved an EWEB line crew showing their hot stick skills.

EWEB, Life Technologies, and Coleman Seed and Hay each earned \$100 pizza luncheons for signing up online to take part in the event. The Oregon SHARP Alliance sponsored the contest.



Elias Cruz of Coleman Seed and Hay practices using a fire extinguisher on a pallet fire.



EWEB's water-tapping team performs a demonstration during Safety Break.

Photo: Quentin Furrow, EWEB



Mark Maguire, safety coordinator at EWEB, talks to staff during an awards event.

Photo: Quentin Furrow, EWEB



Congratulations to the new VPP companies:

- Linde North America, Inc., Medford
- Electronics Materials, White City



Congratulations to the new SHARP company:

- Ingram Distribution Management, Roseburg

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

Western Pulp & Paper Conference

November 27-30, 2012
Portland, Oregon

Application deadline
August 10, 2012

For info: www.oro sha.org/conferences

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SMULLIN CENTER • MEDFORD

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August 31, 2012

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Questions:

Contact the

Conference Section:

oregon.GOSH@state.or.us

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Oregon Governor's Occupational Safety & Health Conference

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

2013 GOSH Awards

For info:

www.oro sha.org/conferences

Q:

I have been looking for a reference that states how old a Material Safety Data Sheet (MSDS) can be before it is no longer considered “current.” I can’t find anything specific – just that we must maintain a “current MSDS” for all the chemicals we use. What does current mean?

A:

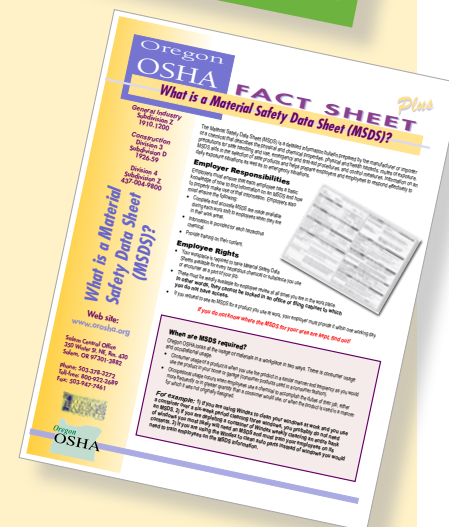
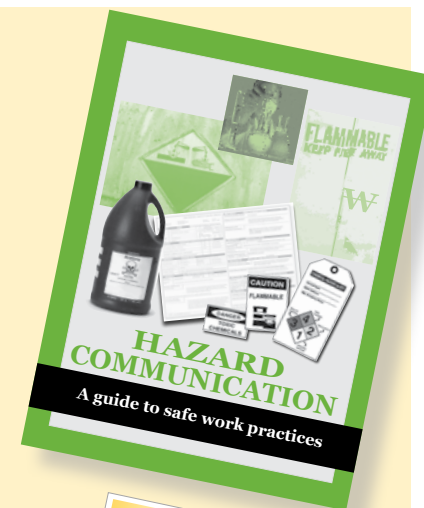
There is no particular time frame, in terms of age, for what makes an MSDS “current.” An MSDS is current if it provides information that reflects valid scientific evidence about the hazards of the material and ways to protect against the hazards.

It’s generally the responsibility of the manufacturer (or whomever is preparing the MSDS) to ensure that the information is valid. If you become aware of significant new information about a chemical, *check with the manufacturer or distributor and request that the new MSDS be sent to you.*

Did you know? Federal OSHA recently revised its hazard communication standard for general industry (1926.1200). In the revised standard, Material Safety Data Sheets are called **Safety Data Sheets (SDS)** and have a new format. Oregon OSHA will adopt the federal standard but Oregon employers will not be affected by the requirements until Dec. 1, 2013, when employees must be trained on the new label system and on the Safety Data Sheet (SDS) format.

Oregon OSHA’s rules covering hazard communication and use of Material Safety Data Sheets include:

- **General industry:** 1910.1200 Hazard Communication
- **Construction:** 1926.59 Hazard communication
- **Agriculture:** 437-004-9800 Hazard Communication



Oregon OSHA has several publications with information about MSDS and other hazard communication topics. These are available online at www.orsosha.org or call the Oregon OSHA Resource Center at 503-947-7456.

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



Company: Longview Fibre Paper and Packaging Inc. and public speaking

Safety manager: Matt Pomerinke

Number of trainings each year: Matt told his story to about 5,000 people during 100 presentations last year.

You lost part of your arm in a workplace accident when you were 21 years old. Can you explain what happened?

I was working at a sawmill. At the end of my swing shift, I started my nightly clean-up duties. I was pulling a stick out of an unguarded chain drive when the stick snapped. It threw me off balance for a slight second, but it was long enough. My shirtsleeve fluttered up into the nip where the chain and sprocket came together. The sprocket tore through my lower left arm, amputating it a few inches below my elbow.

Now you share your story with students and businesses across the region. What motivated you to help educate others?

I have always been a part of a safety committee at every job I have held. But thinking about my kids someday going into the work environment, it started me thinking more about training. In 2009, I was asked if I could speak for 10 minutes at the Western Pulp and Paper Workers Safety and Health Conference in Portland. At first, I declined, thinking who would want to listen to the story of an accident. Then, a great friend of mine, Clark Hislop, talked me into it. After my 10-minute story, Washington Labor and Industries contacted me to see if I would be interested in joining the Injured Young Worker speakers program.

I was apprehensive, as I do not see myself as a public speaker. Working with the State of Washington, we developed my speech from 10 minutes into a 45-minute talk on the

Continued on page 16

true effects an injury can have on you, your family, your friends, and your life. From there, I started going into high schools in Washington to share my story. As I have become more comfortable speaking in front of crowds, I started going into businesses, colleges, and conferences in Washington through the state's Injured Young Worker program. They also sponsored me to speak at the Oregon GOSH Conference youth day program.

My employer, Longview Fibre Paper and Packaging Inc., has also asked me to share my story. I have used that opportunity to speak at a paper mill in Oregon, along with our box plants located in Washington, Idaho, Utah, and California. I was also contacted by Nestle Waters of North America and spoke at their Indianapolis and Dallas, Texas, bottling plants.

Bottom left: After losing his lower left arm in an accident, Matt Pomerinke helps teach others about training in the workplace. **Top right:** Pomerinke talks about safety with employees at Pacific Fibre Products in Longview, Wash.



Photos: Stacey Thias

What are some of the lessons you try to convey?

The things I try to get across, especially to the high school kids, is to remember what you are working for so you can return home safely every day. I work because I have a family I love at home. Remembering that they are the reason I am there helps keep me focused on my job so I can return home to them in the same condition when my shift is done. The second thing I try to convey is to get all the training you can. Training isn't the most glamorous part of any job and, to be honest, it can be downright boring at times, but it is a crucial part to any job. It is easier to spend an hour at a training session than it is to wear a prosthetic the rest of your life. Trust me.

Finally, I try to open people's eyes to how an accident lasts forever. Accidents don't just happen and go away. They stay with you forever and they affect everyone around you.

Continued on page 18



Top left: Pomerinke's lower left arm was amputated by a sprocket on a machine.

Top center: Pomerinke gave 100 presentations last year.

Top right: Pomerinke stands in front of his workstation.

Bottom: Pomerinke says that business owners should open the lines of communication with young workers.

What kind of reactions do you get from young people who hear your story?

Walking into a school, the classes are usually talking and laughing at the beginning, but once I start talking, the teachers usually tell me you can hear a pin drop. I get many thank yous from both teachers and students, but the best to me is the questions. I always ask if anyone has any questions when I'm done. It only takes one person breaking the ice before everyone starts asking questions. Students ask everything you can think of. For instance, if I regret the decision to amputate my arm, how my family deals with it, if I have any phantom pains, what kind of settlement did I get, how much does my prosthetic cost, how does it work. You name it, I have been asked.

Kids are great and they really have no fear of asking you the hard questions that really matter. I think the best question I'm asked



is if I am happy with my life now even with all that I had to go through. Luckily, this is a pretty easy question for me to answer: Yes.

Do you have any advice for business owners who employ young workers?

The advice I can give to employers is to talk to their workers. I hear the same stories from many people that they were not really sure how to do something but didn't want to ask. Everyone wants to fit in on a job and prove they can be part of the team. Asking for help or to be shown how to do something can be lost on a lot of younger workers because of this. If employers take a few minutes to ask if they really understand a job before they get started, I think it takes away that fear. It will also open up the lines of communication. Not only will safety improve, but hand in hand with that, production usually does, too.



June 2012

6th Annual

Wednesday, June 13, 2012

Blue Mountain Occupational Safety & Health Conference

Pendleton Convention Center • Pendleton, Oregon

Strengthen your safety culture!
Attend this one-day event that offers help in the following areas:

- Emergency Preparedness
- Root Cause Analysis
- Confined Space Safety and Fall Protection
- Industrial and Office Ergonomics
- Workplace Violence Prevention
- Safety Leadership

Safety topics in Spanish!

- Hazardous Energy Control
- Occupational Health
- Machine Guarding

*Preparing for
World-Class
Safety*



Register Now!

Registration fee is \$50 per person (includes lunch)

www.regonline.com/blue_mountain12

This event is a joint effort of the Oregon SHARP Alliance, Oregon OSHA, and employers/employees from Northeast Oregon.

September 2012

Spotlight on
CHANGE
in Safety and Health



Featuring Jake French

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

**Topics offered
in the following
categories:**

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



September 19 & 20, 2012

Eagle Crest Resort • Redmond, Oregon

www.regonline.com/central_oregon12

Registration available in July 2012

Registration Fee: Two days – \$165

Price breaks for single days

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