Health and Safety
RESOURCE
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On the cover: *The team at Weyerhaeuser Company's Coos Bay Timberlands includes foresters, and operations and harvest managers. Safety is a top priority for the team.*

Photo: Ron Conrad

RESOURCE

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GOSH 2017 SAFETY & HEALTH

Workers' Comp Premiums Illustrate Continued Success

By Michael Wood

Oregon OSHA Administrator

Oregon OSHA
A Division of the Department of Consumer and Business Services

"In fact, injury prevention supports a strong economy. It supports it by keeping productive workers on the job. It supports it by keeping wages flowing. And it supports it by keeping the costs of injuries under control."

In September, the Department of Consumer and Business Services (DCBS) – of which Oregon OSHA is a part – announced an average decrease of 6.6 percent in the workers' compensation "pure premium" rates for 2017. Those rates, based on expected losses, provide the basis for the workers' compensation premiums charged to all employers in the state. The 2017 reduction in the average pure premiums comes on the heels of reductions of 5.3 percent the past two years and of 7.6 percent in 2014.

The DCBS announcement was headlined "Workers' compensation costs to drop for fourth straight year." But the true story goes back more than two-and-a-half decades. And it is a story that trumpets the success of Oregon's commitment to primary prevention – to avoiding the cost of workers' compensation claims in large measure by preventing the injuries and illnesses that generate those claims in the first place.

From 1991 through 2002, the rates declined every year, sometimes by very substantial amounts. They were flat from 2003 through 2006, and then they declined for five more years. So, for a 21-year period, Oregon employers saw no increase (and many decreases) in the rates. That string was broken in 2012 with a 1.9 percent increase, followed in 2013 with a 1.7 percent increase. Those two very modest increases came in the wake of the most significant economic dislocation in the country's history since the Great Depression. And, in 2014, the decrease of 7.6 percent not only erased the effect of those two increases, but took the rate down as much again. All of this before three more years of significant decreases in 2015, 2016, and 2017.

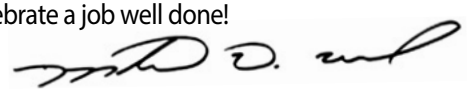
While the finances can be complicated – and, of course, the premiums paid by individual employers and in individual industries may vary – the bottom line is simple. These rates mean cost savings to Oregon employers, and they benefit the overall economy. And while several factors influence the rates, including effective efforts to control medical costs and to return injured workers to productive employment, the reality that the best way to reduce claims costs is by preventing claims in the first place is essential. And it has been critical to Oregon's success over the years.

The rates also come at a time when workers' compensation benefits around the country are under pressure – the United States Department of Labor has stepped up its own criticism of what it sees as a growing national trend to squeeze benefits in order to keep workers' compensation premiums under control. But, in Oregon, we have largely resisted those pressures – as the department's materials note, there have been no meaningful reductions in Oregon worker benefits since the early 1990s.

Fundamentally, there is no conflict between a strong economy and taking steps to protect workers from injury, illness, and death. In fact, injury prevention supports a strong economy. It supports it by keeping productive workers on the job. It supports it by keeping wages flowing. And it supports it by keeping the costs of injuries under control.

The credit for Oregon's success can and should be shared by a lot of people in the broader safety and workers' compensation systems. But a real share of that credit belongs to those in Oregon OSHA and elsewhere who work to make workplace health and safety a reality – those who strive to make workplaces safer, to eliminate hazards, and to address ongoing risks. Never forget that your work has a real impact on real people.

And one place that we can see that impact is in the continued success in pushing Oregon workers' compensation premiums down. For both the staff within Oregon OSHA and for all of you who work to make Oregon's workplaces as safe and healthy as possible, the workers' compensation announcement offers a simple opportunity to take just a moment and celebrate a job well done!



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Oregon OSHA PUBLIC EDUCATION

Education: *Upcoming October-November workshops —*

Accident Investigation	Milwaukie	11/8/2016	8 a.m.
	Wilsonville	10/6/2016	8 am.
Excavation Safety	Milwaukie	11/8/2016	1 p.m.
	Wilsonville	10/6/2016	1 p.m.
Fall Protection	Eugene	11/17/2016	8 a.m.
Forklift Safety	Eugene	11/17/2016	1 p.m.
Hazard Communication – Alligned with GHS	Pendleton	11/16/2016	1 p.m.
Job Hazard Analysis	Salem	10/18/2016	1 p.m.
Lockout/Tagout and Machine Safeguarding	Salem	10/18/2016	8 a.m.
Worker Protection Standard	Pendleton	11/16/2016	8 a.m.

For more information: osha.oregon.gov/edu/Pages/index.aspx
To access the public education schedule for August-September 2016:
osha.oregon.gov/edu/Pages/workshops.aspx

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26th Annual

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October 11–13, 2016

Ashland Hills Hotel • Ashland

Professional Development and Keynote Speaker

David Rabiner, CSP
Rabiner Resources

October 11
Professional Development Workshop

Leadership Evolution 2016: Moving from Compliance to Employee Commitment

October 12
Keynote

Influence Without Authority: The Key to Safety Leadership

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Exhibits•Awards•Workshops

Questions? or to receive registration materials, contact the Conference Section, 503-947-7411 or toll-free in Oregon at 888-292-5247, option 1

Did you know?

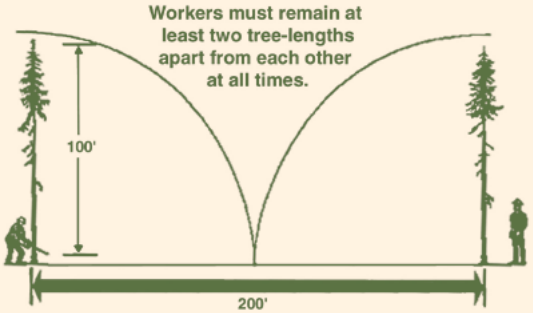
There are no places on a logging operation that are absolutely safe. There are places "in the clear" where work takes place and where workers have the best chance of avoiding injury if the unexpected happens.

In the rush to start logging in a new unit, it is easy to forget to schedule a pre-work meeting with everyone on the logging crew. The importance of communication is too often underestimated. Don't start work without a pre-work safety meeting.

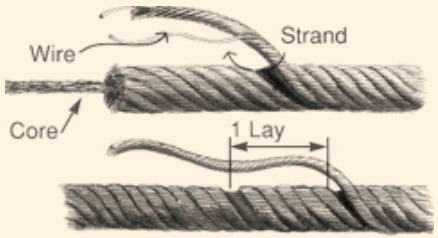
Tree stability is determined by its location and the presence of defects, insects, disease, work activities, and weather conditions. If a tree is unstable, it may fail either partially or totally. If a tree fails, it is a danger to anyone who may be struck by it.

datapoints:

- Personnel must not approach within two tree lengths of a tree being felled without receiving a signal from the person falling the tree that it is safe to approach.



- An escape route must be determined and arranged before a tree is fallen so the workers falling the tree can move at least 25 feet away from and to the side of the base of the tree.
- Life-support ropes that are in service must be easily identifiable and have a minimum breaking strength of 5,400 pounds.



- When a cutting tool is used in a tree, the climbing rope must be a high-quality steel safety chain of 3/16-inch size or larger or a wire core rope.

Quotable:

"From the early days of European migration to America, in the 17th century, the prototype of buildings was based on English precedent, even if mostly translated into the locally available material in abundance: timber."
– Harry Seidler, Austrian-born Australian architect.

The hazards of logging

No work site is safe

By Aaron Corvin

The tree-studded hills of southwestern Oregon's Coos and Douglas counties aren't just panoramic places to absorb with all your senses.

For loggers, they're dangerous workplaces: wrong places at the wrong time, falling logs, swinging logs, holes to twist ankles, unforgiving machines, blazing heat, biting cold. The list goes on.

But the hazards of logging hardly have the upper hand in these forested hills known as Coos Bay Timberlands, a craggy, gorgeous, and sprawling commercial tree farm owned and operated by Weyerhaeuser Company.

On the contrary, this workplace thrums with safety.

A mechanized processor handles a log at Weyerhaeuser Company's Coos Bay Timberlands.

Photo: Ron Conrad

The team at Weyerhaeuser Company's Coos Bay Timberlands includes foresters, and operations and harvest managers. Safety is a top priority for the team. **Top right:** Brian Mumby (left) and Lucas Green (right) are foresters. **Center:** Bob Wallis (left) and Bruce Davis (right) are the team leader/operations manager and harvest manager, respectively. One recent morning, they spoke with Larry Fipps, an occupational safety consultant for Oregon OSHA. **Bottom right:** Steve Bishop is harvest manager for the company.

Pre-work safety meetings occur regularly. Supervisors walk the grounds, keeping an eye on workers and minding procedures. Workers – clad in protective gear – stand in the clear as logs are hauled away. A synchronized system of horn blasts enables crews to communicate and coordinate for the sake of protection from harm. The mechanized yarders, processors, and loaders that pull, strip, saw, and stack logs are secure and precise in their movements.

> "Think safety first, that's your goal."
>
> — Brian Arriola, owner of LBA Contract Cutting

Brian Arriola, owner of LBA Contract Cutting – one of Weyerhaeuser's independent contractors – summed up the overriding philosophy in these woods: "Think safety first, that's your goal."

Logging has consistently been one of the most hazardous industries in the United States. In Oregon, there were nine logging deaths by the end of August. Although four of those cases did not fall under Oregon OSHA's jurisdiction, the five remaining deaths equal the number of loggers who died last year.

> **"The company has done wonders as far as embracing safety."**
> **— Bruce Davis, Weyerhaeuser veteran logger**
> **Coos Bay Timberland**

But as Weyerhaeuser's Coos Bay Timberlands demonstrates, hazards and injuries and deaths don't have to rule the day. Using best practices and vigilance, a logging company can consistently send its workers home safe to their families.

Embracing safety

Weyerhaeuser has built a culture of safety at the Timberlands site over many years, with buy-in from managers, employees, and independent contractors such as LBA Contract Cutting and Tony Holman Logging.

And while it has embraced safety with its own heightened awareness and hard work, the company also has sought help from Oregon OSHA's consultation services.

"We've helped them fine-tune things," said Larry Fipps, an occupational safety consultant in Oregon OSHA's Eugene field office and a veteran of the logging industry. "They were doing most of the right things to begin with."

Needless to say, the company's focus on safety is good for productivity, reputation, and keeping the clamps on workers' compensation claims.

Primarily, though, it's about valuing people's lives. Talk to veteran loggers Bob Wallis and Bruce Davis – team leader/operations manager and harvest manager for Timberlands, respectively – and you quickly understand this.

"The company has done wonders as far as embracing safety," Davis said.

The Coos Bay Timberlands operation includes mechanized yarders, processors, and loaders that pull, strip, saw, and stack logs.

Photos: Ron Conrad

“It’s way beyond unusual for logging to be VPP.” — Larry Fipps, Occupational Safety Consultant, Oregon OSHA, Eugene

Logging has consistently been one of the most hazardous jobs in the U.S. However, hazards don’t have the upper hand at Coos Bay Timberlands. It has built a culture of safety over many years, with buy-in from managers, employees, and independent contractors.

Photos: Ron Conrad

‘If I care, they care’

The company shows no signs of letting up.

In June 2015, for example, Coos Bay Timberlands achieved another milestone: It was re-certified as a Star site in Oregon OSHA’s Voluntary Protection Program (VPP). VPP is built on the idea that enforcement of safety regulations alone can never fully achieve the objectives of the Occupational Safety and Health Act. To even be considered for VPP recognition, a company’s safety and health management system must excel in all areas, including management leadership, employee involvement, worksite analysis, hazard prevention and control, and safety and health training.

Ultimately, VPP companies provide ongoing, systematic protection of workers. As Fipps put it, “It’s way beyond unusual for logging to be VPP.”

An evaluation of Coos Bay Timberlands’ participation in VPP, conducted by Oregon OSHA, showed the company’s Total Case Incidence, and Days Away from Work and Restricted Activity or Job Transfer rates were both 100 percent below national averages.

Photos: Ron Conrad

Above: Brian Arriola, owner of LBA Contract Cutting - a contractor for Coos Bay Timberlands - said safety comes first. "I want to see everybody go home at night," he said. **Upper right**: Wallis, team leader/operations manager for Weyerhaeuser, talks to Tony Holman of Tony Holman Logging.

The evaluation also outlined numerous examples of the company's dedication to safety, including:

- Ensuring contractors perform monthly safety and health inspections
- Ensuring contractors attend quarterly safety meetings and conduct weekly "in the clear" inspections
- Blocking roads and posting signs during aerial pesticide applications to reduce the likelihood of entry into spray areas
- Ensuring cutters carry communication devices
- Training employees annually in everything from lockout/tagout procedures, first aid, CPR, bloodborne pathogens, and hearing conservation

The dedication was on display on a recent sun-dappled morning, high in the hills of Coos Bay Timberlands. Arriola watched his crew get things done.

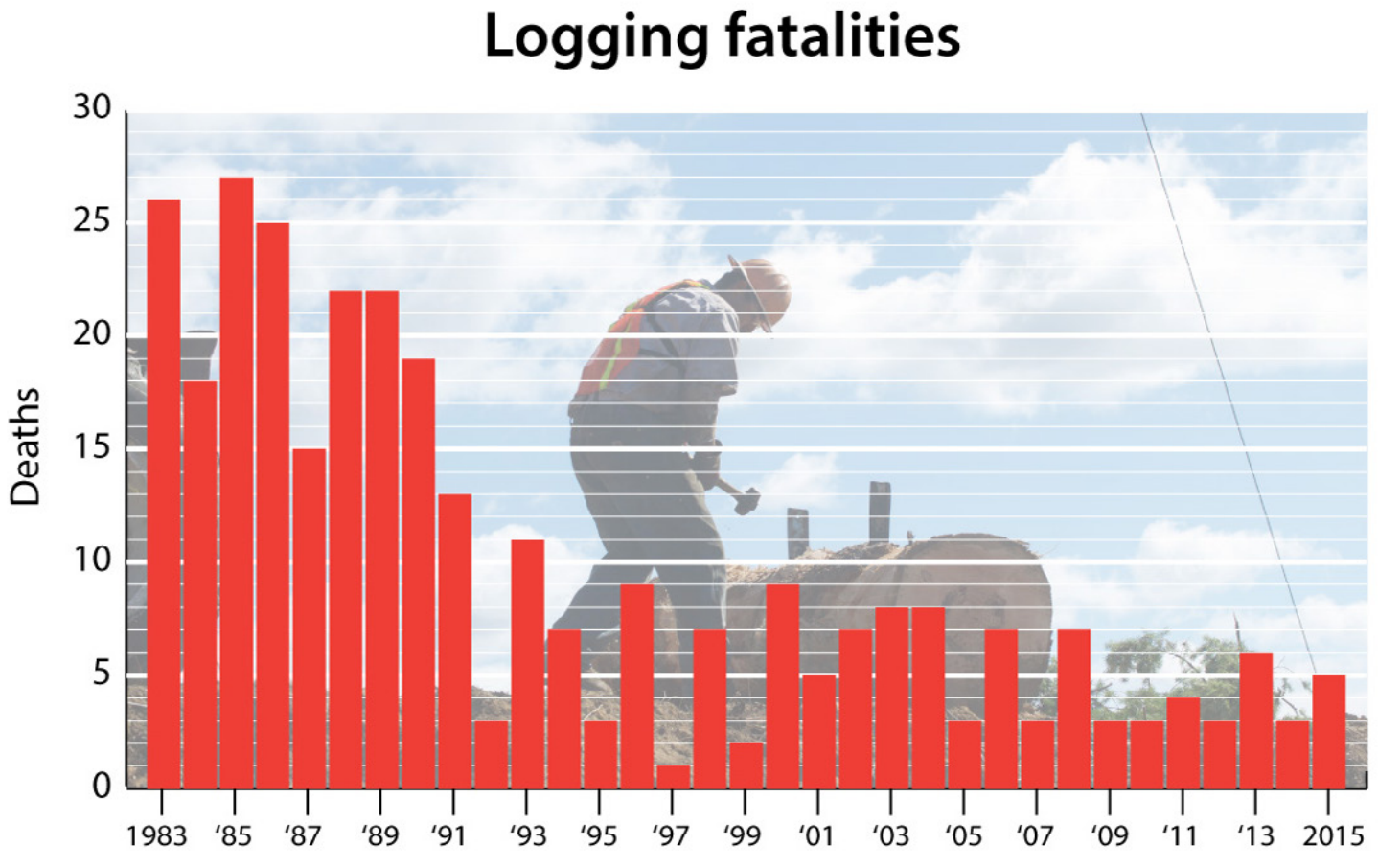
"If I care, they care," he said of how safety gets done on a daily basis. "I want to see everybody go home at night."

Staying safe in the woods: 10 rules to remember

By Ellis Brasch

If you have been following the logging news, you might be aware of the relatively high number of workers who have died in the woods this year – there were nine fatalities by the end of August. Although four of those cases did not come under Oregon OSHA's jurisdiction – the workers were independent contractors, had no employees, and elected not to take workers' compensation insurance – the five remaining fatalities equal the number of loggers who died last year. But the long-term trend suggests that logging fatalities will remain relatively low, especially compared to the number of loggers who died in the 1980s (see chart).

What has not changed since the 1980s, however, is how loggers die: most are struck by trees, logs, limbs, or equipment. Although advances in technology and modern logging equipment have made logging safer, the injury source remains tied to the nature of the work: cutting and moving timber. And as long as loggers are needed to accomplish those tasks, safe work practices are essential to reducing the number of struck-by incidents.



These 10 Oregon OSHA rules are among those most frequently cited since 2013. They also have the highest average penalties per violation. Keep them in mind. Following them will keep your logging operation safer – and save you money, too.

1 Cable yarding work practices (437-007-0925) Average penalty: $1,833

Key point:

Employees must be in the clear of trees, logs, root wads, chunks, rolling material, all lines, and rigging before any lines are moved; "in the clear" means "a position within the work area where the probability of hazardous contact with vehicles, machines, falling trees, moving logs, rootwads, chunks, material, rigging, and equipment is minimized by distance from the hazards or use of physical barriers, such as stumps, trees, terrain, or other objects providing protection."

2 Anchoring (437-007-0665) Average penalty: $538

Key points:

When a standing tree is used as an anchor:

- A potential failure zone must be established that identifies the area into which the tree, or parts of the tree, could fall, slide, or roll, as well as all trees, logs, lines, and material in the affected area.
- A competent person must decide what a suitable anchor is and inspect it regularly.
- The line or strap must be attached to the base of the tree.
- The tree must be tied back if it is within reach of any worker, the landing area, or haul road.
- Affected personnel must be notified of the standing tree anchor and the potential failure zone.

3 Safety and health program (437-007-0100) Average penalty: $526

Key point:

Every employer must have a written safety and health program that establishes management commitment, supervisory responsibilities, accident investigation, employee involvement, hazard identification, training, and an annual evaluation of the program.

4 Flagging (437-007-0510) Average penalty: $417

Key points:

Warning signs and a flagger must be positioned in advance of active operations (or other equivalent protection must be used) on roads to control traffic where hazardous conditions are created from forest activities, such as:

- Skylines and running lines or rigging across road grades (excluding tightened guylines).
- The movement of logs, chunks, or debris across or suspended over road grades.
- Timber cutting operations.
- Helicopter logging operations.
- Flaggers must wear a high-visibility vest and use an 18-inch by 18-inch stop-slow paddle to control traffic.

5 Reporting fatalities and hospitalizations to Oregon OSHA (437-001-0700) Average penalty: $400

Key point:

Report the death of an employee or a catastrophe to Oregon OSHA within eight hours of the time the event happened. A catastrophe is an event in which two or more employees are killed, or three or more employees are admitted to a hospital or other medical facility.

6 Head protection (437-007-0305) Average penalty: $243

Key point:

Where head injuries are possible from falling or flying objects, provide and require the use of hard hats that comply with ANSI Z89 requirements for head protection. Employees working in or under a vehicle cab or canopy do not have to wear a hard hat while in, or under, the vehicle.

7 General machine requirements (437-007-0710) Average penalty: $172

Key points:

- Machine decks, drums, and other surfaces where employees walk or stand must be constructed of or covered with a nonslip material suitable for the footwear they wear.
- All exposed moving parts, such as shafts, pulleys, belts, conveyers, and gears on machinery and equipment must be guarded in accordance with Oregon OSHA's Division 2, Subdivision O, machinery and machine guarding requirements.

8 Signaling and communications (437-007-0940) Average penalty: $148

Key points:

- Standard yarding system whistle signals must be used at cable logging operations.
- All radio-controlled carriages and motorized skycars must have a warning horn that is sounded when any carriage function is activated.
- An audible signal must always be sounded before any line is moved.

9 Leg protection (437-007-0325) Average penalty: $147

Key point:

Employees who operate chain saws must wear flexible ballistic nylon pads, chaps, or other equivalent protection in a manner that protects their legs from the top of the thigh to the top of the boot. This does not apply to employees who work aloft in trees and are supported by climbing spurs and climbing belts.

10 Personal protective equipment and programs, general requirements (437-007-0300) Average penalty: $105

Key point:

When employers are required to provide personal protective equipment to their employees, it must be at no cost; covered PPE includes:

- Head protection
- Eye and face protection
- Hand protection
- Leg protection
- Hearing protection
- Personal floatation devices
- Respiratory protection

Employers are not required to pay for logging boots.

Photos: Ron Conrad

Short takes

A renewed focus on ladder safety

By Aaron Corvin

Ladders are essential tools, easy to obtain and simple to use.

Yet their safe use is no foregone conclusion.

In the U.S., more than 500,000 people per year are treated – and about 300 people die – from ladder-related injuries, according to the National Institute for Occupational Safety and Health.

What's more, ladder use was the No. 8 most cited Oregon OSHA standard in 2015, with 167 total violations and initial penalties totaling $98,135. The standard covers multiple requirements, including that side rails must extend at least three feet above an upper landing surface; that ladders must be maintained free of slipping hazards; and that they must be periodically inspected for visible defects.

Eliot Lapidus, safety and health manager for the Oregon Columbia Chapter of the Associated General Contractors.

The injuries and violations trouble Eliot Lapidus, safety and health manager for the Oregon Columbia Chapter of the Associated General Contractors. So much so, he and the AGC are making a renewed push to boost ladder safety, primarily in the construction industry. They are doing so by shifting away from a piecemeal approach, such as spot safety checks, and by embracing a comprehensive approach that emphasizes pre-job safety training, ladder inspections, and choosing the right ladder for the job.

"People tend to forget about ladders," Lapidus said. "They just grab them and use them."

What needs to change is a company's culture, he added, where supervisors and workers are thinking about safety before they grab that ladder. "The focus of everything I'm trying to do is draw attention to hazards associated with ladders and encourage growth of the safety culture," he said, "so we can improve that in the industry."

For more information about AGC's safety services, including obtaining the organization's ***"Step Up on Ladder Safety"*** hard hat decals, go to: https://www.agc-oregon.org/safety/resource-center/.

Learn more about how to use ladders safely by visiting Oregon OSHA's website: http://osha.oregon.gov/Pages/topics/ladders.aspx.

Oregon OSHA presents Workers' Memorial Scholarships

Workplace deaths and life-changing injuries send shockwaves through families, including throwing into doubt their capacity to finance higher education. That is why the State of Oregon provides the **Workers' Memorial Scholarship program**, which helps surviving family members achieve their educational goals.

This year, five students received Workers' Memorial Scholarship awards. They were recognized by Oregon OSHA during a recent public ceremony held at the Labor and Industries Building in Salem. The recipients are:

Nicole Beck, Gold Hill

Beck graduated in 2015 from Crater Academy of Health and Public Services. She is studying nursing at Rogue Community College.

Beck lost her father to a logging accident. She received a $1,250 award.

Laura Dewey, Hermiston

Dewey is a 2016 graduate of Hermiston High School. She plans to study agriculture and marketing at Blue Mountain Community College, with a goal of becoming an animal scientist.

Dewey's father died as the result of a fire inside a tanker truck. She received a $1,250 award.

Laura Dittman, Newberg

With her GED completed, Dittman is attending Portland Community College. She is studying health care and hopes to work in aging services and gerontology. She received a $500 award.

Dittman's father died of a heart attack while doing his job as an insurance claims adjuster.

Daisy Maldonado Dominguez, Wilsonville

Maldonado Dominguez is a 2014 graduate of Wilsonville High School. She plans to study English and psychology at Oregon State University. She aspires to be a lawyer.

Maldonado Dominguez's father lost both arms in an agricultural machinery accident. She received a $1,250 award.

Adelaine Prinz, West Linn

A 2015 graduate of St. Mary's Academy, Prinz is studying graphic design at Boise State University. She hopes to become a graphic designer.

Prinz's father died in an airplane crash while doing his job as a corporate controller. She received a $1,250 award.

Michael Wood, Administrator of Oregon OSHA congratulates Nicole Beck from Gold Hill.

"These young people have faced the loss of loved ones and the challenges that brings," said Oregon OSHA Administrator Michael Wood. "While we can do little to address their loss, these awards do offer us an opportunity to support them as they pursue their future goals."

Award recommendations are made by Oregon OSHA's Safe Employment Education and Training Advisory Committee, an advisory group with members from business, organized labor, and government. Oregon OSHA presents the awards annually to help in the postsecondary education of spouses or children of permanently and totally disabled or fatally injured workers.

The 1991 Legislature established the Workers' Memorial Scholarship at the request of the Oregon AFL-CIO, with support from Associated Oregon Industries.

Total Worker Health concepts funded by NIOSH

By Layla Mansfield

The **Oregon Healthy Workforce Center** is offering a new online toolkit designed to help employers and workers reduce job stress, burnout, and physical and mental health problems.

The **Safety and Improvement Program (SHIP) Toolkit** is one of several online training programs developed by the center as part of a larger effort to implement the **Total Worker Health** approach to improving worker safety, health, and well-being. Spearheaded by the National Institute for Occupational Safety and Health (NIOSH), Total Worker Health blends occupational safety and health protection with health promotion to prevent illness and injury among workers.

To research and advance Total Worker Health concepts, NIOSH has funded six **Centers of Excellence**, including the Oregon Healthy Workforce Center (OHWC).

For its part, the SHIP Toolkit is an empirical-based training program that promotes employee health, safety, and work-life balance by increasing supervisor support and team effectiveness. It is part of the **Toolkit Kiosk**, created by the OHWC to provide resources for organizations looking to implement Total Worker Health.

The stakes are high. Research shows that employees who experience conflict between their work and personal life may also experience increased work stress and burnout, physical and mental health problems, and intentions to quit. In the U.S., nearly 3 million nonfatal workplace injuries and illnesses occur annually, costing organizations more than $1 billion per week in direct workers' compensation costs alone.

Designed to address these problems, the SHIP Toolkit has demonstrated improvements in employee blood pressure, work-life balance, and overall team effectiveness. After being validated in the construction industry, the SHIP Toolkit has been adapted for use in a variety of industries. It is designed to allow organizations to download and use the training without external support.

Layla Mansfield is project coordinator/research assistant at the Oregon Healthy Workforce Center and Portland State University.

Oregon OSHA revises guidelines for tethered logging systems

Picture a 68,000-pound log-harvesting machine moving down a 55-degree slope, tethered by a cable and a winch to a stump or a repurposed bulldozer at the top of the slope. The hitch point on the harvester – typically a machine called a feller buncher – has a tension monitor that links to a digital display in the cab so that the operator is always aware of the tension on the cable. A traction system ensures that the track speed of the feller buncher matches winch speed of the cable. That's essentially the way tethered, or winch-assisted, logging works.

The practice of tethered logging began in Europe and has spread to New Zealand, Chile, and the Pacific Northwest, where logging sites with slopes in excess of 50 degrees are common.

In theory, tethered logging systems are safer and more productive than hand falling. That's because one person, inside the harvesting machine's protective cab, controls the cutting and bunching operation, sparing cutters, buckers, and fallers from being struck by timber – the logging hazard most frequently linked to injuries and fatalities. However, tethered logging systems are relatively new. Regulators and manufacturers are still determining the best practices for keeping operators safe and ensuring the equipment is properly designed for work on steep terrain.

Under Oregon OSHA's **current logging rules**, crawler tractors, tracked feller bunchers, tracked excavators, and loaders are not permitted to operate on slopes greater than 40 percent *unless* the manufacturer allows the practice. A similar requirement applies to other forestry equipment designed to operate on steep slopes – the equipment must not operate on slopes greater than 50 percent *unless* the manufacturer allows the practice. Rubber-tire skidders are limited to slopes of 30 percent *unless* the manufacturer allows the practice on steeper slopes. In all cases, the allowance only pertains to the stability of the machine, not the engine or hydraulic system function.

Oregon OSHA's Forest Activities Advisory Committee recently **revised the agency's guidelines for using tethered logging systems**. Under the committee's revised guidelines, Oregon employers who are considering using a tethered logging system with harvesting equipment must ensure that the tethered equipment has been certified by the manufacturers to be operated on slopes greater than 40 percent – or greater than 50 percent if the machine was designed for steep slopes.

If the equipment is not certified, employers **must apply for and be granted a research variance** before using the equipment for tethered logging on slopes more than 40 percent or 50 percent.

Oregon OSHA anticipates beginning rulemaking for tethered logging in 2018.

Safety Notes

Accident Report

Incident: Cut by glass

Industry: Glass product manufacturing

Victim: Glass handler

A glass handler was cut when a large sheet of glass broke as he was lifting it from a storage rack.

The glass handler was in the middle of his second week of work on the night shift at a company that makes residential glass for windows and doors; he was working with another glass handler, who had been assigned to train him.

The two workers were removing a 70- by 103-inch, 1/4-inch thick, sheet of noncoated glass from the "harp storage rack" – so named because it looked like a harp – next to the loading end of a glass-tempering furnace.

The injured worker was moving backward and pulling the glass from the rack with his right hand under the glass and his left hand above his head steadying it. As the glass neared the end of the harp rack, his partner put his left hand under the bottom edge and held the top edge above his head with his right hand.

(The glass could have been stored in safer "A-dollies" – they were shaped like the letter "A" – instead of the harp rack. The A-dollies made handling the glass easier and workers were not exposed to large pieces if the glass did break. At the time of the incident, however, the A-dollies were used to store large panes of coated glass.)

It was unclear how the glass broke as the two workers pulled it from the harp rack. The injured worker said the glass broke because his partner dropped it in the harp rack; his co-worker said the glass broke as they were removing it from the harp rack.

Illustration: Patricia Young

The injured worker was still holding the glass, however, and as it broke, a large piece above his head struck his left forearm as he tried to deflect it. The glass broke again on his forearm and pieces struck his head as he turned to the right. Other pieces of glass cut him from his ear to his neck. He tried to stop the bleeding with his gloved hands while his partner called the supervisor on the two-way radio and told him what happened.

The two workers rushed to the office, where they met the supervisor, who took them to the first aid room; the plant manager and safety manager attended to the worker's injuries and called 911. He was released from the hospital the next day.

Findings

The workers should have used the A-dollies because they were safer for handling large panes of glass. The harp rack required workers to do more heavy lifting and caused more awkward lifting postures, which increased the risk of serious injuries.

After the incident, plant managers decided to start storing all large noncoated glass in the A-dollies, making glass handling safer. In the longer run, the company planned to use a conveyer to connect the glass-cutting department to the loading end of the glass-tempering furnace. The conveyer would eliminate the need for workers to handle the glass at the loading end of the tempering furnace.

Violation

437-001-0760(1)(b)(C), ***Employer's responsibilities***: To use all means and methods to safely accomplish work where employees are exposed to a hazard. (Employees did not use A-dollies when they were handling large noncoated glass at the loading end of the glass-tempering furnace.) ■

Storing and removing glass in the harp rack required workers to do more heavy lifting and caused more awkward lifting postures, which increased the risk of serious injuries.

The A-dolly was safer for storing and removing large panes of glass.

Ask Technical

Who records a temporary employee's injury?

Q: ***When a temporary employee is working for a host employer and is injured on the job, who records the injury on the OSHA 300 log – the temporary employment agency or the host employer?***

A: Typically, the temporary agency administers the temporary employee's workers' compensation coverage. If the host employer is directing and controlling the temporary employee's work, the host employer must record the injury on the host's OSHA 300 log for that facility, just as if the temporary employee was a permanent employee. The host employer and the temporary employment agency are both responsible for investigating the incident, however.

The temporary agency would record a temporary employee's injury only if it occurred at the temporary agency's site. ■

Going the Distance

Company: BSI EHS Services and Solutions, a strategic, management, and technical consultant.

Environmental, Health, and Safety (EHS) Principal Consultant: Bill Kness, PE, CSP

Workforce: 325 employees for BSI EHS Services and Solutions (USA); 33 employees work out of BSI's Pacific Northwest region

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

I have a civil and environmental engineering degree from the University of Wisconsin, Madison. My first job out of college was as a land surveyor in remote Alaska. At the time, in the late '80s, I don't recall thinking that careers in workplace safety even existed. I received some training in chainsaw safety, first aid for remote workers, and working around helicopters. This training – along with my first-hand exposure to a few serious injuries to co-workers (including a serious bear-mauling incident) and my experiences with many near hits and work-related hazards – planted a seed that lay dormant for several years.

In the '90s, while working as an environmental engineer in a corporate EHS group, my boss asked for a few volunteers to learn about occupational safety. I jumped at the opportunity. The EHS group was looking to improve their assistance to management and employees at facilities located all over the U.S. That was a turning point in my career.

Photo: Ron Conrad

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

One of the fun parts of being a consultant is that we get to work on a variety of projects and therefore don't have a lot of "typical days." As a principal consultant, I spend part of my time networking and learning about companies' EHS needs and the other part of my time directly helping clients with a variety of topics related to the "E" and the "HS" in Environmental and Health and Safety. On the environmental compliance side of EHS, one day I might be in the office calculating air emissions or stormwater run-off volumes. On another day, I might be inspecting or auditing a facility's compliance with hazardous waste handling or industrial wastewater permitting.

Over the years, the amount of time I spend sitting at a desk versus conducting field work or traveling to and from job sites has varied greatly. Currently, I spend about 70 percent of my time in the office working on client projects or on business development tasks. Finally, I spend some time with management responsibilities, mentoring colleagues, and volunteering with safety-related organizations.

Bill Kness, environmental, health, and safety principal consultant for BSI EHS Services and Solutions, recently conducted hazardous waste operations and emergency response training at Leupold & Stevens, Inc., which makes precision optical instruments and other products.

> "As a principal consultant, I spend part of my time networking and learning about companies' EHS needs and the other part of my time directly helping clients with a variety of topics related to the "E" and the "HS" in environmental and health and safety."
>
> — Bill Kness, PE, CSP

Photos: Ron Conrad

How do you measure success?

As a consultant, an important measure of success is always client satisfaction with the services being provided. Other measures of success include finishing projects on time and on or under budget. But more importantly, I measure success by witnessing improved outcomes for clients with their safety programs and by seeing reductions in risk to employees and property. Although it is rewarding to see the frequency of injuries drop at companies I work with (trailing indicators), I get a lot of satisfaction from helping companies implement successful proactive safety programs (leading indicators). For example, it is a success when you can assist a client with enacting a safety awareness program that is supported at all levels of management, including first-line supervisors and engaged employees.

Over the years, Kness has helped employers tackle a variety of workplace health and safety issues. He's also helped employers boost their environmental stewardship, including assisting manufacturers in reducing the amount of hazardous waste they produce.

> *"... I measure success by witnessing improved outcomes for clients with their safety programs and by seeing reductions in risk to employees and property."*
>
> — Bill Kness

For many years, I've been helping clients address health and safety issues. I also enjoy seeing companies improve their environmental stewardship. For example, I've been able to assist manufacturers significantly reduce the amount of hazardous waste they generate by assisting them with determining product substitutions or by engineering changes to processes.

But measuring success isn't just about my career. I would be remiss if I didn't mention that I gauge success in life by the amount of trust and respect that I show my family and friends.

Photos: Ron Conrad

> Oregon and southwest Washington are fortunate to be the home of some excellent examples of CEOs who understand the significance of treating safety as an integral part of everything they do."
>
> – Bill Kness

Photos: Ron Conrad

In the past, Kness has helped Leupold & Stevens with stormwater permit compliance, waste reduction, and machine guarding. More recently, he conducted hazardous waste operations and emergency response training at the company. The company's operations include recycling of aluminum "pucks."

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

I believe *the* single most important factor in making a difference for employee safety is to seek and enable management support. Of course, it is important for safety and health professionals to be technically savvy and to continuously learn about the occupational safety topics that are expected for our jobs. But if you are hoping to really make a difference with your company to reduce injuries and make it a better, safer place to work, you must have top management support. The companies that have the best chance at building successful workplace safety programs are those that have leaders who want to create a safe work environment and who back up that goal with resources, such as hiring a safety professional for technical support, training, and by engaging employees and supervisors. I recommend that safety and health professionals look at case studies of companies with CEOs who "get safety" to help position themselves to make the biggest impact on improving safety. Oregon and southwest Washington are fortunate to be the home of some excellent examples of CEOs who understand the significance of treating safety as an integral part of everything they do.

Finally, I hope that I have made a difference in our region by getting involved with leadership in my local chapter of the American Society of Safety Engineers (ASSE). Each year that I've volunteered with ASSE, I know that I've ended up receiving more from the experiences than I've given up in time and effort. ■

Know someone who goes the distance each day at your workplace? Honor them at GOSH!

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Award questions: ***Karen Blythe, 503-618-8871***

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