Health and Safety

RESOURCE

Oregon OSHA • February–March 2018

Volume 57 – online

Administrator's Message

Don't miss...

Did you know?

Features

Short Takes

Safety Notes

Going the Distance

Resource

Oregon Health and Safety Resource is published every other month by the Oregon Occupational Safety and Health Division of the Department of Consumer and Business Services.

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*If you have questions about the information in Resource, please call **503-378-3272**.*

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Oregon OSHA

Oregon OSHA Administrator

In workplace health and safety, sure and steady wins the race

by Michael Wood

Few of us are attracted by the notion of being the tortoise. But the classic fable of the tortoise and the hare offers an important reminder to all of us who work to make Oregon a safer place to work. While the occasional flashy initiatives or events have their place, it is the day-to-day work of finding and fixing hazards, of developing job hazard analyses, and of plugging away at workplace culture that will truly make the difference in the lives of those we seek to protect.

Each year, those of us in public service have the opportunity to acknowledge our co-workers who have reached certain benchmarks. Here at Oregon OSHA, we recognize employees each year who have worked for the state for five, 10, 15, 20, and sometimes even 30 years or more. And we always take a few moments to remind ourselves that it is that day-to-day work that really matters. Whether the work they do is on-site consultation, outreach, providing technical guidance, answering telephones, enforcing workplace health and safety rules, or any of the other wide-ranging tasks that are part of the reason for our success as an organization, it is the day-to-day work that makes a difference. And that is true throughout the broader workplace health and safety community.

It is rare that we truly get to see the positive impact of the work we do every day. We do not know exactly which injuries we prevented today. But we know they are there. We do not know exactly which employees did not begin the march toward a serious occupational illness this week because of our efforts. But we know that they are there. And we do not know which workers avoided death in the workplace during the past month because of a visit we made a year ago. But we know that someone did. We keep plugging away, steadily tackling the risks that we know can cause serious injury, illness, and death, because the work is important. It generally isn't glamorous, it's sometimes not even much fun. But it's important.

That's what keeps those of us at Oregon OSHA coming to work day in and day out. And we know that's what keeps many of the rest of you coming to work day in and day out as well. And that's where we all know that we make the greatest difference.

Because sure and steady truly does win races. At least the ones that matter.

Oregon OSHA

Don't miss...

Education:
February–March workshops

Feb. 15, 2018 • Bend
8 a.m. Fall Protection
1 p.m. Hazard Identification and Control

March 13, 2018 • Medford
8 a.m. Safety and the Supervisor
1 p.m. Hazard Identification and Control

March 29, 2018 • Wilsonville
8 a.m. Fall Protection
1 p.m. Job Hazard Analysis

For more information:
osha.oregon.gov/edu

For the most recent public education schedule updates:
osha.oregon.gov/edu/Pages/workshops.aspx

March 5 & 6, 2018
Hilton Eugene • Eugene, Oregon

18th Biennial

CASCADE
Occupational Safety & Health Conference

Join us at the Hilton Eugene, for the 18th biennial conference, which will cover a wide variety of topics from "Emergency Preparedness" to "Marijuana and the Workplace."

Mythical Metrics: Why Zero Gets You Zero

Keynote Speaker: Joe Estey
Lucas Engineering and Management Solutions

Registration now open!

To receive registration materials, exhibitor information, or sponsorship information for the 2018 event, contact the Conference Section:

oregon.conferences@oregon.gov | 503-947-7411
Visit safetyseries.cvent.com/cascade18

24th Annual Region X VPP Est. 1994 Alaska • Idaho • Oregon • Washington

NORTHWEST SAFETY & HEALTH SUMMIT

May 1-3, 2018
Anchorage Marriott and Dena'ina Center
Anchorage, Alaska

This summit is designed for all industries and worksites, even if they are not in the Voluntary Protection Program (VPP). Operations personnel, program/project managers, safety managers/coordinators, and safety committee members will benefit from this world-class workplace safety training and networking.

Registration opens in early March!

To receive registration materials, exhibitor information, or sponsorship information for the 2018 event, contact the Conference Section:

oregon.conferences@oregon.gov | 503-947-7411
Visit safetyseries.cvent.com/vpp18 and regionxvpppa.org

For more information, visit osha.oregon.gov/conferences

Did you know?

Keeping workers safe doesn't have to be complicated. But if you're wondering where to begin – or looking to freshen up your knowledge of the topic – a good place to start is Oregon OSHA's "The Foundation of a Safe Workplace."

The fundamentals of a sound safety and health program are based on seven key management activities:

- Management leadership
- Hazard anticipation and detection
- Hazard prevention and control
- Planning and evaluation
- Administration and supervision
- Safety and health training
- Employee participation

Meanwhile, Oregon OSHA isn't just about enforcing on-the-job safety and health rules. We offer no-cost, confidential consultation services, Tools of the Trade for small employers and those who are starting a business, and education and training. And you can contact our technical staff about how to apply our rules to your workplace: 503-378-3272; toll free, 800-922-2689 (inside Oregon only); email, tech.web@oregon.gov.

"Safety shouldn't be about just following the rules."

– **David Rabiner**, partner in Portland-based Rabiner Resources, a public speaking, training, facilitating, and coaching firm, on the importance of going beyond compliance and achieving commitment.

Quotable

Datapoints

- Inspections at employer worksites in Oregon are based primarily on inspection targeting lists, complaints, accidents (including fatalities), and referrals.
- Sixty-one percent of inspections were initiated from several program-planned lists, according to a 2016 report on Oregon's workers' compensation system.
- Complaints received by Oregon OSHA about the safety or health conditions at worksites comprised 23 percent of inspections.
- Accidents and fatalities at Oregon worksites made up 5 percent of the inspections.
- About 11 percent of inspections were related to referrals, monitoring, follow-ups, and program-related activities.
- Learn more about Oregon OSHA's enforcement process.

A new look at Oregon OSHA's top violations for 2017

You have probably seen the annual lists of top OSHA violations. The lists typically rank the violations, starting with the "most violated" rule. This list starts with Oregon OSHA's 25 most-violated rules for 2017, then factors in each rule's percentage of serious violations – including repeat and willful – and the average penalty per violation.

The result is a list that describes 15 categories of frequently violated safety and health rules – equally weighted by percentage of serious violations and average penalty per violation.

Rule name	Total violations	% of serious, repeat, willful violations	Average cost per violation
Fall protection (construction)	661	84.57%	$1,111.62
Rules for all workplaces	129	95.35%	$965.58
Ladders (construction)	173	99.42%	$660.00
General requirements for all machines	48	93.75%	$1,155.21
Control of hazardous energy	78	82.05%	$474.68
Hazard communication	959	29.82%	$51.47
Bloodborne pathogens	74	74.32%	$196.62
Personal protective equipment	51	66.67%	$249.80
Respiratory protection	124	65.32%	$99.35
Medical services and first aid	71	74.65%	$132.68
Abrasive wheel machinery	46	100.00%	$150.00
Safety committees and safety meetings	639	23.32%	$42.21
Powered industrial trucks	91	48.35%	$92.14
Wiring methods, components, equipment	120	27.50%	$40.25
Portable fire extinguishers	73	5.48%	$9.86

Fall protection (construction)

Division 3, Subdivision M

- *437-003-1501(1), Fall protection*
- *437-003-0503(2), Certification of fall-protection training*
- *437-003-0503(1), Fall protection training program*

It should come as no surprise to see fall protection at the top of the list because falls are a leading cause of construction-related injuries. Of the three top 25 fall protection violations in this category, Oregon OSHA's general fall protection rule, *437-003-1501(1)*, requires fall protection for workers who work at heights of six feet or higher. Citations for this rule carry high penalties because most falls kill workers or leave them seriously injured. And one out of four violations are repeat offenses – a percentage three times higher than repeat offenses in any other frequently violated rule.

Employers could also reduce their chance of receiving a citation by ensuring their employees are trained by a competent person and that their training has been documented with the employee's name, the training date, and the trainer's name.

Rules for all workplaces

Division 1

- *437-001-0760(1), Employers' responsibilities*

Employers are ultimately responsible for properly supervising and training their employees, and ensuring that they work in a "safe and healthful manner." Controlling hazards, investigating lost-time injuries, ensuring regular workplace inspections, and reporting fatalities and in-patient hospitalizations to Oregon OSHA are also part of those responsibilities. Nearly all violations of *437-001-0760(1)* are serious and carry high penalties.

Ladders (construction)

Division 3, Subdivision X

- *1926.1053(b), Requirements for use of ladders*

More workers are injured in falls from ladders than from any other elevated surface – roofs, scaffolds, balconies, and even stairs. Most falls happen because workers select the wrong type of ladder for their job or they improperly set up the ladder and the ladder shifts, slips, or tips over. Although *1926.1053(b)* applies to construction work, its requirements should be considered essential safe practices for anyone who needs to use a portable ladder. Nearly all violations of *1926.1053(b)* are serious.

General requirements for all machines
Division 2, Subdivision O

- *1910.212(a), Machine guarding*

Most machines do not discriminate between people and widgets – the task is all that matters. That can be a problem when a machine has unguarded moving parts and the worker inadvertently gets too close. Much of the danger occurs at the point of operation, where the work is performed and where the machine cuts, shears, punches, bends, or drills.

This rule sets the requirements for point-of-operation guards and for fan blades and revolving barrels, containers, and drums. Although there are fewer machine guarding violations than other frequently violated rules, the average penalty is higher than any other rule violation – including fall protection.

Control of hazardous energy
Division 2, Subdivision J

- *1910.147(c), Control of hazardous energy – general requirements*

Most accidents that involve hazardous energy happen when workers release that energy on themselves or an unsuspecting co-worker. Energy exists in many forms, all of which are associated with motion – and it is motion that makes energy hazardous.

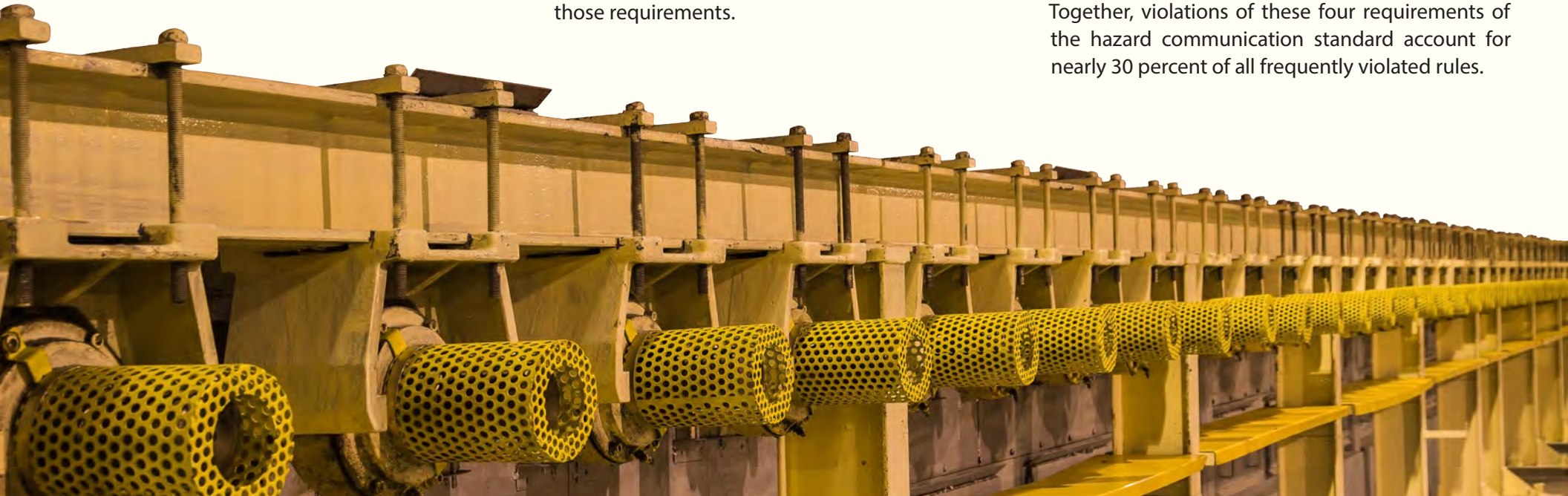
Employers must have an energy control program if their employees do service or maintenance work on machines that could start unexpectedly. The program must include energy control procedures, employee training, and periodic inspections to ensure that employees who do service and maintenance work understand energy control procedures and know how to apply them. This rule describes those requirements.

Hazard communication
Division 2, Subdivision Z

- *1910.1200(e), Written hazard communication program*
- *1910.1200(h), Employee information and training*
- *1910.1200(g), Material safety data sheets*
- *1910.1200(f), Labels and other forms of warning*

Written hazard communication program, 1910.1200(e), has been Oregon OSHA's most violated safety and health rule every year since 2008. Two other hazard communication rules have also remained among Oregon OSHA's 10 most violated rules list since 2008: *Material safety data sheets, 1910.1200(g)*, and *Employee information and training, 1910.1200(h)*. A relative newcomer to the list is *Labels and other forms of warning, 1910.1200(f)*.

Together, violations of these four requirements of the hazard communication standard account for nearly 30 percent of all frequently violated rules.



Bloodborne pathogens
Division 2, Subdivision Z

- *1910.1030(c), Bloodborne pathogens – exposure control requirements*

Oregon employers whose employees are exposed to blood or other potentially infectious materials are covered by *1910.1030, Bloodborne pathogens*. The exposure control requirements in *1910.1030(c)* include a written exposure control plan to identify and protect employees who may be exposed to blood and other potentially infectious material. The plan must be reviewed and updated annually or whenever new tasks and procedures affect employees' occupational exposure.

Personal protective equipment
Division 2, Subdivision I

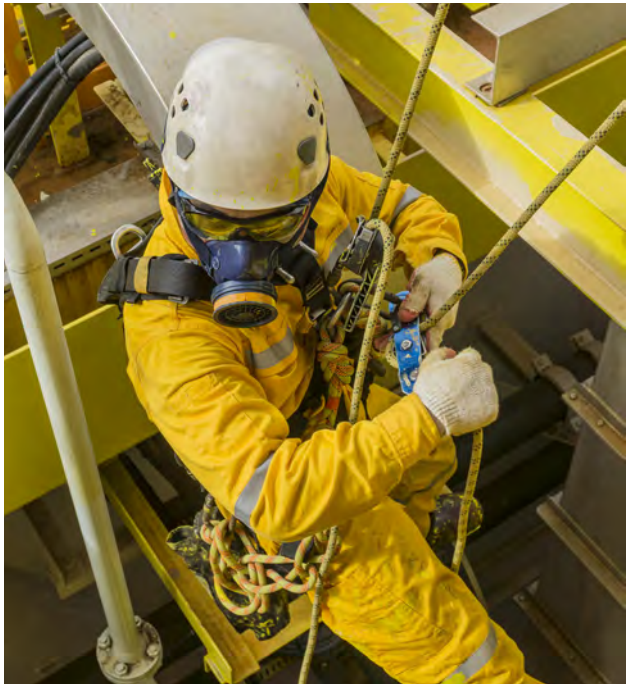
- *437-002-0134(1), Requirements for hazard assessment and equipment selection*

A hazard assessment is an evaluation of your workplace that helps you determine what hazards your employees are exposed to and what personal protective equipment they need to protect themselves. If you are a general industry, construction, or agricultural employer, you must do a hazard assessment to determine if your workplace has hazards that you cannot control without personal protective equipment.

Respiratory protection
Division 2, Subdivision I

- *1910.134(c), Respiratory protection program*
- *1910.134(e), Medical evaluation*

You can't just hand out respirators and expect your employees to use them properly. If respirators are necessary to protect your employees, you must have a written program that describes how they will be used. You can find the requirements for the program in *1910.134(c)*. Before employees use respirators, they must have confidential medical evaluations to ensure that their safety or health will not be at risk. A physician or other licensed health care professional must do the evaluation at no cost to the employee. Those requirements are in *1910.134(e)*.



Medical services and first aid
Division 2, Subdivision K

- *437-002-0161(5), Emergency eyewash and shower facilities*

The first 10 seconds after exposure to a hazardous substance can be critical. Delaying treatment, even for a few seconds, may cause serious injury. Emergency eyewash stations allow workers to quickly flush away accidental chemical exposures. Using an eyewash station is considered a first-aid measure; the requirements are in *437-002-0161(5)*. Be sure to do a hazard assessment to determine the hazards associated with chemicals in your workplace and how the eyewash station will be used in an emergency.

Abrasive wheel machinery
Division 2, Subdivision O

- *1910.215(a), Abrasive wheel machinery - general requirements*

Machines that use abrasive wheels are powerful and most operate at high speeds. If a grinding wheel shatters while it is turning, the fragments from the wheel assembly (including the flange, spindle end, and nut) can travel at more than 300 miles per hour. *1910.215(a)* covers the requirements for guarding, guard design, flanges, and work rests. Every violation of *1910.215(a)* in 2017 was serious.

Safety committees and safety meetings

Division 1

- *437-001-0765(1), Safety committees or safety meetings*
- *437-001-0765(13), Documentation of safety committee meetings*
- *437-001-0765(11), Frequency of safety meetings dependent on type of work done*
- *437-001-0765(4), Requirements for members of safety committees*

Does your workplace have a safety committee or hold safety meetings? No? Are you sure that your workplace does not need one? You might want to check the requirements in *437-001-0765(1)*.

Is someone taking minutes at your safety meetings? If your employees do construction, utility work, or manufacturing, you must keep minutes of all your safety meetings for three years. Find out if the requirements apply to your workplace in *437-1-765(13)*.

Is your workplace holding safety meetings at the proper intervals? You can have quarterly meetings if your employees do mostly office work. Monthly meetings are required for most other businesses. How often should your employees meet? The requirements are in *437-001-0765(11)*.

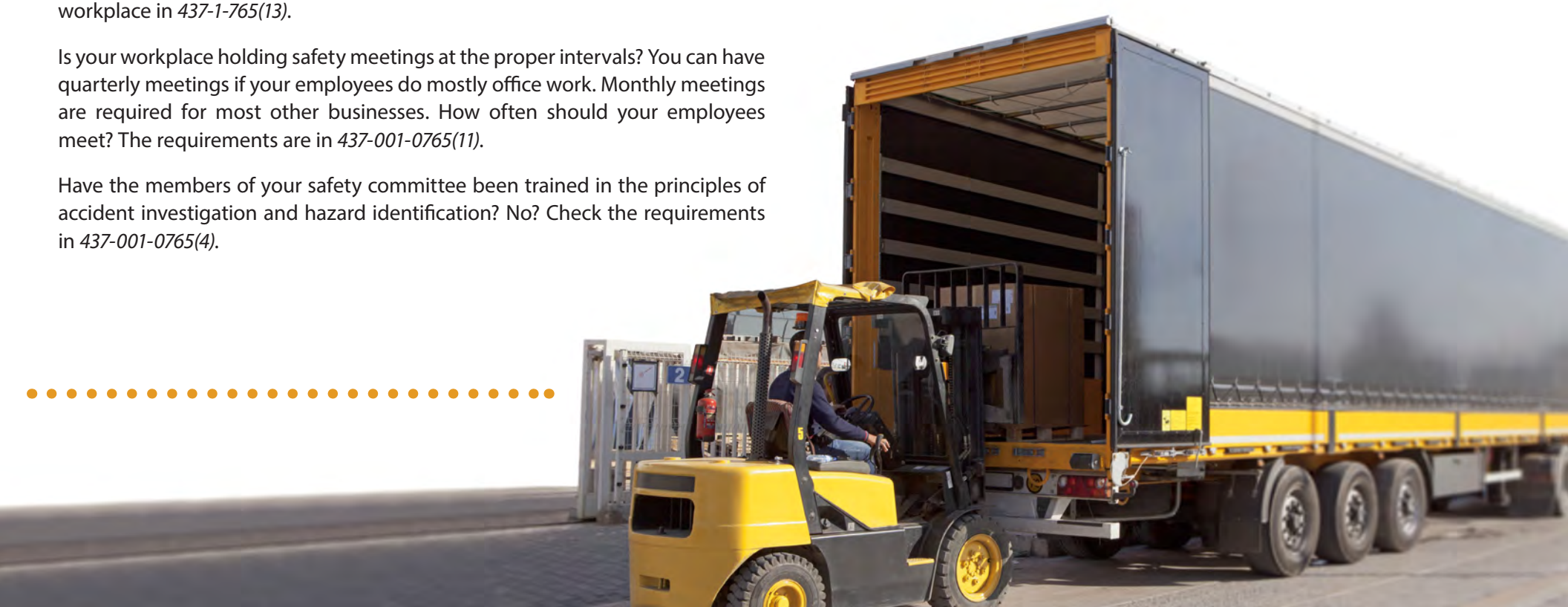
Have the members of your safety committee been trained in the principles of accident investigation and hazard identification? No? Check the requirements in *437-001-0765(4)*.

Powered industrial trucks

Division 2, Subdivision N

- *1910.178(l), Operator training*

Forklift operators must have classroom instruction, hands-on training, and an evaluation to determine their competency. The evaluation must take place in the workplace so the trainer can observe the operator performing typical tasks in the operator's environment. Someone other than the employer can do the training and the evaluation; however, training out of the workplace must be supplemented with on-site training that covers site-specific hazards and tasks the operator will be performing. Employers must certify that each operator has been trained and evaluated. The certification must include the operator's name, the trainer's name, and the training and evaluation dates. *1910.178(l)* covers these requirements.



Wiring methods, components, and equipment for general use

Division 2, Subdivision S

- *1910.305(g), Wiring requirements for flexible cords and cables*
- *1910.305(b), Wiring requirements for cabinets, boxes, and fittings*

Flexible cords and cables are used to connect electrical equipment to a power source. Flexible cords may have an electrical plug that connects to a power source or they may be permanently wired into a power source. Extension cords (cord sets), cables, and electrical cords are types of flexible cords. *1910.305(g)* sets the requirements for using flexible cords and cables. *1910.305(b)* sets the requirements for conductors entering boxes, cabinets, or fittings.

Portable fire extinguishers

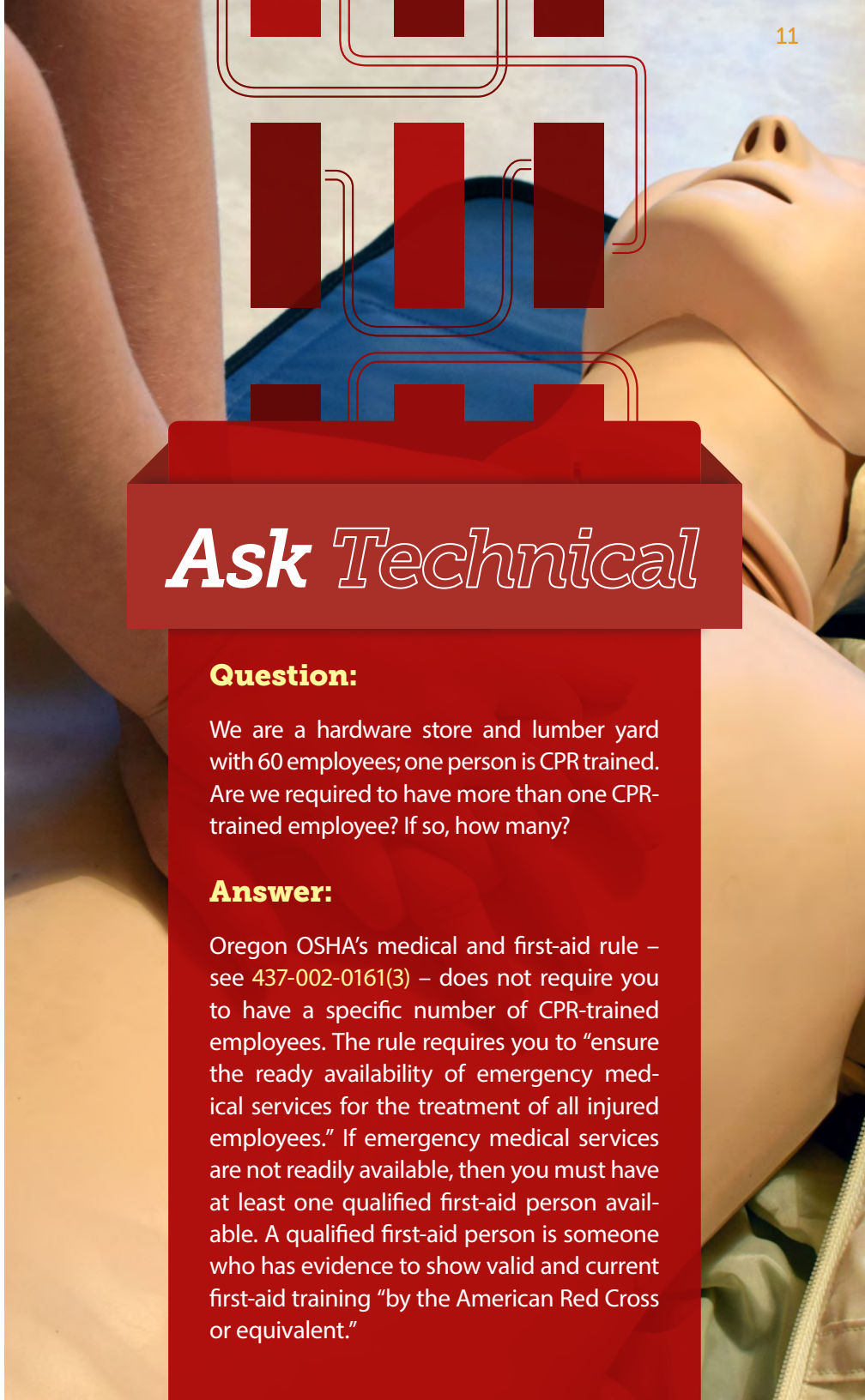
Division 2, Subdivision L

- *437-002-0187(2), Inspection and maintenance*

How will your employees respond to fire-related emergencies? Will they evacuate or will they use portable fire extinguishers to fight fires? Oregon OSHA's portable fire extinguisher rule – *437-002-0187* – applies to businesses that have portable fire extinguishers. *437-002-0187(2)* covers the inspection and maintenance requirements.

What are the top violations in your industry?

You can get current lists of Oregon OSHA's top 25 violations in your own industry with the Oregon OSHA top violations report. The report lets you to search for the most-violated rules by calendar year and by NAICS codes or by industry groups such as construction and manufacturing. The report is on the Department of Consumer and Business Services Worker protection reports page.



Ask Technical

Question:

We are a hardware store and lumber yard with 60 employees; one person is CPR trained. Are we required to have more than one CPR-trained employee? If so, how many?

Answer:

Oregon OSHA's medical and first-aid rule – see 437-002-0161(3) – does not require you to have a specific number of CPR-trained employees. The rule requires you to "ensure the ready availability of emergency medical services for the treatment of all injured employees." If emergency medical services are not readily available, then you must have at least one qualified first-aid person available. A qualified first-aid person is someone who has evidence to show valid and current first-aid training "by the American Red Cross or equivalent."

New Oregon OSHA rules effective this year

Three new Oregon OSHA rules became effective Jan. 1, 2018, and two others become effective later in the year. Do you know what they are? Will they affect your workplace? This information might help:

Penalties for alleged violations

Effective: Jan. 1, 2018

Key changes: Increases the maximum penalty for a serious violation from $7,000 to $12,675. Increases the maximum penalty for willful or repeated violations from $70,000 to $126,749. Increases base penalties set for serious alleged violations. Alleged violations at the lowest level of the penalty structure will not increase. Oregon's smallest employers (10 or fewer) will see an additional 15 percent reduction (from 60 percent to 75 percent) from the base penalty for size.

Recordkeeping – some schools and education support removed from the recordkeeping exempt list

Effective: Jan. 1, 2018

Key change: Removes three categories from the list of employers (Table 1 – Exempt industries) that do not need to keep Oregon OSHA injury and illness records: *Elementary and Secondary Schools* (NAICS 6111), *Other Schools of Instruction* (NAICS 6116), and *Educational Support Services* (NAICS 6117). Oregon School Employees Association petitioned Oregon OSHA to make the change in an effort to reduce the number of work-related injuries caused by violent students.

Affected rule: 437-001-0700 Recording Workplace Injuries and Illnesses

Pesticide Worker Protection Standard

Effective: Jan. 1, 2018

Key change: The Environmental Protection Agency revised parts of the pesticide Worker Protection Standard in November 2015. Oregon OSHA is adopting most of those changes and introducing several Oregon-initiated rules reflect the unique circumstances for Oregon employers.

Affected rules

Worker Protection Standard (Division 4, Subdivision W)

- Subpart D – General provisions
- Subpart E – Requirements for protection of agricultural workers
- Subpart F – Requirements for protection of agricultural pesticide handlers
- Subpart G – Exemptions, exceptions, and equivalency

Oregon Administrative Rules

- 437-004-6001 Expiration and implementation dates
- 437-004-6401 Effective dates for worker training programs in Oregon
- 437-004-6501 Handler training programs in Oregon
- 437-004-6508 Respiratory protection
- 437-004-6509 Emergency eye-washes and eye flushing supplies
- 437-004-6502 Oregon requirements for Worker Protection Standard trainers of handlers who qualify using train-the-trainer programs

Beryllium

Effective: March 12, 2018

Key changes: Lowers the permissible exposure limit for beryllium from 2 micrograms per cubic meter to 0.2 micrograms per cubic meter, and changes the action level to 0.1 micrograms per cubic meter. Requires an exposure assessment, with periodic monitoring under certain circumstances; engineering and work practice controls; a written exposure control plan; provisions for regulating employee access to certain areas; respiratory protection; medical surveillance; and employee training.

Other changes include requirements for housekeeping and waste disposal that were unintentionally omitted in earlier rulemaking, and recordkeeping requirements.

One set of general industry rules will apply to general industry and construction employers.

Silica

Effective: July 1, 2018 *(Medical surveillance requirements for general industry employers become effective July 1, 2020).*

Key changes:

- Creates one set of rules for general industry and construction employers.
- Lowers the permissible exposure limit for respirable silica from 100 µg/m3 to 50 µg/m3, and introduces an action level of 25 µg/m3.
- Requires an exposure assessment, with periodic monitoring under certain circumstances; engineering and work practice controls; written exposure control plan; provisions for regulating employee access to certain areas; respiratory protection; medical surveillance; and employee training.
- Table 1 – in 437-002-1057 – matches common construction activities with dust control methods to help employers know what they need to do to limit employees' exposures. Construction employers can use these exposure control methods instead of doing a workplace exposure assessment.

Affected rules: Division 2, Subdivision Z, 437-002-1053 through 437-002-1065

For more information: Keep current with the latest information on Oregon OSHA rules. Visit Oregon OSHA's Rules and laws page and click on Adopted rules and Proposed rules.

Short takes

Oregon OSHA awards 3 training grants

Oregon OSHA has awarded three grants totaling more than $103,000 to help develop workplace safety and health education and training programs.

The recipients are:

Northwest Forest Worker Center:
Chemical Safety for Latino Forest Workers

The nonprofit group will develop a training program to help Latino forest workers and their spouses in Jackson and Josephine counties protect themselves against exposures to toxic chemicals. The program, using videos and interactive exercises, will engage trainees in discussions that connect to their own workplace experiences.

Grant award: $40,000

Oregon State University:
Safe Design of Anchoring Systems in Logging Operations

Oregon State University will create safe design guidelines for anchoring systems used as part of logging operations. The goal is to improve the safety of forestry workers.

Anchoring systems are used in hauling logs by cable to landing areas. But as the industry moves into logging smaller trees, it has become more difficult to find large stumps to serve as reliable anchors. As a result, loggers must use multiple stumps or alternative anchoring methods.

Grant award: $38,618

SafeBuild Alliance:
Educating Construction Workers on Mental Health and Suicide Prevention

The nonprofit group will develop and distribute information to raise awareness about the impact of mental health issues and suicide in the construction industry. People working in the construction and extraction industries had the second-highest rate of suicide, according to a recent analysis by the U.S. Centers for Disease Control and Prevention. The goal of SafeBuild Alliance's project is to help the industry identify mental health issues and to provide resources for prevention and treatment of mental health issues and suicide.

Grant award: $24,910

Oregon employers invited to take a 'Safety Break' May 9

Employers across the state are invited to participate in Safety Break for Oregon on Wednesday, May 9, an event aimed at raising awareness and promoting the value of keeping people safe and healthy while on the job.

Now in its 15th year, Safety Break encourages employers to bolster workplace safety and health with training, award recognition gatherings, or other creative activities. Oregon OSHA coordinates Safety Break, which is voluntary for employers. Businesses and other employers can decide what activities are most beneficial to their workforce.

Safety Break encourages employees and managers to work together to identify safety and health concerns. The result of this cooperation can lead to fewer injuries and reduced workers' compensation costs for employers.

Companies that participate will be entered to win one of three $100 checks, to be used for a luncheon of their choice, when they sign up online by Friday, May 4. The Oregon SHARP Alliance is sponsoring the contest.

During the event, companies are encouraged to share their Safety Break activities on social media by tagging @OregonOSHA on Facebook and using #SafetyBreak2018 on Twitter and Instagram.

For more information, ideas on how to host an event, or to download graphics, visit the Safety Break for Oregon website.

Last year, Gerber Gear in Portland held several activities during Safety Break for Oregon, including CPR training. The company ended the event with stretch exercises on the production floor.

Safety Notes

Accident Report

Event: Animal bite
Industry: Veterinary and behavioral care for pets
Worker: Nursing aide

What happened?

An anxious cat scratched and bit a worker multiple times.

How did it happen?

A nursing aide employed by the veterinary clinic was two hours into her shift when she was asked to medicate a cat for blood glucose monitoring. Earlier, another employee had taken a sample of the cat's blood and told the aide that the cat was not friendly.

The nursing aide cautiously opened the kennel door and noticed that the cat was resting comfortably in a litter box. She placed a towel sprayed with Feliway (a synthetic feline pheromone) over the cat and the litter box to calm it. Then, she pulled the litter box toward the kennel door and lifted the cat to the treatment table.

The director of pet nursing came into the room and the two of them worked to coax the towel-wrapped cat into a cat-restraint bag. As she began to remove the towel and bag the cat, the cat flipped over and scratched the nursing aide with the claws on its hind legs.

The nursing aide lost control of the fickle feline and it popped its head out from under the towel, then bit her hand five times "like a cobra." She quickly washed her bleeding hands and soaked them in a solution of chlorhexidine – an antiseptic used as a disinfectant before surgery. Meanwhile, another employee used a net to trap the crabby cat and put it back in the kennel.

The nursing aide immediately left the veterinary clinic to have her wounds treated at an urgent care center, then returned later in the day to clock out. When she woke the next morning, her right hand was still swollen and painful.

Twenty-four hours later, she was still in pain and having trouble breathing, so she called a health care advice line. The advice line nurse asked her if she was sick because she sounded stuffy. When she explained that she woke up that way, the advice line nurse said she should go to the nearest hospital emergency room.

The hospital admitted her to determine if the antibiotic she was using to treat her injuries had caused an allergic reaction. She was given an intravenous antibiotics, Benadryl, steroids, respiratory therapy treatments every four hours, and an epinephrine injection. She was released two days later, but did not return to work for another four days.

Violation

There were no violations associated with the incident; employees were properly trained and used equipment correctly. However, the veterinary clinic did not place a copy of the 300A Summary in a conspicuous place where notices to employees were customarily posted [*437-001-0700(17)(d)*].

Going the Distance

Company:
Sherwin-Williams, Purdy

Environmental, health, and safety manager:
Cliff Butler

Workforce/operations:
Purdy is a paint brush and roller manufacturing operation providing hand-crafted paint brushes worldwide. It employs more than 300 people. Purdy is preferred by 55 percent of professional paint contractors, according to a survey by PAINT Magazine. The company completed Voluntary Protection Program STAR re-certification in February 2017.

Responsibilities/hazards addressed:
I see my responsibilities as ensuring the safety and well-being of the environment and people. In any manufacturing facility, there are a number of hazards that can maim or kill quickly, so machine guarding, lockout/tagout, employee engagement, and risk awareness and reporting are key to protecting people from harm. I am one person in a 24-hour-a-day operation with 300 employees. I alone cannot keep people safe. My greatest responsibility is to provide the tools everyone needs to protect themselves, and those they work with daily, from injury. The biggest hazard I face is to think that I can keep people safe.

Over the years, what are some key ways in which on-the-job safety, culturally or technologically, have changed in your line of work?

When I started my career in manufacturing, calculators were manual, computers were a dream, and cellphones were nonexistent. Culturally, you dealt with English speakers, and males dominated workplace leadership roles. For me, it has been a challenge to learn to use technological advances to enhance the role of safety in the work environment. It is an area where I have to work hard to be successful. Learning to communicate safety in a multicultural and diverse workforce, with numerous languages and a majority of females and non-English speakers, is a change in traditional manufacturing environments. It is a challenge to ensure safety messages are received and understood. In my opinion, the most positive change in manufacturing has been the role of women in management and leadership positions. They have affected the dynamics and interactions within the workplace and have brought a new perspective to how we view production, safety, and quality.

When it comes to workplace safety, how do you measure success?

While many seem to measure success by recordable rates, I believe the key to success is employee engagement. Are employees willing to identify hazards, speak up when they see someone doing something unsafe – even if it will offend a peer – and will management continue to support safety activities even when things aren't going as well as they like? Teddy Roosevelt said, 'People don't care how much you know until they know how much you care.' I measure success by whether we care enough about the people doing the work day by day to speak up or stop when there is a hazard or risk that they might get hurt. When employees are engaged, recordable rates will go down.

Sharon Vasher, plant manager at Sherwin-Williams, Purdy, talks with Cliff Butler, environmental, health, and safety manager for the company, during a recent tour of the Portland facility.

You volunteer as a delegate for the Oregon SHARP Alliance, a nonprofit that brings employers together to learn about and promote best practices in on-the-job safety and health. Why is it important for you to do this work?

What I learn every day from the people I have an opportunity to be in contact with has made me grow as a manager. Working with OSHA and, in particular, Mark Hurliman and the SHARP Alliance board of directors, has been a real pleasure. My peers within Sherwin Williams have been able to meet Mark through VPP conferences and have commented on the impact he has had on them. The network of support through the entire SHARP Alliance, and the proactive approach they take to making a difference in the quality of life in Oregon by protecting workers and the environment, is worth the time investment I make. This period of my career has been the best for me in what I have learned, the people I have been able work with, and the employees I get to serve. This is important to me because it is making the lives of others better and safer, not only in my operation but across Oregon.

At the Sherwin-Williams, Purdy facility in Portland, Butler shows a visitor the variety of paint brushes made by the plant, as well as how the brushes' packaging can be re-used.

What is some advice you'd give to those looking to keep their workplaces safe or for others seeking a career in this field?

I had a manager once who used to say, 'What good are friends if you don't use them and they don't use you?' You can't know everything, but you can have the phone numbers of everyone who might know the right answer. Call them and take advantage of everything you can learn and always be ready to give back when they need you.

Always be observing. People can tell you anything, but what they do and how they do it reveals their values. Listen to the employees. When your observations and what you hear match, you are the advocate they need to assure that action is taken to resolve their concern. We can't always fix it, but we must always respond. If you care about people, there is no better place to make a lasting impact on lives than being in the safety field. It brings its own special pain when someone gets hurt, because you feel like you have failed. But those moments when someone lets you know that you made a difference in their life are worth all the work you do.