



Health and Safety

RESOURCE

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Resource

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Education:

Workshop classes will be held virtually until further notice.

A minimum of five registrants is needed to hold a virtual workshop.

Registered participants will receive an email if a cancellation is necessary.

Register and attend

Using the [secure online registration portal](#), you can find classes. The workshop schedule changes every three months.

For more information, visit the [classroom workshops page](#).

Find more information about education resources by visiting Oregon OSHA's [education and training page](#).



Mark your calendar for these workplace safety and health conferences:

Northwest Safety & Health Summit by Region X VPPPA
May 10-12, 2022 • Boise, Idaho

Blue Mountain Occupational Safety & Health Conference
June 6 & 7, 2022 • Pendleton

Central Oregon Occupational Safety & Health Conference
Sept. 19 & 20, 2022 • Bend

Southern Oregon Occupational Safety & Health Conference
Oct. 18-20, 2022 • Virtual

Seguridad, salud y sus derechos en el trabajo
8 Noviembre 2022 • Salem

Western Pulp, Paper, and Forest Products Safety & Health Conference
Nov. 29-Dec. 2, 2022 • Portland

Mid-Oregon Construction Safety Summit
Jan. 30 & 31, 2023 • Bend

Oregon GOSH Conference
March 6-9, 2023 • Portland

To receive conference registration materials, exhibitor information, or sponsorship information, contact the Conference Section:
oregon.conferences@dcbs.oregon.gov | 503-947-7411 | osha.oregon.gov/conferences



Did you know?

Oregon OSHA has launched a free Spanish online training course to help employers put protective measures in place for workers against the potential hazards of breathing in airborne crystalline silica dust.

The training course covers a variety of topics. They include the different forms of silica and where it can be found; job activities involving building materials that can cause silica dust to become airborne and breathable; Oregon OSHA's silica standard and its provisions to protect workers; and instructional videos showing protective steps workers can take while using powered tools.

The course is [now available](#). Visit all of Oregon OSHA's [Spanish-language online education and training resources](#). The course is also available in [English](#). Learn more about [Oregon OSHA's education and training resources](#). ●



Quotable

"Precaution is better than cure."

- **Edward Coke,**
English barrister, judge, and politician considered the greatest jurist of the Elizabethan and Jacobean eras.



Combustible dust: An accident waiting to happen

By Ellis Brasch

Most people think of dust as a minor nuisance that can make their lives temporarily inconvenient. And that's generally the case. But, under the right conditions, dust can take on a more sinister persona – especially in the workplace. Think of silica dust. At first, it is only irritating but, as it accumulates in your lungs, it will eventually disable you and shorten your life considerably.

And then, there is work-related dust that tends to accumulate on any surface that will hold it – floors, windowsills, and table tops, for example. It could be harmless enough, but under the right conditions, it could take a life in a matter of seconds.

Consider the circumstances leading to an accident that happened in Oregon just last year: An employee at a seed-cleaning plant was removing dust from the top of a plastic tarp that covered a waste hopper used in the plant's old seed cleaning system. He cut a slit in the tarp so that the dust would fall in the hopper. The airborne dust exploded in the hopper, blowing out its wall and killing the employee. The subsequent fire destroyed the plant.

What is combustible dust?

Any dust that will burn when suspended in air or when exposed to an oxygen source – even if air is not present – is combustible. Common examples include:

- Organic dusts such as sugar, flour, paper, soap, hay, grain, and wood
- Carbon dusts such as coal
- Metal dusts such as aluminum and magnesium
- Plastic dusts and additives
- Biosolid dusts
- Textile dusts



Excessive wood dust at a cabinet shop. Given an ignition source and oxygen, combustible dust is most likely to explode when it becomes airborne and concentrated in an enclosed space such as a room or a ventilation system.

How do combustible dust explosions happen?

All that combustible dust needs to burn is an ignition source such as an electrical spark and oxygen. But, combustible dust isn't hazardous only because it will burn. In fact, most workplace injuries involving combustible dust are caused by explosions.

Given an ignition source and oxygen, combustible dust is most likely to explode when

it becomes airborne and concentrated in an enclosed space such as a room, a ventilation system, or equipment.

When combustible dust ignites, it often results in two explosions. The first occurs when the airborne dust explodes and disturbs dust that has accumulated on nearby surfaces; when this dust becomes airborne, it ignites and causes a secondary explosion that can be more severe than the first one.



How do I know if I my workplace is at risk?

It's important to know that the risk of a dust explosion depends on many complex factors, including:

- The amount of heat released by dust when it burns
- The dust's particle size
- How the dust is dispersed
- The dust's concentration in the air
- Potential ignition sources
- How the dust is enclosed or confined
- The moisture content of the dust
- The quantity of dust available to react

If dust is a byproduct of the materials used in your workplace, the best way to know if your workplace is at risk is to have someone who has expertise in combustible dust hazards – a trained industrial hygienist, for example – do a risk assessment, which covers all the factors that could cause a dust explosion.

You should also review your Safety Data Sheets (SDS) for information about the dust's potential for fire and explosion. Unfortunately, not all SDSs provide that information – especially if an activity that creates dust happens downstream in a production process.

How do I keep my workplace safe?

Oregon OSHA Senior Health Compliance Officer Timothy Capley has done many combustible dust-related inspections and investigated several workplace explosions involving combustible dust. What hazards does he look for when he does an inspection?

"I'll be paying attention not just to how the workplace looks on the day of my visit," Capley says, "but also that it has been clearly decided when housekeeping will get attention. I'll be focusing not only on the dust collection system and its design to prevent explosions, but I'll also be asking employees what they've had communicated to them about flash fire hazards and about their training and preparation for a dust fire event."

It's also critical to know the sources of combustible dust in your workplace and put controls in place that will reduce the risk of an explosion.

- Establish a housekeeping program that will minimize dust accumulation on floors, structural members, and other surfaces. The program should include cleaning methods such as vacuuming or using wet methods and should prohibit using compressed air.
- Ensure that employees are trained to recognize and control combustible dust hazards.
- Ensure that Safety Data Sheets for substances that could produce combustible

dust under normal operations are readily available to employees.

- Establish an ignition control program that ensures electrostatic charges are dissipated as dust moves through ductwork.
- Ensure that ducts and dust collectors will prevent dust from accumulating in work areas.
- Ensure that ducts, dust collectors, and dust-producing machinery are bonded and grounded to minimize the accumulation of static electrical charges.
- Ensure that dust collectors have spark detection and explosion suppression systems.
- Ensure that the components of dust collection systems are made from noncombustible materials.
- Ensure that machines connected by ductwork have isolation devices that prevent a fire from spreading from one machine to another.
- Ensure that explosion-relief venting is distributed over the exterior walls of buildings and enclosures where dust explosion hazards exist. The venting should be directed to a safe location away from employees.
- Use separator devices to remove foreign materials that could ignite combustible dusts.

- Ensure that equipment, wiring methods, and installations of equipment in hazardous (classified) locations are intrinsically safe, approved, or safe for the location.
- Ensure that areas where dust accumulates or is suspended in the air, meet the electrical requirements for hazardous (classified) locations.
- Ensure that electrically powered sweepers and vacuum cleaners used in dusty areas are approved for hazardous classified locations.
- Post "No Smoking" signs where smoking is prohibited.
- Ensure that hot work is permitted only in designated, safe areas.
- Ensure that bulk storage containers are made with noncombustible materials. ●



Combustible dust violation summaries

Adapted from Oregon OSHA compliance officer reports, 2017-2021

2017

Bend. Cabinet manufacturer. Hazardous accumulations of dust were allowed to collect on horizontal surfaces in the cabinet building and in storage areas. The employer also had several types of bagged dust collection systems on wood cutting equipment and a downdraft table, but did not ensure the bags were emptied daily to control the fire and explosion hazards.

Portland. Furniture manufacturer. Wood dust more than two inches deep was concentrated in the northeast corner of the carpenter shop.

Astoria. Sawmill. The dust collection system was not properly designed, constructed, or maintained and there was excessive dust built up around equipment and on walkways.

Saint Helens. Wholesaler. Combustible dust was observed on ducts, horizontal beams, and equipment and there were large patches of mold on two walls. The employer had not trained employees about the hazards associated with combustible dust. Employees were not aware of the explosion pentagon or what work practices could cause a combustible dust explosion.

Eugene. Furniture manufacturer. The employer had not conducted adequate housekeeping throughout the facility. More than an inch of wood dust had accumulated on the floor, vents, and other horizontal surfaces.

Milwaukie. Shelving manufacturer. Approximately a half inch of wood dust had accumulated on the dust collectors for the horizontal router and the edge sander. There was also dust on the ventilation ducts and on the top of the fluorescent lights.

Beaverton. Dental equipment manufacturer.

The areas where aluminum polishing and buffing were done had explosive aluminum dust on all horizontal surfaces, on the floor, and on the unused ventilation pipes. The employer did not assess need for intrinsically safe electrical fixtures or flame-resistant clothing for employees who worked in the area. Employees regularly used compressed air to blow aluminum dust off their clothes after they did polishing or buffing.

Portland. Wood window and door manufacturer.

Employees used compressed air to remove combustible dust from machinery rather than a safety-rated vacuum or other acceptable housekeeping methods.

2018

Jasper. Plywood manufacturer. The employer did not have a system or schedule for removing combustible dust. Piles of dust were observed on, and around, electrical equipment associated with the baghouse.

Stanfield. Dried food manufacturer.

- The employer exposed workers to potential fires or explosions daily in the potato drying and processing building – a Class II, Division 2 area containing combustible dust. Employees used plastic sheets, cotton curtains, and corrugated cardboard to contain dust. The employees removed dust with plastic garbage cans, brooms that were not made of natural bristles, and plastic dust pans – all of which create dust clouds and release static electricity.

- The employer allowed combustible dust to accumulate, exceeding depths of 1/32 inch on process equipment, support structures, walls, rafters, and building supports in the drying and processing building. Combustible dust accumulations exceeded five percent of the footprint of the building.
- Employees used propane-powered forklifts in a Class II, Division 2, location to move totes that contained potato starch. Combustible dust was suspended in the air and exceeded 1/8 inch on floors and equipment. Sparks originating from the trucks could ignite the dust.
- Employees used uncovered electrical outlets, lights, computers and other small plug-in equipment in an area that should have been a Class II, Division 2, location.

Beaverton. Retail bakery. Employees were not trained or informed about the combustibility of the flour dust.

Cornelius. Cabinet manufacturer. Combustible wood dust was allowed to accumulate on the horizontal surfaces inside the shop. Pipes, joists, beams, and horizontal surfaces in many areas of the shop had accumulated dust at least one inch deep.

Eugene. Sawmill. The employer did not provide employees who do clean-up work with effective training about the hazards associated with combustible dust.

Central Point. Pallet manufacturer. The employer did not repair a torn duct on the rip saw's dust collection system so that it worked properly. Other saws did not have dust collection systems.

2019

Columbia City. Wood product manufacturer.

There were heavy accumulations of combustible wood dust on nearly all the horizontal surfaces on the mill deck; depths ranged from 1/4 inch to 6 inches. There was also dust greater than 1/4 inch deep on the horizontal beams near the ceiling. The employer had no formal housekeeping plan.

Electrical equipment in a Class II, Division 2, location was not rated for the location. The electrical outlet located on the east wall of the mill deck was not rated for use in a Class II, Division 2, location and was covered with a heavy accumulation of dust.

Tigard. Grocery merchant wholesaler.

- Kratom dust was tested and was found to be explosive; employees cleaned the dust with a wet-dry vacuum. The vacuum's user manual states that "sparks inside the motor can ignite flammable vapors or dust... do not vacuum explosive dusts..."
- Employees used compressed air to clean kratom dust off their clothes at least twice a day.
- Dust collection systems were located inside the building without explosion relief venting.
- Employees used compressed air to clean themselves and their clothes.

Portland. Cabinet manufacturer. There were significant wood dust accumulations on ceiling duct work and the ceiling heating unit in the shop. The shop needs a housekeeping plan and that includes cleaning these areas.

Oak Grove. Wood window and door manufacturer.

The employer did not ensure that adequate housekeeping efforts were used to limit dust accumulation on horizontal surfaces in employee work areas. There was more than a 1/8-inch accumulation of wood dust above the sanding machine in the shop.

Salem. Finish carpentry contractor.

The employer failed to prevent the accumulation of wood dust greater than 1/32 inches on surfaces throughout the 3,000-square foot cabinet shop. Wood dust samples indicated the dust was 78 percent combustible.

Sherwood. Wood product manufacturer. The bag house dust collection system – located in a structure just outside the main shop floor – had combustible dust accumulations of at least one inch. Employees routinely entered the structure to clean but their cleaning did not prevent the buildup of combustible dust.

Wilsonville. Druggist wholesaler.

- Employees cleaned explosive Kratom dust with a wet-dry vacuum. The user's manual for the vacuum states that "sparks inside the motor can ignite flammable vapors or dust. To reduce the risk of fire or explosion, do not use near combustible liquids, gases, or dusts."
- The employer did not prohibit employees from using compressed air to clean kratom dust from their clothing.
- Dust collection systems located inside the building did not have explosion relief vents.
- Hosing connecting the dust collection system to the capsule making machine was not approved for combustible dust.

2020

Medford. Wood product manufacturer.

Employees had duties that included removing the contents of the sander dust silo after it was involved in a fire. However, there was no safety meeting to convey knowledge of the dust flash fire hazard around the silo when employees removed the contents. The employer also determined that there was a potential flash fire hazard in the area, but did not ensure that employees wore fire resistant coveralls or PPE for the head, hands, eyes, and face.

2021

Oregon City. Metal fabricator. The employer had 10 working lathes that had a buildup of fine aluminum dust on their trays and on the floor around the machines. The employer acknowledged that the buildup was not from the daily workload, but a lack of proper housekeeping. Several employees said they did not know that aluminum dust had the potential to be combustible.

Silverton. Post harvest crop processor.

Fugitive dust was allowed to accumulate on the upper surfaces of the waste seed hopper. The accumulated dust fueled a deflagration detonation and caused the death of an employee.



I work for a company that installs rooftop solar systems on residential and commercial buildings. I use fall protection when it is required by Oregon OSHA's Subdivision 3 fall protection rules for the construction industry. However, there is an exception [1926.500(a)(1)] in these rules that says fall protection is not required "when employees are making an inspection, investigation, or assessment of workplace conditions prior to the actual start of construction work or after all construction work has been completed."

Occasionally, I need to do maintenance work on previously installed solar systems, which requires assessing them first to determine what needs to be maintained. Am I correct in assuming I do not need fall protection under these circumstances?

You do not need fall protection while you are assessing previously installed solar systems before you do maintenance work. But, remember, when you do maintenance work, Oregon OSHA's general industry fall protection rules apply. There is a similar exception in these rules that allows you to do your assessment without fall protection (as long as no fall protection systems – such as permanent roof anchors – are available to use). When you begin maintenance work, Oregon OSHA's general industry fall protection rules require fall protection when you are four feet or more above a lower level [see 1910.28 (b)].

When you install new rooftop solar systems, you are doing construction work and Oregon OSHA's Subdivision 3 fall protection rules apply. As you know, these rules require fall protection when you are six feet or more above a lower level.



HOW ARE YOU CELEBRATING?
SHOW US USING

#SafetyBreak

Short take

Oregon employers, workers invited to take a 'Safety Break' May 11

By Aaron Corvin

Committing to workplace health and safety is no small task. New hazards and challenges arise – sometimes unexpectedly. Stepping back to examine how far you've come and how far you still need to go can be difficult during the daily thrum of work.

Yet, it is essential. That is why Oregon OSHA encourages employers and workers across the state to take part in Safety Break for Oregon. The annual event – now in its 19th year – calls on employers and workers to pause and reflect on the importance of protecting people from hazards and harm while on the job.

Will you take the Wednesday, May 11, stand-down as an opportunity to refresh your knowledge and training? Will you conduct a clear-eyed examination of where safety and health could be improved at your worksite? Or will you celebrate your successes and recognize emerging safety leaders?

The choice of activity is yours. [Sign up now](#). You could even [win a \\$100 prize](#).

Oregon OSHA encourages employers and workers to share their Safety Break activities on social media; tag Oregon OSHA on [Facebook](#) and [LinkedIn](#) with #SafetyBreak.

As you plan your Safety Break event, make sure to follow the current COVID-19 guidance and workplace rules. Oregon OSHA's [COVID-19 updates and resources are available](#). If you have questions about how to apply Oregon OSHA rules to your workplace, [contact our technical specialists for free](#). If you want free and confidential help reviewing and improving your safety and health program – or with returning to work safely as COVID-19 evolves – [contact our consultation services](#).

The prizes will go to participating companies as part of a random drawing. [The Oregon SHARP Alliance](#) sponsors the contest. The nonprofit group promotes safety and health management by encouraging teamwork and cooperation among people, employers, and organizations to improve workplace health and safety for Oregon workers.

For more information, ideas on how to host an event, or to download graphics, visit the [Safety Break for Oregon website](#). ●

Short take

Ceremony honors fallen Oregon workers

By Aaron Corvin

Safety and health advocates, elected officials, and union leaders gathered on Thursday, April 28, near the Fallen Workers Memorial in Salem with a central focus: to grieve and remember those who lost their lives while on the job in Oregon in 2021.

During the noon observance, held every year on Workers Memorial Day, the names of more than 69 Oregon workers who lost their lives while on the job last year were read aloud. The full ceremony, including the reading of the names, is available for viewing: <https://www.facebook.com/OregonAFLCIO/videos/990774681810763>

The ceremony featured remarks by workplace health and safety advocates, including Lou Savage, former interim administrator for Oregon OSHA. Each of the workers who died "is more than a number," he said. "Each one had a life story with more chapters to be written."

Graham Trainor, president of Oregon AFL-CIO, which coordinated the ceremony, said more must be done to make workplaces in Oregon safer and healthier. And those increased efforts must continue until, Trainor said, "one day the need for this ceremony will no longer exist."

The Rev. Richard Davis of the Unitarian Universalist Congregation of Salem delivered the ceremony's invocation. He asked God to bring "more light and love and compassion in our hurting world." ●

Former Oregon OSHA Interim Administrator Lou Savage delivered remarks as part of the April 28 Workers Memorial Day ceremony in Salem.



Short take

Renée Stapleton named Oregon OSHA acting administrator

By Aaron Corvin

Oregon Department of Consumer and Business Services Director Andrew Stolfi has appointed Renée Stapleton as acting administrator for Oregon OSHA.

Stapleton had been serving as acting deputy administrator and as policy manager. She began her new role on May 1.

Stapleton succeeds Lou Savage, who came out of retirement in January to serve as acting administrator for Oregon OSHA. Savage completed his interim appointment and stepped down on May 1.

Stapleton started with Oregon OSHA in 2006. Since then, she has spent time as a safety enforcement officer, enforcement manager, consultation manager, policy manager, and acting deputy administrator. She received her associate's and bachelor's degrees in fire science administration at the University of Alaska, Anchorage and Western Oregon University, respectively. ●





Incident Alert!

Company The company provides a variety of farming services, including road construction.

Hazard The excavator operator did not turn off the excavator's engine when he got out of the cab.

The employee

- A 50-year-old ranch manager
- A 57-year-old excavator operator

How the incident happened

There was only one witness, a friend of the ranch manager, who was helping him tend cows on the day of the incident. Early that morning, the ranch manager and his friend drove a utility task vehicle (UTV) a short distance to the site: an access road that ACW had been contracted to build.

The excavator operator had been working at the site for about 15 minutes before the two arrived. As they approached the site, the ranch manager's friend noticed the excavator operator walking back to the cab from the excavator's bucket while the excavator's engine was still running.

The ranch manager got out of the UTV and walked toward the excavator operator, who had climbed up on the east track of the excavator and was standing next to the cab's entrance.

The friend looked away from the excavator for a moment. When he looked back, he saw the excavator operator fall toward the front of the machine between both tracks. Then, the excavator started moving.

The ranch manager rushed to the west side of the excavator to rescue the operator while the friend ran to move the pilot control shutoff lever – a red lever located above the east track of the excavator – to its locked position, which would immediately stop the machine.

When he went around to the other side of the excavator, the friend found both workers motionless, caught under the excavator's west track.

When officers from the Malheur County Sheriff's Department arrived, they noticed a lunch box stowed between the excavator's windshield and its directional control levers. Company employees said that the excavator operator always brought his lunch box with him. Because the cab of the excavator – a John Deere 225DLC – was quite small, he would store the lunch box between the windshield and the directional control levers.

It was the first of a tragic set of circumstances that foreshadowed how the incident would unfold: the excavator operator had placed his lunch box against the windshield in such a way that it pushed the machine's directional control levers back. Then, while he was standing on the



The John Deere 225DLC excavator and the UTV.



The lunch box that the excavator operator stowed between the windshield and the directional controls of the excavator. The red pilot control shutoff lever (right). While the excavator operator was standing on the excavator's east track, his coat may have caught the machine's pilot control shutoff lever and moved it to its unlocked position.

excavator's east track, his coat may have caught the machine's pilot control shutoff lever and moved it to its unlocked position. Because the excavator's engine was running and the directional controls were engaged, the machine lurched forward. The operator most likely lost his balance and fell between the excavator's tracks. The independent contractor died trying to rescue him.

The incident would not have happened if the operator had turned off the excavator's engine before he got out of the cab. The operator's manual for the John Deere 225DLC excavator states:

Prevent Unintended Machine Movement: Be careful not to accidentally actuate control levers when coworkers are present. Pull pilot control shutoff lever to locked position during work interruptions. Pull pilot control shutoff lever to locked position and stop engine before allowing anyone to approach machine. Always lower work equipment to the ground and pull pilot control shutoff lever to locked position before standing up or leaving the operator's seat. Stop engine before exiting.

Citations

- 437-001-0760(1)(a): The employer did not ensure that workers were properly instructed in the safe operation of any machinery that they were authorized to use. (Employees who operated the John Deere 225DLC Excavator had not been instructed to turn off the machine's engine before exiting the cab in accordance with the John Deere 225DLC Excavator Operator's Manual.
- 437-001-0765(13): The employer did not ensure that safety meetings were documented and retained for a least three years.
- 437-001-0700(22): The employer did not provide Oregon OSHA with an OSHA 300A summary log for 2019.

What did the employer do to comply?

- The employer began requiring employees to review the John Deere 225DLC Excavator Operator's Manual.
- The employer began holding weekly safety meetings every Monday, beginning March 15, 2021.
- The employer submitted a copy of its 2019 OSHA 300A log to Oregon OSHA. ●

Going the Distance

Adroit Construction Co., Inc

General contractors and construction services.

Safety director: Josh Johnson | **Employees:** 80-100

Operations/facilities/workforce

Based in Ashland, Adroit Construction is a general contractor providing high-value construction services. Since 1979, Adroit has grown from a two-person shop to what is now a company encompassing project managers, superintendents, a skilled field workforce, and full-time office personnel. Since Adroit's inception in the late 70s, the company has continuously operated, constructing more than 2,000 public works, commercial, industrial, and residential building projects throughout Oregon, Northern California and Washington. The corporate headquarters and ownership has and will remain in Ashland, providing approximately 125 jobs for residents of Jackson, Josephine, Klamath and Siskiyou counties.



Josh Johnson is safety director for Adroit Construction Co., Inc. in Ashland.

Focus on worker safety

Resource reached out to Josh Johnson, safety director, to discuss Adroit's focus on the safety of its workers and its journey to becoming a five-year graduate of [Oregon OSHA's Safety and Health Achievement Recognition Program \(SHARP\)](#):

Question:

As the weather becomes drier – and the ground warmer – construction season will be getting into full swing. As you approach your projects, what are your top priorities for Adroit's safety program?



Adroit Construction Co., Inc. is a five-year graduate of Oregon OSHA's SHARP program, a reflection of the company's dedication to on-the-job safety and health.

Answer:

My greatest priority each and every day is that all employees leave work at the end of the day in the same or better physical condition than how they arrived that day to work. I put my focus into achieving that result while realizing that there are many contributing factors to how each employee reacts, but that their response is primarily affected by their attitude. If I can reach our people where they are, it will affect their attitude. When I can get them to understand the "why" behind the "how" we do things, and that it is for their benefit, I can get them to embrace the safety program using all of the training and tools provided by the company to complete their duties, and to do all of this because they choose to – not because management or OSHA is watching. When I can protect the employee – and get them to help me in that endeavor – then our jobsites and our program will always be successful.

Question:

What is the most important thing you learned during your journey through the SHARP program?

Answer:

I am glad you described the program as a journey as it truly is one, a passage from one place to another. Our journey with SHARP started in 2008, and even though our journey of improvement continues today, our fifth-year graduation was in 2013. The short answer to what is the most important thing I've learned along this journey is employee involvement. The longer version of that answer is employees should be involved in the ongoing development of a safety program so that they take ownership of it. If it is their program, and they realize that the continuous improvement of their health and safety measures depends on them, buy-in is achieved, and you have a living culture that protects them as active members. Having a living and active culture was fostered in our company through the SHARP program and, even though we realize we have a good way of doing things, we are always looking for improvement. The SHARP program also allowed us to develop a critical network of like-minded safety resources through the Oregon SHARP Alliance. Having a great support network is key

A safety meeting is held at an Adroit jobsite.

as it creates opportunities for improvement as you compare and contrast what is effective across multiple industries, because, at the end of the day, we are all dealing with people and want them to be safe.

Question:

What is something that you always remind employees about on-the-job safety and health, and how do you deliver that reminder?

Answer:

The only way our program truly works is if we all watch out for each other. No one person

can be in every place all the time, so we foster and encourage a shared accountability within our workplace. This is reinforced with consistent messaging across our projects and a promotion of the "Adroit Way" of doing things. We encourage long-term employees to mentor newly-hired employees. This helps assimilate the new employee to the company's culture. Listening to our workers is essential to creating and maintaining a safe workplace, and so I spend time interviewing them and acting on the feedback. I find this builds rapport and helps them realize that they are vital and that what they do daily makes a difference. ●

