

Occupational Fatalities Investigated  
by ADOSH  
January 1, 2006 through March 31, 2006

- The owner of a roofing company fell from a ladder.
- An employee of a drywall company fell from a ladder.
- An employee fell 20 feet from a steel structure.

Como Presentar Una Queja  
Ante ADOSH

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# ADOSH ADVOCATE

Improving Workplace Safety and Health



<http://www.ica.state.az.us>

Darin Perkins, Director

Summer 2006

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## ADOSH ADVOCATE

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## Employee Training

This article originally appeared in the Summer 2000 Advocate.

I am often asked what I believe to be the most important factor in ensuring a safe and healthy workplace. I don't know that there is one, single-most important factor; there are several which are equally important to achieve this goal. However if I had to pick one, employee training would certainly rank near the top. Training provides knowledge and as the saying goes, "knowledge is power". An employee who has received proper safety and health training has the power and freedom to make an informed decision regarding their own safety and health. Without this training, the employee is no longer free to choose but rather must work in whatever conditions he is allotted.

The most frequently cited standards by ADOSH are those which deal with employee training. I believe that this is an indication of the need for a more concerted effort toward ensuring that employees are properly trained to perform their jobs safely.

What does it mean to train? Webster defines the word train as follows: "To coach in or accustom to a mode of behavior or performance." That being the case, it follows that the word training in the context of safety and health means to educate or teach (coach) employees a particular safe behavior such that they become accustomed to repeating that behavior. Employees should have the education and knowledge necessary to make safe behavior a habit.

What constitutes proper training? I like to break it down into two basic steps. First, providing the necessary instruction or education, and second, enforcement of the instructions given. An employer can provide fall protection equipment but employees will not use it if they have no idea when,

how or why to use it. Likewise, there is no incentive to make a habit of using it if the employer does not enforce its use.

Training needs to be more than a simple tailgate or toolbox meeting. It must consist of more than a foreman's comment to "be safe" or to "watch out for the open floor." These may serve as reminders or refreshers about things that employees have already been taught, but must not be relied upon as a sole method of training. Proper training consists of both classroom and hands-on instruction and provides employees with an opportunity to ask questions and become familiar with the concepts taught.

One of the most difficult aspects of employee training is the language barrier. There are many employees throughout Arizona who speak and understand very little, if any English. Quite frequently we see situations where training has been provided in English to all employees and everyone has signed the training sheet indicating that they were in attendance but in reality, many of the employees spoke little or no English and consequently did not understand anything that was taught. Employers must not forget their responsibility to the non-English speaking employees. Employees need to be educated in the language that they understand.

There are many organizations around which provide excellent safety and health training. Additionally, ADOSH offers a variety of training classes, free of charge, to employers and employees. If you are interested in hosting or attending a course, contact one of the trainers listed in this newsletter for more information.

Darin Perkins, Director

## Fatal Mistakes

A mistake is an error, misunderstanding, or misconception, according to Webster. There was no misunderstanding, or misconception in the case discussed here. There was an error, a total lack of good judgment, and a failure to follow orders, not once, but twice.

Two laborers and a foreman were working in a trench at a depth of 30', inside a trench shield, installing 30" diameter sewer line in a new housing development area southeast of Phoenix. The area is known for soft, sandy, alluvial soil much of which is classed as Type "C," per the OSHA standards. A trench shield was in place and employees were warned repeatedly to remain within the shield when working.

One laborer decided to step outside the shield to steady the line used for a grade check. His foreman yelled at him to get back in the shield system. At this point the wall of the unsupported portion of the excavation partially collapsed, burying the laborer to the knees. The foreman and the remaining laborer worked quickly to dig the first laborer free of the dirt and when they freed him told him to return to the shield system. Instead of returning to the protective shield the victim clowned around claiming the trench could not get him, or something to that effect. At that point the opposite wall of the excavation collapsed burying the victim totally. Several minutes later, after failing to be able to locate the victim visually, the responding emergency rescue personnel ordered all employees out of the trench and switched tactics from rescue to retrieval. Nearly seven hours later the victim's body was removed from the excavation, with no further losses.

Deficiencies were found in the cave-in protective system that were not contributory to the victim's death, but were noted by the OSHA Compliance Officer and cited. The specific cause of the victim's death was found to be misconduct on the part of the victim, in that he failed to return to the safety of the shield system after several commands from the foreman and his fellow laborer.

The failures to meet the OSHA Standards, though non-contributory to the victims' death are worth attention. The trench was 30' deep total. The top 10' was benched with a single bench 5' wide at a depth of 5' from the cut edge of the excavation. The trench boxes were stacked properly, to a height of 24' from the bottom of the excavation, but were rated for a depth of only 24', not 30' as they were used. Soil type was seen by the OSHA Compliance Officer to be "C" and this was agreed to and documented by the site competent person. "Benching" is not acceptable in type "C" soil as a means of cave in protection.

Even given the deficiencies in the shield system, the employee would not have been killed had he returned to the shield system as ordered.

Ernie Miller, Safety Consultant

## Training Is The Key!

Important training opportunities are being missed. Over the past six months I have had consultants cancel no less than six outreach classes on topics ranging from Excavation Safety to Safety and Health Management. In addition I have received several phone calls from concerned employers wanting the classes and then becoming upset over the cancellation. These are classes aimed at informing employees so that they can do a more productive job in a safer manner.

Why are these classes getting cancelled? The simple answer is low turnout. Normally the employer calls us and gets the employee(s) enrolled in the class. Employees then just need to show up. You can't beat the price; it's free. The classes are cancelled because there are less than 10 employees enrolled in the class.

On many occasions we have carried the class with the roster shows in excess of 20 employees signed up. The consultant goes to the trouble of doing the prep work, getting handouts printed and assembled only to have five to seven employees show for the class. The other 13 never show and never bother to call letting us know they are not coming. This is a tremendous waste of resources and is counterproductive for all.

If you sign up for a class please commit to it and show up. Employers, allow your employees to keep the commitment to the training. In the end it will benefit you as well. To help prevent future cancellations remember to sign up early, providing us with a more accurate count of the number wanting to attend. Remember the training we provide benefits both employer and employee. If you do not think training is important, think again. Many of the accidents that

ADOSH has investigated have been a direct result of a lack of training. Lets do all we can to protect our workers by giving them the training they need.

Mark Norton, Assistant Director

## The Teen Workforce

Teen workers can be an asset to your workforce. They are enthusiastic and eager to learn. However, injuries can have a lifelong impact. On-the-job injuries to teens can be costly, even deadly.

According to NIOSH, each year about 70 teens die and about 77,000 are injured seriously enough to require hospital emergency department treatment. An estimated 230,000 working teens may be injured each year. This summer, keep a close eye on your teen workers!

## ADOSH Education and Training Calendar

Registration for each class begins 30 days prior to the date of the class. Location and time will be provided at the time of registration. ADOSH classes are free of charge but are subject to change or cancellation without notice.

<b>Date</b>	<b>Class</b>	<b>Location</b>	<b>Trainer</b>	<b>Phone number</b>
July 11	Excavation Safety	Avondale	Joe Gates	602-542-1641
July 11	Violence Prevention	Phoenix ICA	Fernando Mendieta	602-542-1640
July 11	Safety Management	Tucson	Mark Norton	520-628-5478
July 12	Excavation Safety Awareness	Tucson	Tom Webb	520-628-5478
July 12	Confined Space Entry	Prescott	Fernando Mendieta	602-542-1640
July 13	Forklift Train-the-Trainer	Tucson	Bill Garton	520-628-5478
July 13	OSHA in the Medical Office	Phoenix	Fernando Mendieta	602-542-1640
July 13	Excavation Safety	Mesa	Joe Gates	602-542-1641
July 18	Noise/Hearing Conservation	Peoria	Fernando Mendieta	602-542-1640
July 18	General Ind. Hazard Recognition	Tucson	Mark Norton	520-628-5478
July 19	Scaffold Safety	Tucson	Bill Garton	520-628-5478
July 19	Ergonomics	Yuma	Fernando Mendieta	602-542-1640
July 19	Machine Guarding	Phoenix	Joe Gates	602-542-1641
July 20	Asbestos Awareness	Yuma	Fernando Mendieta	602-542-1640
July 25	Fall Protection	Phoenix ICA	Joe Gates	602-542-1641
July 26	Confined Space Entry	Phoenix ICA	Fernando Mendieta	602-542-1640
July 27	Bloodborne Pathogens	Tucson ICA	Fernando Mendieta	602-542-1640
July 27	Violence Prevention	Tucson ICA	Fernando Mendieta	602-542-1640
August 9	Fall Protection	Tucson	Tom Webb	520-628-5478
August 15	Safety Management	Prescott	Joe Gates	602-542-1641
August 16	Personal Protective Equipment	Tucson	Tom Webb	520-628-5478
August 16	Ergonomics	Phoenix	Fernando Mendieta	602-542-1640
August 16	Excavation Safety	Yuma	Joe Gates	602-542-1641
August 17	Back Injury Prevention	Mesa	Fernando Mendieta	602-542-1640
August 17	Personal Protective Equipment	Yuma	Joe Gates	602-542-1641
August 21	Hazard Communication	Tucson	Mark Norton	520-628-5478
August 22	Hand & Power Tool Safety	Peoria	Joe Gates	602-542-1641
August 22	Violence Prevention	Kingman	Fernando Mendieta	602-542-1640
August 22	OSHA in the Medical Office	Kingman	Fernando Mendieta	602-542-1640
August 24	Hazard Communication	Avondale	Fernando Mendieta	602-542-1640
August 24	Concrete/Masonry Const. Safety	Flagstaff	Joe Gates	602-542-1641
August 29	Construction Safety Mgmt.	Phoenix ICA	Joe Gates	602-542-1641
August 30	Personal Protective Equipment	Tucson ICA	Fernando Mendieta	602-542-1640
August 30	Noise/Hearing Conservation	Tucson ICA	Fernando Mendieta	602-542-1640
August 31	OSHA in the Medical Office	Tucson	Fernando Mendieta	602-542-1640
September 7	Bloodborne Pathogens	Tucson	Mark Norton	520-628-5478
September 11	Construction Hazard Recognition	Tucson	Mark Norton	520-628-5478
September 12	Excavation Safety	Phoenix	Joe Gates	602-542-1641
September 13	Bloodborne Pathogens	Phoenix ICA	Fernando Mendieta	602-542-1640
September 14	Confined Space Entry	Tucson ICA	Fernando Mendieta	602-542-1640
September 14	Respiratory Protection	Tucson ICA	Fernando Mendieta	602-542-1640
September 14	Welding Safety	Kingman (AM)	Joe Gates	602-542-1641
September 14	Concrete/Masonry Const. Safety	Kingman (PM)	Joe Gates	602-542-1641
September 18	Forklift Train-the-Trainer	Tucson	Bill Garton	520-628-5478
September 19	Personal Protective Equipment	Peoria	Joe Gates	602-542-1641
September 20	Respiratory Protection	Yuma	Fernando Mendieta	602-542-1640
September 21	Confined Space Entry	Yuma	Fernando Mendieta	602-542-1640
September 26	Forklift Train-the-Trainer	Phoenix ICA	Joe Gates	602-542-1641
September 27	Hazard Communication	Prescott	Fernando Mendieta	602-542-1640

Trainers may be contacted by e-mail by using the following format: <lastname>.<firstname>@dol.gov  
 All Tucson classes are held at the Tucson ICA Building located at 2675 E. Broadway Rd.