

ADOSH ADVOCATE

Improving
workplace
safety &
health



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Darin Perkins, Director

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A Thousand Words

Every now and then we run across a situation that makes us shake our heads. Such is the case with this photo. An employee is working in a new building under construction, possibly a residential home or apartment complex. From the looks of it, he appears to be on the second floor, at a minimum. What he's doing, we're not quite sure. Maybe he's cleaning the window or removing labels from the outside. In any case, he's clearly exposed to a fall hazard, probably one in excess of 10 feet.

What else should we be noting or asking regarding this situation? How about employee training? We cannot tell from the photo, of course, but we have to wonder about the extent of the employee's training. Has he been trained in

fall protection? Has he been trained in this specific task? Has he been instructed to perform the task in this manner (leaning out of the window), or was he taught a safer method and simply made the decision on this day to try another way?



No matter the task, there are right ways to perform the work and there are wrong ways. There are safe methods and not-so-safe methods. Our job as employers is to identify the methods that will afford employees the most protection, while still allowing them to be as productive as possible. As employees, our job is to learn the proper methods identified by our employer and then follow them.

ADOSH ADVOCATE

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Employer Payment for Personal Protective Equipment

On November 15, 2007, OSHA published a final rule requiring employers to pay for most employee personal protective equipment (PPE). The rule does not require employers to provide PPE where none has been required before, but stipulates that employers must pay for required PPE, except in the limited cases specified in the standard. The exceptions to the rule (employers are not required to pay for) include:

- Non-specialty safety-toe protective footwear, including steel-toe shoes or boots and non-specialty prescription safety eyewear if the employer permits such items to be worn off the job site.
- Logging boots required by 1910.266 (d)(1)(v);
- "Everyday clothing," such as long sleeve shirts, long pants, street shoes, and normal work boots, or ordinary clothing, skin creams or other items used solely for protection from the weather, such as winter coats, jackets, gloves, parkas, rubber boots, and hats.
- Lost or intentionally damaged PPE does not have to be replaced at the employer's cost.

The new standard states that if an employee provides his/her own

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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. Classes sponsored by ADOSH are free of charge but are subject to change or cancellation without notice. Some classes or seminars listed are not sponsored solely by ADOSH and may carry a nominal fee to cover the cost of course materials, space rental, etc. **NOTE: The phone number listed for each class is the number participants need to call for registration purposes and may or may not be a direct number to ADOSH. While ADOSH trainers can answer questions specific to class content, attendees must call the number listed to register.**

<u>Date</u>	<u>Class</u>	<u>Location</u>	<u>Trainer</u>	<u>Registration No.</u>
January 8	Forklift Train-the-Trainer	Avondale	Joe Gates	623-935-8888
January 10	OSHA 300 Recordkeeping	Flagstaff	Joe Gates	602-631-2008
	S & H Program Management	Tucson	Mark Norton	520-628-5478
January 15	Respiratory Protection	Peoria	Melissa Drate	623-773-7679
January 16	Electrical Safety	Yuma	Joe Gates	928-373-5092
	OSHA 300 Recordkeeping	Tucson	Cheryl Caballero	520-628-5478
	Hand & Power Tool Safety	Yuma	Joe Gates	928-373-5092
January 22	Forklift Train-the-Trainer	Tucson	Bill Garton	520-628-5478
	Bloodborne Pathogens	Phoenix ICA	Melissa Drate	602-542-1640
January 23	Forklift Train-the-Trainer	Kingman	Joe Gates	928-757-0863
	Excavation Safety Awareness	Tucson	Mark Norton	520-628-5478
	Lockout/Tagout	Kingman	Joe Gates	928-757-0863
January 24	Electrical Safety	Tucson	Tom Webb	520-628-5478
January 25	Back Injury Prevention	Tucson	Brian Knutson	520-628-5478
January 29	OSHA 300 Recordkeeping	Prescott	Joe Gates	602-631-2008
January 30	OSHA 300 Recordkeeping	Phoenix ICA	Joe Gates	602-542-1769
	Personal Protective Equipment	Tucson	Cheryl Caballero	520-628-5478
February 5	Fall Protection Awareness	Prescott	Joe Gates	602-631-2008
February 6	Job Hazard Analysis	Tucson	Mark Norton	520-628-5478
February 7	Respiratory Protection	Avondale	Melissa Drate	602-542-1640
February 12	Scaffold Safety Awareness	Tucson	Tom Webb	520-628-5478
	Confined Spaces	Peoria	Melissa Drate	623-773-7679
February 13	Machine Guarding	Bullhead City	Joe Gates	928-757-0863
	Welding Safety	Bullhead City	Joe Gates	928-757-0863
	Heat Stress Prevention	Phoenix	Melissa Drate	602-631-2008
February 19	Hand & Power Tool Safety	Tucson	Bill Garton	520-628-5478
	Job Hazard Analysis	Peoria	Melissa Drate	623-773-7679
February 20	Medical & Dental Office Safety	Tucson	Cheryl Caballero	520-628-5478
	Hazard Communication (E & S*)	Yuma	Melissa Drate	928-373-5092
	Asbestos Awareness	Yuma	Melissa Drate	928-373-5092
February 21	Fall Protection Awareness	Flagstaff	Joe Gates	602-631-2008
	Scaffold & Ladder Safety	Flagstaff	Joe Gates	602-631-2008
	VPP Overview	Tucson	Mark Norton	520-628-5478
February 22	Back Injury Prevention	Tucson	Brian Knutson	520-628-5478
February 25	Medical & Dental Office Safety	Phoenix ICA	Melissa Drate	602-542-1640
February 26	Forklift Train-the-Trainer	Phoenix ICA	Joe Gates	602-542-1769
March 5	Electrical Safety	Kingman	Joe Gates	928-757-0863
	Fall Protection Awareness	Kingman	Joe Gates	928-757-0863
March 6	Hazard Recognition - Const'n	Tucson	Mark Norton	520-628-5478
March 11	S & H Program Management	Peoria	Joe Gates	623-773-7679
March 12	S & H Program Management	Phoenix	Joe Gates	602-631-2008
	Hearing Conservation	Yuma	Melissa Drate	928-373-5092
	Workplace Violence Prevention	Yuma	Melissa Drate	928-373-5092
March 13	Hazard Recognition - Gen. Ind.	Tucson	Mark Norton	520-628-5478
March 18	Forklift Train-the-Trainer	Tucson	Bill Garton	520-628-5478
	Hazard Communication	Phoenix ICA	Melissa Drate	602-542-1640
March 19	Fall Protection Awareness	Tucson	Cheryl Caballero	520-628-5478

* First class is in English, second in Spanish

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Trainers may be contacted by e-mail by using the following format: <lastname>.<firstname>@dol.gov

"Phoenix ICA" classes are held at the Phoenix ICA building located at 800 W. Washington St.

All Tucson classes are held at the Tucson ICA building located at 2675 E. Broadway Rd.

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Fatal Mistakes

2007 is on pace for a very sad year. So far, as of this writing, we have investigated over 30 fatal workplace accidents this year. The year has time left in it, and at the pace we are running we expect the total to rise.

This scary situation is partially attributable to people becoming caught in things they should not be in. Some of our "caught-in" type accidents that have happened this year are described briefly as follows:

An employee performing maintenance on a deep core drilling rig was caught in the main cable winch and received fatal injuries.

An employee at a polymer plant was caught inside the ribbon blending machine while performing routine cleaning, and received fatal injuries when the machine became energized and operational.

An employee was found some three hours after he had fallen into a bin of waste bread dough. He had suffocated in the dough and was found when the bin was dumped.

An employee was cleaning out a hopper when the blending paddle and the metering belt became energized and operational.

All four of these horrific fatalities could have been avoided and four lives spared. Training of employees is a constant, repetitive and possibly boring use of time according to many employees and supervisory people. If we could give each of these four people a quick re-training class, it's pretty obvious they would no longer think it was boring and useless. It's hard to conceive of a victim of a fatal accident that would not have been grateful for just one more training session that would have made him just that little bit more careful that his life would have been spared.

Control of hazardous energy is the title of one training class that could have saved three of these lives. "Lock-out, tag-out" is another name for it. The drilling rig should have been off and locked out. The ribbon blender should have been locked out. The concrete hopper and all associated power sources should have been locked out. The employees doing the work should have held the only keys to the locks. Lock-out means no one else can turn the machine on except the guy holding the lock-out key, and then only if he has assured himself that it is safe to do so.

Although we will never know, it's possible the fellow in the waste bread dough was overcome by the carbon dioxide gas given off by rising bread dough, and he fell in. A class in hazard communication may have shown him the hazard and shown him a way to preserve his life, or at least made him aware of the potential hazards so he could avoid them.

Accidents can be avoided. "Caught in" accidents surely can be avoided. Training is a great way of showing the way to accident avoidance. Hazards that are recognized first, then avoided because of training are rendered harmless by this avoidance. The hazard is still there, but recognition and avoidance makes the hazard much less dangerous and fatal.

Train employees before they go to work, then re-train employees then keep on training employees. Don't ever stop.

Ernie Miller, Safety Consultant

PPE Payment (Cont'd from page 1)

protective equipment, the employer is not required to reimburse the employee for that equipment. However, the standard also makes it clear that an employer **cannot** require an employee to provide

or pay for his/her own PPE, except those specific items of PPE outlined in the standard.

The federal rule becomes effective February 13, 2008. Arizona will have until May 15, 2008, to adopt the new

rule. Although Arizona's official adoption date will not be until sometime in early 2008, Arizona employers should already be in compliance with these requirements since it has been a long-standing ADOSH position that employers pay for employee PPE.

<u>Date</u>	<u>Class</u>	<u>Location</u>	<u>Trainer</u>	<u>Registration No.</u>
March 20	Construction Safety Management	Flagstaff	Joe Gates	602-631-2008
	Hand & Power Tool Safety	Flagstaff	Joe Gates	602-631-2008
	Back Injury Prevention	Prescott	Melissa Drate	928-541-5001
	Machine Guarding	Tucson	Tom Webb	520-628-5478
March 21	Excavation Safety Awareness	Phoenix ICA	Joe Gates	602-542-1769
March 27	Ergonomics	Peoria	Melissa Drate	623-773-7679
March 29	Back Injury Prevention	Tucson	Brian Knutson	520-628-5478

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Occupational Fatalities Investigated by ADOSH July 1, 2007 through September 30, 2007

- 1) An employee stood or walked onto a floor joist that was not fully secured in place. The joist broke free and the employee fell to the concrete, sustaining fatal head injuries.
 - 2) An employee fell through a skylight while doing HVAC maintenance work.
 - 3) An employee died when he was overcome by sewer gasses after entering a manhole to perform work to connect a new sewer system with an existing system.
 - 4) An employee installing a bracket for an HVAC system fell from an eight foot step ladder.
 - 5) An employee cleaning a mixing/blending machine was killed when he requested a coworker turn the machine on so the rotating shaft could also be cleaned.
 - 6) An employee climbing a drilling rig and using a retractable lifeline was killed when the drill operator started up the drill, causing the rotating drum on a winch to grab the lifeline and pull the employee in.
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