

A DOSH ADVOCATE

Improving
workplace
safety &
health



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

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ADOSH ADVOCATE

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Darin Perkins, Director

Choose Safety ~ Choose Life

Learning from Workplace Fatalities
Part two of a three-part series.

The buzzword in business is "sustainability" and it has been applied to creating safety cultures with various formulas and strategies. Interestingly, sustainability doesn't refer to a self-sustaining culture, rather a culture that chooses to sustain life. In the first part of these articles an idea was introduced: that only power is sustainable and force ultimately exhausts its ability to influence behavior. Enforcement of safety rules through disciplinary action is self-limiting. The changes required for sustainable safety must come through the personal values and choices of each employee.

We can't help but ponder the sustainability of a three-step disciplinary action plan, whereby an employee can engage in misconduct and receive progressively severe responses from the employer (i.e., a verbal warning, written warning, and then ultimately, dismissal.) Why do we give an employee three chances to kill or injure himself or others? If an employee is a repeat offender, he/she demonstrates a character that is lacking a "sustainable" trait; the employee has failed to choose life over death.

For a safety culture to succeed management and employees must embrace two underlying principles:
1) Each person has a right to life

and, 2) Life is an active individual choice (active, because it must be continually chosen over the default, which is to be acted upon.)

In Stephen Covey's best selling book, *The 7 Habits of Highly Effective People*, he encourages people to become more proactive and less reactive. "Reactive people are driven by feelings, by circumstances, by conditions, by their environment. Proactive people are driven by values—carefully thought about, selected, and internalized values.

"Proactive people are still influenced by external stimuli, whether physical, social, or psychological. But their response to the stimuli, conscious or unconscious, is a value-based choice or response."

Culture is defined as the "shared belief and values of a group." (Encarta Dictionary) In order to build a sustainable safety culture the group must begin by defining their values. The underlying value of safety is the respect for life. We cannot assume that every employee values life and respects the life of others. Safety structure must therefore begin with a statement of the company's value system and the expectation that each employee will make decisions based on those values.

"Every individual has a place to fill in the world and is important in some respect whether he chooses to be so

(Continued from page 1)

or not." ~Nathaniel Hawthorne

If an employee demonstrates that respect for life is not a personal value, which is readily observable through daily actions and interactions, then it is a duty of the employer to question the employee's suitability for the job. We do not need three near-misses or accidents to demonstrate that the employee is not willing to invest in the company safety culture; the employee either chooses safety or injury, for himself and others. Often the injury or fatality totals include co-workers who are would-be rescuers.

Some observable life or death characteristics could be:

- Does the employee take shortcuts or unnecessary risks?
- Does the employee show up to work well rested and dressed for the job?
- Does the employee keep tools and equipment in good working condition?
- Does the employee respect rules and policies?
- Does the employee respect other employees, their belongings, and contributions?
- Does the employee take responsibility for his own actions?
- Does the employee report unsafe conditions and look out for co-worker safety?
- Does the employee accept responsibility and appreciate growth opportunities?
- Does the employee actively promote safety values?
- Does the employee make healthy life choices?
- Does the employee understand that their unsafe actions can affect co-workers?
- Is the employee self-disciplined?

Many companies have a probationary period, used to observe a new employee's behavior and perform-

ance. Employees who demonstrate life-choosing behaviors naturally, with little or no coaching, have cultivated internal rules or integrity that are self-motivating and sustainable. Consider this quote by Clint Eastwood: "Respect your efforts, respect yourself. Self-respect leads to self-discipline- When you have both firmly under your belt, **that's real power.**"

Next issue: Effective training programs.

2012 ADOSH Regional Safety Summit - YUMA!

In our endless pursuit to work smarter...not harder, we have developed a new training event for Arizona workers and employers: The 2012 ADOSH Regional Safety Summit! To begin this year's Safety Summits we are starting in Yuma on February 22-23 at the Main Library on 21st Drive. Our Training Partner, Diane Robinson with Yuma County Safety is helping us get this exciting program going. We appreciate the valuable guidance Diane has given us to organize this first Summit. The Summits will include an OSHA 10-Hour class for employees and a number of management, small business and general safety classes. (See the flyer in the ADVOCATE)

In Yuma we will offer a 10-Hour General Industry class. This is an OTI Outreach class and will require two full days attendance for attendees to receive a certification card. We recently held a well-attended Construction 10-Hour outreach class in Yuma and want to give General Industry the same opportunity. There are only 40 seats available

and each business can enroll a maximum of five employees. If all seats are not filled one week prior to the event, we will open enrollment for additional company employees.

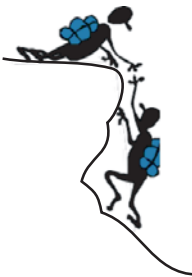
Our intention is to provide a full agenda for management and labor, and a *Small Business Track* for new businesses or even established ones needing some help getting started with OSHA compliance. We even have a specific class for new safety managers!

As with all ADOSH classes we do not charge for enrollment. However, if you are planning to take the 10-Hour course there is a \$5.00 fee that goes directly to OTI for processing the certification card.

We are pulling together our best presenters from ADOSH and the Community for quality learning experiences. Information regarding the Summit, as well as how to register for the various classes, can be obtained through the ICA's website at www.ica.state.az.us

You can also contact ADOSH at 602-542-1769 or Diane Robinson at 928-373-1138 to request registration materials or ask questions.

Look for additional Summits later in the year. The next Summit will be in Flagstaff in June. As always we welcome your suggestions! (See page 8 for flyer.)





A Thousand Words

This photo illustrates the view from the driver's seat through the back window of a grader in a high-way workzone. Some of the dust was rubbed off, and upon careful scrutiny through the haze, one can barely see a person standing several feet behind the grader. Unfortunately, the operator backed 400 feet while peering out of this window, into a worker standing at the rear of a pickup truck pinning the worker between the grader and the truck. The coroner's report indicated that the cause of death was blunt force trauma.

Maintaining equipment in operable condition includes cleaning all windows, mirrors and lights as needed.

Question: Our company (a plumbing service company with multiple branches in several states) requires us to use steel-toed boots at all times when working. It is a part of our uniform. Is the company required to purchase steel-toed boots for the employees? Also are they required to purchase steel-toed rubber boots or slip-over boots?

Answer: Your employer is required to pay for steel-toed boots, unless the employer permits employees to wear the boots off of the job, in which case the employer is not required to pay for those boots. As for the rubber, or rubber slip-over boots the employer is not required to purchase those unless there is a specific hazard that they are intended to prevent.

Question: I have tried enrolling in

The "Inbox"

We regularly receive questions and comments via e-mail, at adosh.comments@dol.gov. Following is a selection of some we recently received.



the ADOSH classes by calling the numbers listed on the schedule. I have left messages and have not had return calls to answer my questions or confirm my request for enrollment. I have heard the same comment from other students. So I have just shown up, taking a chance that the class was being held and there was room for me. Is there some way we can be contacted or our enrollment confirmed?

Answer: We are working on a website that will enable you to sign up

for classes on-line, but until then we are trying to funnel the enrollments through the hosts as they are in charge of the venue and know how many can attend. If you have difficulties contacting our hosts you can always enroll through our Consultation number 602-542-1769 by speaking with Rosemary Montanez, (or you can send her an email enrollment at montanez.rosemary@dol.gov).

Another partner, SCF-AZ has gone to an on-line enrollment that can be accessed through: www.scfaz.com. Look for their safety seminar link. Many adjustments are being made and we are finding ourselves having to shift programs, resources and schedules as needed. If you do not get a confirmation from the host, please call ADOSH to confirm that the class is being held. We generally require a minimum of 10 enrollees to proceed.

Occupational Fatalities Investigated by ADOSH July 1 - September 30, 2011

- 1) 7/28/11 An employee struck a metal cable while driving a 4-wheel recreational vehicle on a dirt road.
- 2) 8/15/11 An employee fell 29' from a concrete tile roof.
- 3) 8/22/11 An employee fell from a 10' ladder while conducting a home inspection.
- 4) 9/01/11 An employee suffered from heat stroke while installing handrails in a school field.
- 5) 9/19/11 A co-owner of a refrigeration business fell 18', while descending a fixed ladder, from a warehouse roof.

ADOSH Education and Training Calendar

Registration for each class begins 30 days prior to the date of the class. Most classes are **free of charge** but are subject to change or cancellation without notice. Some classes or seminars listed are not exclusively sponsored by ADOSH and may carry a nominal fee to cover the cost of course materials, space rental, etc. **NOTE: The phone number or web address 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 or the trainer. Registration Problems? Please call 602-542-1769.**

Date	Time	Class	Address	City	Instructor	Phone	Host
January 3	9 AM - 12 PM	Lockout Tagout	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
January 5	9 AM - 12 PM	Confined Space Safety	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
January 11	9 AM - 12 PM	Heavy Equipment Safety	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
January 12	8:30 AM - 11:30 AM	Asbestos Awareness	971 Jason Lopez Circle, Building D	Florence	Ornelas	520-628-5478	ADOSH
January 19	9 AM - 12 PM	Safety for Small Businesses	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
January 25	9 AM - 12 PM	Safety for Small Businesses	800 W. Washington St.	Phoenix	Mandeville	602-542-1769	R. Montanez
	1 PM - 4 PM	OSHA 300 Log Recordkeeping	800 W. Washington St.	Phoenix	Mandeville	602-542-1769	R. Montanez
January 26	8 AM - 12 PM	Forklift Train-the-Trainer	3030 N. 3rd. St	Phoenix	Mandeville	602-631-2379	scfaz.com
January 31	9 AM - 12 PM	Electric - Arc Flash Awareness	8401 W. Monroe St.	Peoria	Mandeville	623-773-7679	T. Booth
February 2	9 AM - 12 PM	Safety Management	800 W. Washington St.	Phoenix	Mandeville	602-542-1769	R. Montanez
February 8	9 AM - 12 PM	OSHA 300 Log Recordkeeping	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
	8:30 AM - 4 PM	Construction 10 Hour Day 1	1971 Jagerson Ave. (MCC)	Kingman	Mandeville	928-757-0894	L. Card
February 9	8:30 AM - 4 PM	Construction 10 Hour - Day 2	1971 Jagerson Ave. (MCC)	Kingman	Mandeville	928-757-0894	L. Card
	9 AM - 12 PM	Machine Guarding	2675 E, Broadway Blvd.	Tucson	Garton	520-628-5478	ADOSH
February 14	9 AM - 12 PM	General Industry Hazard Recognition	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
February 15	9 AM - 12 PM	Safety Management	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
February 16	9 AM - 12 PM	Office Safety	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
February 22	8 AM - 4 PM	Yuma Safety Summit	2951 S. 21st Drive (Main Library)	Yuma	Various	928-373-1138	D. Robinson
February 23	8 AM - 4 PM	Yuma Safety Summit	2951 S. 21st. Drive (Main Library)	Yuma	Various	928-373-1138	D. Robinson
February 28	9 AM - 12 PM	Violence in the Workplace	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
February 29	9 AM - 12 PM	Hazard Communication	800 W. Washington St.	Phoenix	Mandeville	602-542-1769	R. Montanez
March 1	9 AM - 12 PM	BBP/MRSA/Flu Awareness	800 W. Washington St.	Phoenix	Mandeville	602-542-1769	R. Montanez
March 6	9 AM - 12 PM	Groundskeeping Safety	3727 Karicio Lane	Prescott	Mandeville	928-541-5001	www.scfaz.com

ADOSH Education and Training Calendar (Continued)

Date	Time	Class	Address	City	Instructor	Phone	Host
	1 PM - 4 PM	Pests & Vermin in the Workplace	3727 Karicio Lane	Prescott	Mandeville	928-541-5001	www.scfaz.com
March 7	9 AM - 12 PM	Auto Shop Safety	3727 Karicio Lane	Prescott	Mandeville	928-541-5001	www.scfaz.com
	1 PM - 4 PM	Fire Extinguishers and Flammable Liquids	3727 Karicio Lane	Prescott	Mandeville	928-541-5001	www.scfaz.com
March 8	9 AM - 12 PM	Hazardous Materials - Flammable Liquids	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
March 9	9 AM - 12 PM	PPE and Hazard Assessments	800 W. Washington St.	Phoenix	Mandeville	602-542-1769	R. Montanez
March 13	9 AM - 12 PM	Forklift Train-the-Trainer	2675 E. Broadway Blvd.	Tucson	Garton	520-628-5478	ADOSH
March 14	9 AM - 12 PM	Auto Shop Safety	3000 N. Fourth St. (CCC)	Flagstaff	Mandeville	928-213-2083	M. Penado
	1 PM - 4 PM	Machine Guarding	3000 N. Fourth St. (CCC)	Flagstaff	Mandeville	928-213-2083	M. Penado
March 15	9 AM - 12 PM	Respiratory Protection	3000 N. Fourth St. (CCC)	Flagstaff	Mandeville	928-213-2083	M. Penado
	1 PM - 4 PM	Pests & Vermin in the Workplace	3000 N. Fourth St. (CCC)	Flagstaff	Mandeville	928-213-2083	M. Penado
	9 AM - 12 PM	Hazard Communication	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH
March 21	8:30 AM - 4 PM	Construction 10 Hour (Day 1)	180 N. 9th St. (City Hall)	Show Low	Mandeville	928-532-4103	T. Murray
March 22	8:30 AM - 4 PM	Construction 10 Hour (Day 2)	180 N. 9th St. (City Hall)	Show Low	Mandeville	928-532-4103	T. Murray
	9 AM - 12 PM	Training Topic -TBA	2980 S. Camino Del Sol (Rec Center)	Green Valley	Ornelas	520-628-5478	ADOSH
March 27	9 AM - 12 PM	Accident Investigation	2675 E. Broadway Blvd.	Tucson	Ornelas	520-628-5478	ADOSH

NOTE: Please register for training classes hosted by SCF at their website: www.scfaz.com. Look for the safety seminars folder.



RECERTIFIED VPP SITES:
 Hunt Construction Group (2nd Site)
 Johns Manville
 Frito Lay (AZ Distribution Center-
 pictured above)
 Special Devices, Inc.

VPP/SHARP Announcements NEW VPP SITE: Raytheon Missile Systems- Airport Site



NEW SHARP SITE:
 Sulphur Springs Valley Electric
 Cooperative, Inc. (pictured above)

RECERTIFIED SHARP SITES:
 Harris Rebar/Arizona Rebar Phoenix



VPP Spotlight: Johns Manville Tucson



Ryan Hubele, EHS Specialist shares Johns-Manville's safety commitment that earned it the VPP Star certification in 2007 and a successful recertification in June 2011.



“Management’s commitment to safety can come with significant cost, however it is well worth the resources invested.”

Management Commitment to Safety Utilizing the Principles of VPP at our Facility: Johns Manville Corporation's commitment to safety is expressed in the company's Core Values of People, Passion, Performance and Protection, as stated by our CEO Todd Raba. Our plant, which employs 85 team members, is the primary machine shop and fabrication facility for the Johns Manville North America operations in the Insulation Systems and Engineered Products Group. The entire Johns Manville organization understands that we are committed to providing a safe and accident free workplace. While our facility believes that safety is everyone's responsibility, management also recognizes that accountability for safety ultimately starts with the leadership of the plant. An expectation of plant leadership across the board is to ***place safety concerns and unsafe conditions and behaviors at a higher priority than production.***

One of the four elements of the Voluntary Protection Program is Management Commitment and Employee Involvement. The facilities leadership team demonstrates active involvement in the plant's safety processes. Supervisors and managers are involved in the daily review of EH&S related matters including daily reviews of any incident from across the North American JM facilities within 24 hours, discussions of facility near-miss reports, and participation in weekly safety walk-through audits.

One of the most important ways we demonstrate management's commitment to employee safety is effective and comprehensive Safety Training for all of our team members. Leadership recognizes that training is always the backbone of any safety process. ***The plant has developed and implemented 54 separate and distinct safety programs that cover all aspects of operations at our facility.*** By utilizing an on-line training platform, safety meetings, daily safety huddles, and classroom training, our facility has made the commitment that all employees will be prepared to safely conduct their jobs. So far in 2011 our team members have spent over 1,300 hours receiving safety training. This is a small example of management's commitment to safety, as this is time spent by each employee off the production floor and directly involved in receiving the training needed to further their education in our safety processes. ***Most recently, ten of our front-line leaders received the OSHA 30-hour training certification during an onsite training class.***

Further, plant team members attend regional and national VPP events. Angel Hidalgo, a disc operator and member of the plant safety committee, completed the Special Government Employee (SGE) training which enabled him to participate with OSHA as a team member on a VPP certification audit in Georgia earlier this year. This plant has two SGE's and both have participated in OSHA VPP audits and corporate VPP preparedness audits in other Johns Manville facilities. We have also had members of front-line supervision and plant safety committees attend the regional VPPPA conferences in Las Vegas and New Orleans this year. ***The Johns-Manville Tucson team members have all the necessary resources and support from management to position us for success in the VPP program and to ensure everyone goes home injury-free.***

About Ryan Hubele:

Ryan has worked for Johns Manville for 28 years, starting out in operations. The past eight years have been spent in various safety leadership roles. Ryan transferred to the Tucson facility in 2010 as the EHS Specialist.

Trainer's Corner

OSHA Educational videos show how to protect workers from construction hazards

OSHA has released 12 educational videos about potential hazards in the construction industry. The educational videos are brief, easy to understand, and geared to the needs of employers and workers. One in every five workers killed on the job nationwide is in construction—totaling nearly 800 construction worker deaths every year. The videos are based on real-life incidents and include detailed depictions of hazards and the safety measures that would have prevented these injuries and fatalities. OSHA's videos cover falls in construction, workers who are struck by vehicles and heavy equipment, sprains and strains, trenching and excavation hazards, and carbon monoxide poisoning.



This image, from one of OSHA's animated educational videos on construction hazards, shows a worker using a pneumatically powered saw, rather than one powered by gasoline, to reduce the buildup of carbon monoxide in a confined area.

Most of the videos are two to four minutes in length, and all but one are animated. Each video is available in English and Spanish for Web viewing or downloading. All video scripts are also available online in English and Spanish. The construction safety videos are located at <http://www.osha.gov/dts/vtools/construction.html> Spanish-language videos are available for download at http://www.osha.gov/dts/vtools/construction_sp.htm. After selecting a video from this page, users may choose to watch the video online, download the videos for future screenings, or view the videos on the U.S. Department of Labor's YouTube channel (www.YouTube.com).

*Working safely may get old,
but so do those who practice it!*

Anonymous

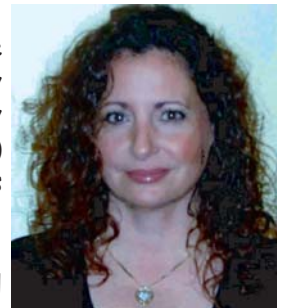
Meet our Training Partners: Arizona Small Business Development Centers

We have the privilege of partnering with the Small Business Development Centers (SBDC) in a number of Arizona Community Colleges to bring free safety training to employers and employees of small businesses. (www.azsbdc.net) We are continually impressed with the services that are provided at these Centers and wanted to call attention to their efforts. We seek to partner with all of the Arizona SBDCs for our training outreach and have planned for future involvement in 2012. In addition to providing training venues for ADOSH, SBDCs offer these services:

- Free One-On-One Confidential Counseling
- Business Plan Assistance
- Market Feasibility and Research
- Cash Flow Analysis
- Financial Projection Development
- Identifying Sources of Capital
- SBA Loan Assistance
- Preparing for Government Contracting

If you are thinking of starting a business, or expanding an established business, you have a great resource at your fingertips. There are special services available to active military and veterans. To locate the nearest SBDC visit this website: <http://www.azsbdc.net>

At the Kingman site of the Mohave County Community College you will meet Kelley Keffer, SBDC Director (right) and Lisa Card, SBDC Operations Specialist (below.)



MCC will be hosting an OSHA 10 Hour Construction Class on February 8th and 9th. The class is limited to 40 students and there is a mandatory OTI fee of \$5.00 per student to attend. See our training calendar for contact information to reserve your seat. An OTI certification card will be issued upon successful completion. Many federal contracts in construction are now requiring that workers have a 10 hour card. The SBDC will also be participating in our 2012 Regional Safety Summits as part of our Small Business Track. See you there! - Jenny Mandeville

2012 ADOSH Regional Safety Summit



Sponsored by
Arizona Division of
Occupational Safety and Health
And Yuma County Safety

FEB 22-23, 2012
2951 S. 21st Dr. (Main Library)

CONTACT: 602-542-1769 or 928-373-1138

For All Employees :

- OSHA General Industry 10 Hour Certification Class -
- Limited to first 40 reservations
*((\$5.00 fee to OTI)
- Electrical Safety
- Arc Flash Awareness
- Slip Trip and Fall Prevention
- Health Hot Topics: Contagion!
- Hazard Communication
- Getting Back to Work

For Management :

- OSHA for the NEW Safety Officer
- Violence in the Workplace: Yuma
- Job Hazard Analysis
- Accident Investigation/Root Cause Analysis
- Learning From Fatalities
- Employee Empowerment/Creating a Culture
- Effective Employee Safety Training
- Emergency Action Planning—GI, Construction and Agriculture



SMALL BUSINESS TRACK

- Employer Rights and Responsibilities
- OSHA Consultation Services
- On-Line Resources for Safety Management
- Small Business Development Centers



The only piece missing is YOU!