

## What's the deal with Ladder Safety?

Ladders are used on a daily basis for work and for normal chores at our homes. They provide us the ability to reach places where we cannot from the ground level. Ladders come in different sizes as well as types. Over the course of the past several years ADOSH has investigated serious injuries and some fatalities where a ladder was used to complete a work activity. This first article is an attempt to provide our readers with information on what type of ladders are present on the market for purchase, the construction material of each ladder, the safe use of ladders and the overall best practices seen in both manufacturing and construction industries.

First, is there an OSHA standard that requires ladder safety training? If you said yes, you must work in the construction industry. It requires documentation of training and the certification in writing that an employees has been trained. If you did not know, although it is taught in your place of employment, that is ok. Many industries besides construction fall under the 29 CFR 1910 standards, these standards are traditionally referenced as the General Industry standards. If you work in a call center, convenience store, a building maintenance department, chances are you use a ladder for some work activity and therefore the 1910 standards would be the standards you would use for information. In the General Industry standards there is no requirement to have ladder training, but many employers have adopted are training should be conducted as they are used in the workplace and are the cause of many near-miss or accidents.



Now that we have settled which standard you should reference, how about the various type of ladders in use today. There are extension ladders, "A" frame ladders, platform ladders, and small step ladders. Each designed for a specific purpose which we will explore a few types. The extension is a versatile piece of equipment

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### Contact Information

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Industrial Commission of Arizona



@IndCommAZ



Manufacturing Plant

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Employee Tying Rebar

## OSHA/ADOSH Standards Update

As mentioned in the past two ADOSH Advocates, the Silica standard has not been fully adopted by ADOSH. Pending external review to incorporate the standard, ADOSH encourages employers to be proactive when assessing their workplaces for engineering controls to implement. ADOSH also recommends our consultation services for **free** help with developing a program as contained in the two guides listed below or identifying processes that can produce silica dust.

Walking Working Surfaces is another standard that has not been fully adopted by ADOSH, although we have provided a few articles in past. The new standard provides performance criteria for personal fall protection equipment in general industry, similar to the criteria in OSHA's construction industry.

As the cool months continue to pass, we will continue to feel the heat. ADOSH will launch its annual Heat Stress Campaign starting in April through September. Our message is simple, Water, Rest, and Shade. This along with training for employees on how to recognize signs and symptoms with an emergency action plan can greatly reduce incidents from occurring. ADOSH will be working with other state agencies, associations, organizations, and businesses to get our message to as many as possible in May.



The national Stand-Down event is fast approaching. Annually ICA and ADOSH leadership attend as many stand-down for fall protection events we can. Last year we visited more than 23 individual sites, spoke about the importance of fall protection safety through pre-planning, and passed out custom hardhat stickers for all employees. This year the national event takes place on May 7 – 11, 2018 and we are taking requests at this time. If you and your team would like for us to show up and offer some talking points please contact Interim Director Jessie Atencio at: [jessie.atencio@azdosh.gov](mailto:jessie.atencio@azdosh.gov). We plan to make this year even bigger with the help of our Alliance and Partnership members.



Finally, in August the national Safe and Sound Campaign will be launched. The event takes place August 13—19, 2018. We want to work with employers who have successful safety and health programs. We would like to shine some light on all the positive efforts you and your team are working on to ensure a safe work- place.

Contact us for more information on the Stand-Down and Safe & Sound Campaign!



## Paying Attention to Fall Hazards Even When Things Look Good

Fall protection in the construction industry has been addressed in the past. We continue to encourage employers to evaluate their workplaces for fall hazards in addition any other hazards that would be likely



to cause an injury to an employee. Below are three photos depicting an employee working from a framed structure.

At first glance many would state that there are no issues from what can be seen.



Although if you were to investigate the fall protection system deployed you would see that there are some issues with the anchor used by the employee. The employee is using a full-body harness along with a retractable lanyard attached to a beam clamp. The beam clamp used is commonly used by a steel erector in the construction industry. Whether it is right or wrong, an employer should communicate with the manufacturer of the clamp and whether or not it can be anchored to a wood truss.

We encourage all employers to pre-plan the workday activities and utilize our **free** Consultation services to prevent these hazards from taking place. Please feel free to share with your employees in your own presentations.

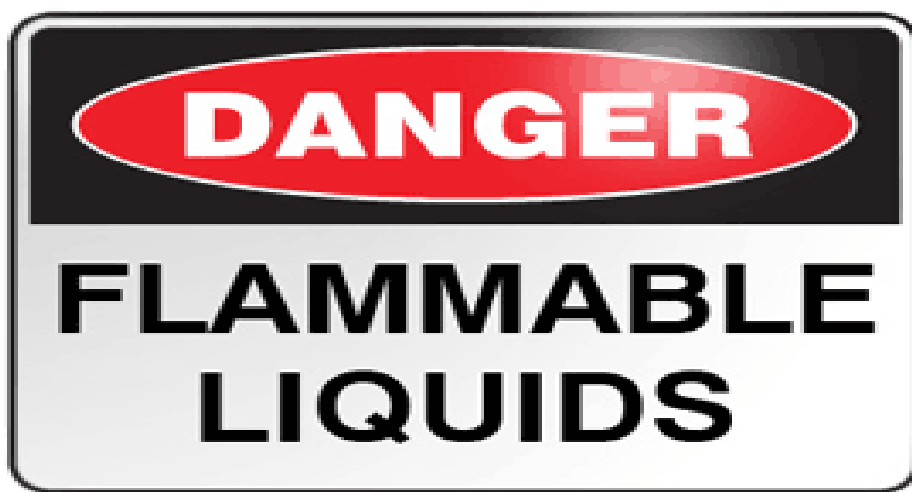


Employee using a beam clamp as an anchor point.

## Call ADOSH Consultation Department, they can help!

ADOSH Consultation is here for all business types and needs with free onsite visits. Additional classes can also be formed based on what the need is for an individual site. This first quarter alone we have helped more than 200 businesses with some type of consultation help. We also identified 483 hazards and allowed the company to remove over 4,369 employees from those hazards.

If you have not considered a **free** workplace assessment please do. No citations or penalties are ever proposed and all visits are confidentially withheld from any compliance activity.



### What Every Employer Should Know About the use, Handling and Storage of Flammable and Combustible liquids in the Workplace.

Almost every employer has some type of flammable liquid (flashpoint at or below 199.4 degree Fahrenheit) in the workplace. It could be a gallon of acetone, paint thinner, gasoline, 55 gallon barrel of isopropyl alcohol, or an aerosol spray paint can.

In this article I will focus on 29 CFR 1910.106 Flammable Liquids with some reference to NFPA 30 Flammable and Combustible Liquids Code (2012) and the International Fire Code. Just for comparison purposes when NFPA 30 (1969) was incorporated by reference as the basis for 29 CFR 1910.106 Flammable and Combustible Liquids the NFPA standard including the appendix was 96 pages long. NFPA 30 (2012 version) is 165 pages long including the appendices.

29 CFR 1910.106 used to distinguish the difference between flammable and combustible liquids based on a flash point cut-off of 100 degrees Fahrenheit but with the Global Harmonized System (GHS) of Classifying and Labeling Chemicals, flammable liquids are classified as Category 1-4 depending on the flash point and boiling point of the liquid. Category 1 and Category 2 liquids used to be what is referred to as Class IA, IB and Class IC flammable liquids. Category 3 and Category 4 liquids used to be what is referred to as Class II and Class IIIA Combustible liquids. Liquids with flashpoints greater than 199.4 degrees Fahrenheit are not categorized or regulated in the standard except as defined below.

"When liquid with a flashpoint greater than 199.4 °F (93 °C) is heated for use to within 30 °F (16.7 °C) of its flashpoint, it shall be handled in accordance with the requirements for a Category 4 flammable liquid."

Some important concepts with respect to the handling, storage and dispensing of flammable liquids need to be understood by employers and employees which include flash point, vapor pressure, fire area, static electricity and bonding and grounding.

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## Who is the Labor Department and What do They do?

*The Industrial Commission of Arizona will be highlighting different functions of our agency in every issue of the ADOSH Advocate. This is an opportunity for employers and employees to better understand what the ICA does and what resources are available to them.*

The Wage Claim program encompasses claims filed by employees against their employers or former employers for unpaid wages and non-wage issues. The Labor Department investigates the wage claim from a neutral position and will investigate the matter in an effort to render an informed decision on the outcome based on the information gathered and the documented evidence obtained. There are three ways the Labor Department can rule on the matter; 1. In favor of the employer. 2. In favor of the claimant and how much the claimant is due. 3. A dispute decision when neither the claimant nor the employer submit evidence that is credible or the issues raised go outside the jurisdiction and scope of the Labor Department. On occasion an arbitration meeting will be conducted where the Department will sit down with the employer and claimant in the same room and attempt to come to a settlement between the two parties.

## WHAT ARE THREE COMMON ERROS AND/OR MISCONCEPTIONS MADE IN THE PAYMENT OF WAGES?

1. Employers must keep and maintain time keeping records for ALL employees even salaried employees.
2. Employers may not withhold wages other than those allowed by state or federal law without a written, signed authorization form. This includes deductions for damages, uniforms, equipment, etc. Anything other than standard taxes and insurance, employers must have a signed written authorization on file for the employee before any wages are deducted.
3. There are very specific criteria for Independent Contractors in Arizona. Contractor. A good guideline is if the person is paid hourly, has to keep track of hours worked, is supervised or uses the employer's equipment as part of their daily job activity – they are most likely not an Independent Contractor. Each independent contractor issue is determined on a case by case basis.

Be cautious when obtaining information from the Internet. Some of the "Handbooks" circulating combine interpretations of state and federal guidelines.

These can be misleading. The ICA Labor Department's FAQ section on our website contains a wealth of information specific to Arizona wage payment laws. Any business owner or HR professional should be aware of, and make good use of, the resources available to them. A good starting place is [www.azica.gov](http://www.azica.gov)



## Contractor Safety Program, Who Needs One?

Regardless if you are in the manufacturing, services, public sector, or construction industry, chances are you will have types of construction work activity on your site for repair or maintenance.. We are aware there are employers who are very good at managing their contractors when they arrive onsite. Those employers implemented many requirements before workers show-up onsite for work. They usually have a pre-construction planning meeting and any follow-up succession planning, they require the contractor's staff to take a training class on how to complete a Job Safety Analysis if they do not have their own, and require a site specific safety program as well as other paperwork to demonstrate the safety culture of the contractor.

If your company does not have a contractor safety program, you should consider one. These programs help detail what is expected of the job and what safety is needed to accomplish the job without disrupting the current workforce on the site. They also provide a way to assert accountability for the work performed at the site. Having one with a small team assigned in time will assure that no work is performed outside of the scope of what was submitted.

If you and your business would like a training presentation on how to develop a contractor safety program please feel free to contact one of our Trainers in the Phoenix or Tucson office. If you would like to have your existing program assessed contact any office and request to speak with a consultant who can help review it and offer up any recommendation to improve or offer up best practices used in other industries we have worked with in the past.



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## ADOSH Fatality Update

In the past quarter ADOSH has investigated multiple accidents that resulted in a workplace fatality. They ranged from falls to an employee pinned between two trucks. We would like all employers and employees to understand that these accidents are preventable. We provide this information to the public for general knowledge.

- An employee was struck by a skid steer bucket.
- A maintenance employee was electrocuted when he accessed an existing electrical panel for service.
- A healthcare employee was struck by a patient thus causing the victim to pass from the injury.



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### **EARNED PAID SICK TIME/MINIMUM WAGE:**

The Earned Paid Sick Time (EPST) program is a newly enacted law, passed by the voters in November 2016 and is identified as the "Fair Wages and Healthy Families Act" (otherwise identified as "The Act"). The earned paid sick time portion became effective on July 1, 2017. This granted up to 40 hours of earned paid sick time to all Arizona employees, with very few exemptions to the law. Because the law was new to Arizona, employers set out to understand and become compliant with the details of the requirements.

From employees to employers and human resource management companies, employers are learning that all employees must have their hours worked tracked on a daily basis: This includes salaried, commissioned and piece rate employees. An employer may assume a forty hour work week, but all deviations from the standard workweek must be tracked in hourly increments. In many ways, this is the key component of Earned Paid Sick Time which mandates that one hour of sick time accrues for every thirty hours worked. In order to accrue these hours properly, an employer must be tracking "hours worked" from the beginning. It also affects minimum wage. How? An employee must make minimum wage for all hours worked by workweek.

*Example:* If a car salesperson works forty hours this week and makes \$10,000 in commission the salesperson has made at least minimum wage for all hours worked. However, if he or she sells no cars next week and works forty hours, the employer will need to consider this and ensure the employee is paid minimum wage for all hours worked in the second week.

The Industrial Commission provides nearly forty page *Frequently Asked Question* document to the public to answer Earned Paid Sick Time and Minimum Wage questions. The information can be viewed at: <https://www.azica.gov/frequently-asked-questions-about-wage-and-earned-paid-sick-time-laws>

### **YOUTH EMPLOYMENT:**

While the State of Arizona does not require a special work permit for youths under the age of eighteen (18), there are laws restricting hours which youths under the age of sixteen may work. Arizona does not have a minimum working age unless you're involved with newspapers sale and delivery. No child under ten years of age however may sell newspaper, magazine or periodicals in a public space.

In reviewing injuries to youth we notice common themes related to prohibited employment/equipment:

- Youth under the age of eighteen cannot be in, about, or in connection to power-driven bakery equipment. This includes molding machines, batter mixers, and tortilla presses among others.

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Employee without using fall protection

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used by many employers and owned by homes owners to complete a work activity that requires access to an area well over 6' high. Extension ladders come in a few forms, aluminum, fiberglass, and wood. Yes wood still exists in the workplace! There are "A" frame ladder types, they are the same as the extension ladder. The platform and step ladder come in additional material types. Plastic is used for some step stools and platform ladders use a combination of aluminum and fiberglass as material.

Here is some helpful information when deciding which ladder to choose for a job.

Step Ladder:

- Always inspect the ladder
- Always face the ladder when moving up or down
- Always have three points of contact
- Never stand on the top rung or the top of the ladder



Extension ladders:

- Set the ladder at the correct 4 to 1 angle
- Always secure the ladder on top and bottom
- Always extend the ladder three feet above the landing
- Do not carry anything in your hands while climbing up or down the ladder

We at ADOSH want everyone to use the ladder that fits your workplace according to all manufacturer's recommendations and limitations. Not all ladders are alike and you may want to consult with your vendor to determine what is available for your workplace. If you and your site would like to have a training session with one of our ADOSH Trainers, please feel free to contact us. If you would like a consultant to visit your workplace and help you identify hazards in the workplace with ladders, contact us at: 1-855-268-5251.

## New Ladders in Construction!

As we approach the OSHA National Safety Stand-Down to Prevent Falls in Construction, we would like to address the 25% of fatal falls that occur from ladders. Often, we fail to do a true job hazard analysis by not utilizing the correct ladder for the task at hand. There are two styles gaining traction in construction, the Platform style and the Cross-Step style.

With a proper analysis of the task, the correct Platform ladder can place the worker on a standing level with easy access to the work without having to lean or risk balancing. There is also less fatigue from being in the correct ergonomic position, instead of point-loading the worker's feet.



Another option is the Cross-step ladder, that can work as both a step ladder and an extension ladder; but offers superior features for accurate set up. With the unique frame the ladder can be placed closer to the work area, limiting the risk of the worker reaching or leaning. It also features a Pro Top to work around corners, posts and other structures that require you to fold and lean the ladder. Folding and leaning a step ladder is a common violation, but this unique design allows for that use without violations



***ADOSH does not endorse nor certify any product over another. Rather we thought it was important to highlight some advancements in safety tools out in the market.***



## VPPPA Region IX Conference

ADOSH participated in the annual VPPPA Region IX Conference in San Diego California. This year there were over 365 attendees representing more than 60 VPP Star sites and another 25 attempting the challenge.

ADOSH provided an Arizona breakout session and update on the state of the VPP and C-VPP program. There were more than 80 attendees in the session and many wanted to know what areas of improvement they should look forward to in 2018. Incentive programs, walking working surfaces, confined space in construction, fall protection, and machine guarding were most of the items discussed.

Additionally, the attendees wanted to know how they could become more involved with the upcoming VPP audits. A list of upcoming audits were provided to all sites with Special Government Employees (SGEs) so that they may submit a candidate for consideration.

This year a special session was created for all attendees. The leadership discussion featured exemplary leaders from five VPP Star sites. They were each asked questions by a moderator and the audience. The overall experience was a great break from the normal session classes.



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**Flash point** means the minimum temperature at which a liquid gives off vapor within a test vessel in sufficient concentration to form an ignitable mixture with air near the surface of the liquid;

**Vapor pressure** means the pressure measured in pounds per square inch (absolute) exerted by a volatile liquid. In general the higher the vapor pressure the lower the flash point and vice versa;

**Fire area** shall mean an area of a building separated from the remainder of the building by construction having a fire resistance of at least 1 hour and having all communicating openings properly protected by an assembly having a fire resistance rating of at least 1 hour;

**Static electricity** is an electrical charge that cannot move. It is created when two objects or materials that have been in contact with each other are separated. When in contact, the surface electrical charges of the objects try to balance each other. This happens by the free flow of electrons (negatively charged particles) from one object to the other. When the objects separate, they are left with either an excess or a shortage of electrons. This causes both objects to become electrically charged. If these charges don't have a path to the ground, they are unable to move and become "static."

If static electricity is not rapidly eliminated, the charge will build up. It will eventually develop enough energy to jump as a spark to some nearby grounded or less highly charged object in an attempt to balance the charge. A good example of this in everyday life is lightning. Lightning is produced by a discharge of electricity from one cloud across an air gap to another cloud or between a cloud and the ground.

**Static electricity** is commonly produced in an industrial setting when: liquid flows through a pipe or hose, or through an opening in a pipe or hose; spraying or coating; blending or mixing, filling tanks, drums, cans or pails; dry powdered material passes through chutes or pneumatic conveyors, non-conductive conveyor belts or drive belts and moving appliances are plugged into electrical outlets.

**Bonding and grounding** are common controls for static electricity. Bonding is connecting two or more conductive objects with a conductor, such as a copper wire, that equalizes the potential charge between them. Bonding is also connecting various parts of equipment and containers that are electrically separated by,

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for example, gaskets or caulking compounds. Note that bonding does not eliminate the static charge.

**Grounding** is connecting one or more conductive objects directly to the earth using ground rods, cold water copper pipes, or building steel. Unlike bonding, grounding drains the static charges away as quickly as they are produced. Static grounds must not be made to: electrical conduit systems, plastic pipes, gas or steam pipes, dry pipe, sprinkler systems, lightning rods, metal storage racks, building support beams. A designated ground source is preferred.

**The main hazard of static electricity** is the creation of sparks in an explosive or flammable atmosphere. These sparks can set off an explosion or fire. The danger is greatest when flammable liquids are being poured or transferred. For static electricity to be a hazard, four conditions must be met: 1. There must be a means for a static charge to develop. 2. Enough energy must build up to cause ignition. 3. There must be a discharge of this energy (a spark). 4. The spark must occur in an ignitable vapor or dust mixture.

**When dispensing flammable liquids, both bonding and grounding are required.** Ensure that the receiving container is bonded to the dispensing container before pouring the liquid, and that the dispensing container is grounded. Bonding or grounding will not eliminate the surface charge on vessels holding flammable liquids. To prevent static in these cases, make sure that the nozzle is touching the bottom of the vessel so that the liquid discharges horizontally. Also, lower the rate of flow. These two measures will prevent the free fall and turbulence that generate static. Non-metallic containers, such as polyethylene plastic or glass, cannot be grounded. To minimize the build-up of static charges near the surface of liquids being poured, limit the filling rate to velocities less than 1 m/s by using a grounded lance or nozzle extension to the bottom of the container to limit free fall, or use anti-static additives. All metal parts on plastic containers must be bonded to the fill pipe on the container being emptied. **However, as far as possible, avoid using plastic containers for holding flammable liquids and plastic sheets for wrapping (see NFPA 77 Recommended Practice on Static Electricity and the Industrial Accident Prevention Association 2008).**

So what does this mean for an employer? At ordinary handling temperatures many Category 1-3 liquids can generate flammable mixtures (between the lower flammable limit and the upper flammable limit) in the head spaces of tanks, vessels and containers and in the presence of a static charge could result in an explosion and/or fire. The U.S. Chemical Safety and Hazard Investigation Board (CSB) has a number of case studies and key findings with respect to static charges and flammable liquids that should be reviewed.

#### **1910.106(d) Container and portable tank storage:**

This paragraph shall apply only to the storage of flammable liquids in drums or other containers (including flammable aerosols) not exceeding 60 gallons individual capacity and those portable tanks not exceeding 660 gallons individual capacity. Totes or Intermediate Bulk Containers (IBC) would be covered however IBC's over 1100 gallons capacity would be regulated under NFPA 30. Intermediate Bulk Containers over 793 gallons would not be considered portable tanks.

Size - Flammable liquid containers shall be in accordance with Table H-12 except that glass or plastic containers of no more than 1-gallon capacity may be used for a Category 1 or Category 2 flammable liquid (two additional caveats apply, please refer to the exact wording of the standard 1910.106(d)(2)(iii)(a)(1) and (a)(2).

#### **"Design, construction, and capacity of storage cabinets"**

**Maximum capacity.** Not more than 60 gallons of Category 1, 2, or 3 flammable liquids, nor more than 120 gallons of Category 4 flammable liquids may be stored in a storage cabinet.

Metal cabinets constructed in the following manner shall be deemed to be in compliance. The bottom, top, door, and sides of cabinet shall be at least No. 18 gage sheet iron and double walled with 1 1/2 - inch air space. Joints shall be riveted, welded or made tight by some equally effective means.

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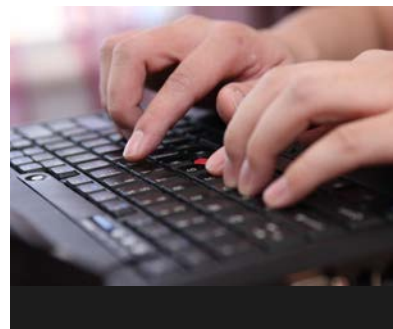
## **New ADOSH Webinars are in Demand**

Annually ADOSH Consultation and Outreach Trainers complete approximately 30 webinars. Our webinars are designed to provide the class participant with high impact information on our existing training classes. We also address any new emerging issues facing a particular industry in Arizona.

Webinars are offered in two and three hour blocks based on the class subject. Necessary information for the class is sent out from either the Tucson or Phoenix office and any other additional information that may be needed. Over the past four years we provided classes that included but were not limited to; recordkeeping, lockout/tagout, fall protection, general and construction industry hazard recognition, and heat stress.

This year we want to improve upon our experience and one of the areas we would like some feedback in are the topics we hold webinars on. Over the next few issues we will be soliciting for this information and then work with the Trainers and ADOSH Leadership to determine a plan of action. For those that have used our webinars in the past and encouraged your staff to attend, we thank you for your participation.

If you would like to send in some ideas for class consideration, please email your information to: [comments@azdosh.gov](mailto:comments@azdosh.gov)





## New Mine Safety and Health Administration Spring Thaw Event is Fast Approaching!

The ICA and ADOSH participated in last year's MSHA Spring Thaw event, hosted by the Arizona Rock Products Association (ARPA). The annual event takes place in Scottsdale with a full day of training for trades in the mining industry.

During last year's event the ICA and ADOSH provided the attendees with ways they could be involved with an Alliance or Partnership. The ADOSH, then, Assistant Director Jessie Atencio spoke about Silica awareness.

This year's event promising to be even better and we are excited to present on our exemplary programs and how they implement safety on a daily basis!

For more information please contact Nicole Massarand at: [nicole@azrockproducts.org](mailto:nicole@azrockproducts.org)



ARPA President Steve Trussell poses for a photo with ICA Chairman Dale Schultz and then Assistant Director Jessie Atencio.

### *Continued from page 8.*

The door shall be provided with a three-point lock, and the door sill shall be raised at least 2 inches above the bottom of the cabinet. Some municipalities may require a self-closing flammables storage cabinet.

Wooden cabinets constructed in the following manner shall be deemed in compliance. The bottom, sides, and top shall be constructed of an approved grade of plywood at least 1 inch in thickness, which shall not break down or delaminate under fire conditions. All joints shall be rabbetted and shall be fastened in two directions with flathead woodscrews. When more than one door is used, there shall be a rabbetted overlap of not less than 1 inch. Hinges shall be mounted in such a manner as not to lose their holding capacity due to loosening or burning out of the screws when subjected to the fire test.

The design and construction of inside storage rooms shall comply with 29 CFR 1910.106(d)(4)(i) through (d)(4)(v) including spill containment, shelving, wiring and ventilation requirements.

Most employers will fall under 29 CFR 1910.106(e) Industrial plants with respect to the use, handling and storage of flammable liquids where the use of flammable liquids is incidental to the principal business.

1910.106(e) is a very comprehensive sub-section. The key elements of the sub-section cover the amount of flammable liquid that may be stored outside of an inside storage room or storage cabinet or in any one fire area of a building (25 gallons of Category 1 flammable liquids in containers, 120 gallons of Category 2, 3, or 4 flammable liquids in containers, 660 gallons of Category 2, 3, or 4 flammable liquids in a single portable tank), separation and protection, handling liquids at point of final use; unit physical operations including drainage and ventilation; tank vehicle and tank car loading and unloading; fire control; sources of ignition; electrical wiring and equipment; repairs to equipment (hot work) and housekeeping (spills shall be cleaned up promptly). I would encourage every employer with flammable liquids to thoroughly read and understand sub-section (e) of 29 CFR 1910.106 Flammable liquids standard. Other important sub-sections of the standard include tank storage, bulk plants, service stations and processing plants.

The link below includes a comprehensive safety and health inspection checklist for employers and includes fire protection, spraying operations and flammable and combustible materials.

<https://www.osha.gov/Publications/smallbusiness/small-business.html>

This article is not to scare employers but to inform employers of the consequences of not providing a safe and healthful workplace for your employees especially with the handling and storage of flammable liquids.

The Arizona Division of Occupational Safety and Health (ADOSH) has a consultation section that provides consultative services to employers and employees within the State of Arizona. These services are provided free of charge and there are no citations issued when identified hazards are promptly corrected. ADOSH Consultative Services also include on-site safety and health surveys, establishing safety and health programs, safety and health literature, construction partnership opportunities and safety and health recognition programs.



ADOSH Industrial Hygiene Consultant Michael Martin speaks to the Southern Arizona Builders Alliance about Silica and how to implement a program for exposure.

## ADOSH Out and About

These past few months employers and organizations have asked for our assistance with understanding the proposed Silica standard. In February we were in Yuma providing a Silica class to employers in both the private and public sectors. We also worked with the Southern Arizona Builders Alliance to provide a condensed, but similar class, as we did in Yuma for their members.

We at ADOSH are honored to have annual conference organizers contact us for a speaking opportunity. If you have an event schedule for this coming year and you would like a specific OSHA topic or an OSHA update please feel free to contact ADOSH Interim Director Jessie Atencio or Assistant Director Phil Murphy anytime.



ADOSH Industrial Hygiene Consultant Michael Martin provides a Silica Update training event in Yuma, Arizona.

## New ADOSH National Stand-Down Event

As mentioned in the ADOSH Standards page, we will once again take requests for the ICA Chairman and the ADOSH Interim Director to visit your site for an added benefit for those that participate. Last year we provided letters to the employers and the trades who wanted to commemorate the day.

We will also be handing out our own ADOSH Stand-Down Event sticker. In the past three years they have been popular with the folks in the construction industry. If you think you would like to have a few in advance please do not hesitate to contact

Interim  
Director  
Jessie

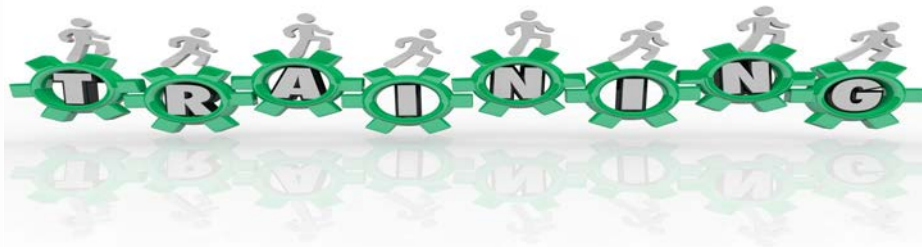
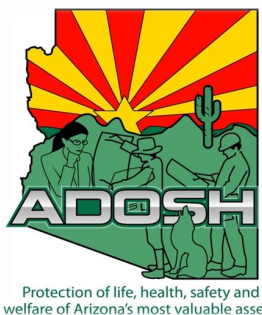


Atencio as they go fast!

If this is your first year planning your fall Stand-Down event, here are some helpful ways to make it more of an impact with your employees:

- Live demonstration of fall protection in use
- Active Participation with donning and removing full body harness
- Ladder demonstrations
- Live self rescue demonstration
- Have family members attend the event
- Have a signing campaign for fall prevention

If you would like help planning your event contact any one of our ADOSH Consultation Departments and you would like the ICA Chairman and ADOSH Interim Director to be part of the event contact Jessie Atencio at: [jessie.atencio@azdosh.gov](mailto:jessie.atencio@azdosh.gov)



## ADOSH Education and Training Calendar

### May 2018

5/3/2018	8:30 - 12:00	Walking Working Surfaces Update	1281 E Thornton	Show Low	ADOSH Staff	520-628-5478
5/3/2018	12:30 - 3:30	OSHA Hazard Communication & GHS	1281 E Thornton	Show Low	ADOSH Staff	520-628-5478
5/9/2018	8:30 - 12:00	Small Business Handbook Training	2675 E Broadway Blvd	Tucson	ADOSH Staff	520-628-5478
5/10/2018	8:30 - 12:00	Managing OSHA Written Programs	800 W Washington St	Phoenix	ADOSH Staff	602-542-1769
5/16/2018	8:30 - 12:00	Walking Working Surface Update—Fall Protection	135 W Pinal St	Florence	ADOSH Staff	520-628-5478
5/17/2018	8:30 - 12:00	Managing OSHA Written Programs	2675E Broadway Blvd	Tucson	ADOSH Staff	520-628-5478
5/18/2018	9:00 - 11:00	Electrical Safety Awareness	WEBINAR ONLY	Phoenix	ADOSH Staff	602-542-1769
5/22/2018	8:30 - 12:00	Forklift Train-the-Trainer	2675 E Broadway Blvd	Tucson	ADOSH Staff	520-628-5478
5/22/2018	8:30 - 12:00	OSHA 300 Recordkeeping	800 W Washington St	Phoenix	ADOSH Staff	602-542-1769
5/23/2018	8:30 - 12:00	OSHA Inspection Walk-through	101 Historic Rte 66	Flagstaff	ADOSH Staff	602-542-1769
5/25/2018	8:30 - 12:00	Scaffold Safety Awareness	800 W Washington St	Phoenix	ADOSH Staff	602-542-1769
5/24/2018	8:30 - 12:00	OSHA Inspection Walk-through	1971 Jagerson Ave	Kingman	ADOSH Staff	602-542-1769

**To register for a class please feel free to call the number associated with the class or register at [www.ezregister.com/promoters/1607](http://www.ezregister.com/promoters/1607)**







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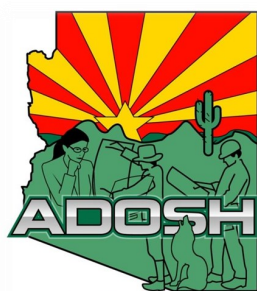
## ADOSH Education and Training Calendar

### June 2018

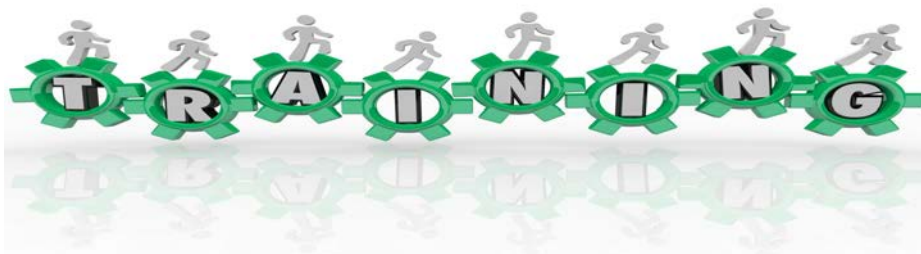
6/5/2018	9:00 - 12:00	Accident Investigation	TBA	Casa Grande	Javier DeE-chavarri	520-628-5478
6/5/2018	1:00 - 3:00	Machine Guarding	TBA	Casa Grande	Javier DeE-chavarri	520-628-5478
6/7/2018	9:00 - 12:00	Forklift Train-the-Trainer	TBA	Nogales	Javier DeE-chavarri	520-628-5478
6/7/2018	1:00 - 3:00	Hazard Communication—GHS	TBA	Nogales	Javier DeE-chavarri	520-628-5478
6/7/2018	9:00 - 12:00	General Industry Hazard Recognition	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
6/12/2018	9:00 - 12:00	Managing OSHA Written Programs	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
6/14/2018	9:00 - 11:00	Forklift Train-the-Trainer	101 Historic Rte 66	Flagstaff	Jeff Wilson	602-542-1769
6/19/2018	9:00 - 12:00	Walking Working Surfaces Update	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
6/21/2018	9:00 - 12:00	Excavation Safety Awareness	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
6/26/2018	8:30 - 12:00	Fall Protection	WEBINAR	Phoenix	Jeff Wilson	602-542-1769
6/28/2018	9:00 - 12:00	Ladder & Scaffold Safety Awareness	WEBINAR	Phoenix	Jeff Wilson	602-542-1769
6/28/2018	1:00 - 3:00	Accident Investigation	WEBINAR	Phoenix	Jeff Wilson	602-542-1769

### July 2018

7/3/2018	8:30 - 11:30	Lockout - Tagout Principals	2675 E Broadway Blvd	Tucson	Javier DeE-chavarri	520-628-5478
7/10/2018	9:00 - 12:00	Bloodborne Pathogens Exposure Control	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
7/11/2018	8:30 - 11:30	Ergonomic Awareness Training	2951 S 21st Dr	Yuma	Javier DeE-chavarri	520-628-5478

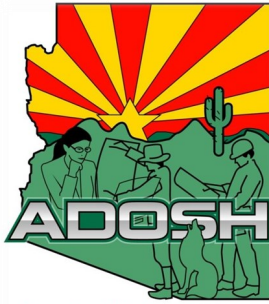


Protection of life, health, safety and  
welfare of Arizona's most valuable assets.



## ADOSH Education and Training Calendar

7/11/2018	1:00 - 3:00	Hazard Communication— GHS	2951 S 21st Dr	Yuma	Javier DeE- chavarri	520-628-5478
7/12/2018	8:30 - 11:30	Bloodborne Pathogens Expo- sure Control	2951 S 21st Dr	Yuma	Javier DeE- chavarri	520-628-5478
7/17/2018	9:00 - 12:00	Silica in Construction	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
7/19/2018	8:30 - 11:30	Electrical Safety Awareness	2675 E Broadway Blvd	Tucson	Javier DeE- chavarri	520-628-5478
7/19/2018	9:00 - 12:00	Small Business Handbook Training	1971 Jagerson Ave	Kingman	Jeff Wilson	602-542-1769
7/24/2018	8:30 - 11:30	OSHA Focused Four Hazards	135 W Pinal St	Florence	Javier DeE- chavarri	520-628-5478
7/24/2018	9:00 - 12:00	Lockout - Tagout Principals	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
7/24/2018	1:00 - 3:00	Workplace Violence Aware- ness	135 W Pinal St	Florence	Javier DeE- chavarri	602-542-1769
7/21/2018	9:00 - 12:00	OSHA Recordkeeping	WEBINAR	Phoenix	Jeff Wilson	602-542-1769
7/26/2018	9:00 - 12:00	Electrical Safety Awareness	TBA	Nogales	Javier DeE- chavarri	520-628-5478
7/26/2018	9:00 - 12:00	Safety and Health Manage- men System	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
7/31/2018	8:30 - 11L30	Accident Investigation	2675 E Broadway Blvd	Tucson	Javier DeE- chavarri	520-628-5478
<b>August 2018</b>						
8/2/2018	9:00 - 12:00	Hazard Communication— GHS	TBA	Casa Grande	Javier DeE- chavarri	520-628-5478
8/2/2018	1:00 - 3:00	Forklift Train-the-Trainer	TBA	Casa Grande	Javier DeE- chavarri	520-628-5478
8/7/2018	8:30 - 11:30	Fall Protection	WEBINAR	Tucson	Javier DeE- chavarri	520-628-5478
8/7/2018	9:00 - 12:00	Machine Guarding	WEBINAR	Phoenix	Jeff Wilson	602-542-1769



Protection of life, health, safety and  
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## ADOSH Education and Training Calendar

8/9/2018	8:30 - 11:30	Hazard Communication—GHS	TBA	Sierra Vista	Javier DeE-chavarri	520-628-5478
8/9/2018	9:00 - 12:00	Electrical Safety Awareness	WEBINAR	Phoenix	Jeff Wilson	602-542-1769
8/28/2018	9:00 - 12:00	Construction Focused Four	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
8/30/2018	9:00 - 12:00	PPE Assement Training	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
<b>September 2018</b>						
9/11/2018	9:00 - 12:00	General Industry Hazard Awareness	TBA	Casa Grande	Javier DeE-chavarri	520-628-5478
9/11/2018	9:00 - 12:00	Crane Safety Awareness	WEBINAR	Phoenix	Jeff Wilson	602-542-1769
9/12/2018	8:30 - 11:30	Excavation Awareness Training	2675 E Broadway Blvd	Tucson	Javier DeE-chavarri	520-628-5478
9/13/2018	8:30 - 11:30	Ergonomic Awareness	2675 E Broadway Blvd	Tucson	Javier DeE-chavarri	520-628-5478
9/13/2018	9:00 - 12:00	Scaffold Safety Awareness	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
9/17/2018	8:30 - 11:30	Confined Space GI/ Construction	2675 E Broadway Blvd	Tucson	Javier DeE-chavarri	520-628-5478
9/18/2018	9:00 - 12:00	Accident Investigation	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
9/20/2018	8:30 - 11:30	PPE Assement Training	2675 E Broadway Blvd	Tucson	Javier DeE-chavarri	520-628-5478
9/20/2018	9:00 - 12:00	Forklift Train-the-Trainer	TBA	Phoenix	Jeff Wilson	602-542-1769
9/25/2018	9:00 - 12:00	Hazard Communication—GHS	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769
9/26/2017	9:00 - 12:00	Lockout - Tagout Principals	TBA	Nogales	Javier DeE-chavarri	520-628-5478
9/27/2018	8:30 - 12:00	Aerial Lift & Ladder Awareness	2675 E Broadway Blvd	Tucson	Javier DeE-chavarri	520-628-5478
9/27/2018	9:00 - 12:00	Confined Space GI/ Construction	800 W Washington St	Phoenix	Jeff Wilson	602-542-1769



## Would you like a Safety Summit in Your Area?

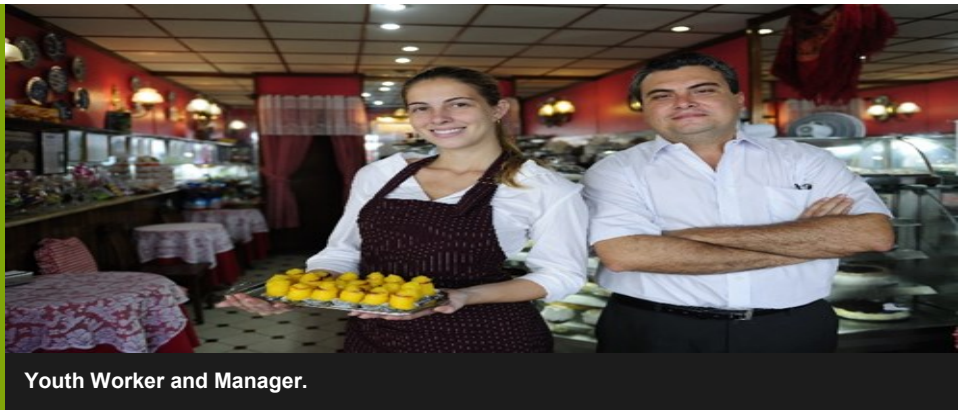
As mentioned in last quarter's ADOSH Advocate, beginning every federal fiscal year (Oct. 1—Sept. 30), we at ADOSH prepare for our Safety Summits and smaller one day Regional Summits. This year we have our two large events planned, but we would like to know if you and your community would benefit from one of our Regional Summits that are filled with dynamic training in one day. As always we do not charge for any classes we provide or the resources provided. There is an exception, we do charge for our OSHA 10 hour classes, that is a rate of \$8 we have to pay for the cost of making the card through a third party vendor. We also look for a way of partnering for space. Most times we can cover the cost, but we do appreciate any help we can get with donated space. So, if this sounds like something you would like to do, let us know by calling one of our two Supervisors in Phoenix or Tucson below. If we select a community based on your feedback, we will take care of the rest down to the vendors and trainers needed for the event.

*Phoenix CET Supervisor—  
Babak Emami:  
[babak.emami@azdosh.gov](mailto:babak.emami@azdosh.gov)*

*Tucson CET Supervisor—  
Francisco Mendoza  
[francisco.mendoza@azdosh.gov](mailto:francisco.mendoza@azdosh.gov)*



**ICA Chairman Dale Schultz Speaking at the ADOSH Leadership Safety Summit.**



**Youth Worker and Manager.**

*Continued from page 5.*

- Youth under the age of eighteen cannot be in, about, or in connection to, power-driven woodworking machines. This means no machines designed for cutting, shaping, nailing, stapling, forming, surfaces, and wire stitching, assembling or fastening.

Keep in mind that the Federal Department of Labor has laws regarding youth employment and so does Arizona. The strictest law between Arizona and the U.S. Government takes precedence.

### LABOR LAW:

Every employer in the state of Arizona must have at least two regular paydays each month and not more than sixteen days apart. This does not preclude an employer from designating more than two paydays per month.

How soon after the end of a pay period must an employee be paid?

- For active employees, the law permits five working days between the end of the pay period and the payment of wages.
- For discharged employees, the law requires all payment of wages due within seven working days or the end of the next regular pay period, whichever is sooner.
- For employee who quit, the law requires all payment of wages in the usual manner but no later than the regular payday for the pay period during which the conclusion of employment occurred.

Pursuant to employers who pay with a pay card or electronic deposit are required to provide a statement of the employee's earnings and withholdings (paystub). Additionally, the State Labor Laws do not contain provisions addressing breaks or lunches. Such benefits are up to the discretion of the employer. If you believe a violation of the labor laws have occurred, a Labor Law complaint can be filed on our website at <https://www.azica.gov/forms/labor3304>.

If you are an employer or employee and have any questions about these or any other topics, please feel free to contact the Labor Department at (602) 542-4515 or visit our website at [www.azica.gov](http://www.azica.gov).

*Citations to the law in this article can be found in ARS 23-350 to 381. And for youth labor in ARS 23-230 to 242.*



Alliance Lumber, Glendale Plant, employees achieved the SHARP designation in February!

## ADOSH Approves A New SHARP Site!

In February, ADOSH Consultation staff joined Alliance Lumber SW, LLC., and the City of Glendale Mayor Jerry Weiers for a celebration on achieving their SHARP designation. The company has 23 employees with 12 members of the leadership team. The company manufactures custom cut residential and commercial wood products for distribution. Together with the Safety Committee and Leadership, the employees at Alliance Lumber continued to work towards their SHARP by implementing best practices throughout the workplace. Employees were dialed-in on safety for more than two years when they entered in a voluntary ADOSH Partnership.



Alliance Lumber is an original Rate Reduction Partnership Program (RRAP) participant when we launched the program more than five years ago. The RRAP program focuses on a side-by-side approach to safety where ADOSH provides four quarterly visits and two training sessions per year. The training was based on the consultant's evaluation of programs and/or the need for additional training to recognize hazards in the workplace. We at ADOSH are proud of Alliance Lumber SW for their SHARP accomplishment!



## Never Heard About the SHARP Program?

ADOSH offers the Federal OSHA Safety and Health Achievement Recognition Program (SHARP), to small and mid-sized businesses. The SHARP program recognizes employers that have an advanced safety and health program that includes safety and health management systems. In Arizona we have 25 SHARP sites that represent car dealerships to chemical processing plants.

To be considered for the program your company must meet the following requirements:

- Maintain injury and illnesses at or below the National Average for your NAICS according to the most current Bureau of Labor Statistics.
- Have no more than 250 employees in Arizona and no more than 500 corporate wide.
- Maintain a safety and health management system where employees and management are involved.
- Achieve a 2 or better on the Federal OSHA Form 33.

If you and your staff would like to know more about this **free** exemplary program, please contact the ADOSH Consultation office at: 1-855-268-5251



## Honeywell Aerospace, Tempe, Location is Still a VPP Star Site!

In the fourth quarter of our federal fiscal year, 2017, a team of ADOSH and Special Government Employees audited the Tempe campus. What was found was the same Honeywell Operating System complete with Tier Board meetings, Kaizen events for safety, and Behavior Observation Program was still holding strong. The site continues to practice a 5S program and employees are actively engaged in the workplace safety program. Best Practices often separate good safety and health programs from great ones. The Tempe site continues to implement best practices anywhere possible. Many of the improvements are employee driven.

Overall Honeywell Aerospace has six sites within the ADOSH VPP program. The company is looking to add a seventh with the Honeywell Aerospace Engines campus in late Winter. We at ADOSH would like to congratulate the site for the recent recertification!

**Honeywell**  
Aerospace



## Chandler Cintas Recertifies as VPP Star Site!

For those that do not know much about the Voluntary Protection Program and how it began, allow me to fill-in the gaps. The VPP program started with a single site in California during the 80's. Since then there are more than 2,800 sites across North America. In Arizona alone there are 43 active and mentoring Star sites. To be the first at achieving anything is a huge milestone and for Chandler based Cintas they know what that feels like and means to them. They were the first Cintas sites in North America to accomplish the VPP Star certification back in 2010. Through their success they have more than 40 sites that have the VPP Star designation. In fact, they are the fastest growing VPP company in the program.

The company has Special Government Employees (SGEs) and mentor many other continuing or new to the program sites. This past year Cintas went through their second recertification and based on the ADOSH Team, comprised of ADOSH staff and one SGE, they approved them for a five year cycle. Their hard work and dedication to safety and health is very well documented. The site we audited has many safety and health committee members and management is involved with safety at all phases of the work.

We are excited for Cintas and the ways they help protect Arizona employees proactively and continue to learn from others through mentorship!







ICA - ADOSH @IndCommAZ · 20 Sep 2017

Congratulations to @McCarthyBuild for being awarded #VPPStarStatus at the Bio Design site at @ASU A safe and impressive site #KeepAZsafe



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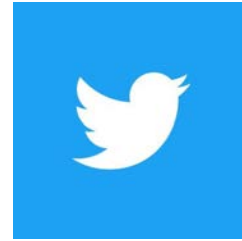


ICA - ADOSH @IndCommAZ · Mar 29

We leave Phoenix once a quarter to meet with employers and employees across the state. This time we held our commission meeting in Lake Havasu City! Big thanks to @PaulMosleyAZ, Lake Havasu Regional Medical Center, @CalSheehy, @CAPArizona, @Havasuchamber and many others!



3 8



@IndCommAZ



ICA - ADOSH @IndCommAZ · Mar 2

We are extremely excited to see an Arizona construction project with VPP Star status receive a national award for project safety! Congratulations to the @YumaRegional Medical Center! #Arizona'sWorkplaceSafety #KeepAZsafe #AskMeAboutVPP enr.com/articles/44062...



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ICA - ADOSH @IndCommAZ · Apr 10

Join the ICA on the Senate Lawn at the Capitol this Thursday to celebrate and recognize employers who have gone above and beyond the industry standards to make their workplaces as safe as possible! #KeepAZsafe

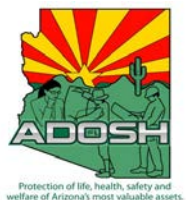


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## Keeping Up With The ICA Is Easier Than Ever

Following the ICA on Twitter will allow you to stay up to date with events, awards, and techniques to keep your workplace safe!

# ARIZONA DIVISION OF OCCUPATIONAL SAFETY AND HEALTH



800 W Washington St. Ste.,  
200  
Phoenix, AZ 85007

1-855-268-5251 Reception  
602-542-1614 Fax

2675 E Broadway Blvd.,  
Tucson, AZ 85716

520-628-5478 Reception  
520-322-8008 Fax

**Jessie Atencio, ADOSH Interim Director**

## Contact Us

We're on the Web!  
[www.azdosh.gov](http://www.azdosh.gov)

### **ADOSH ADVOCATE**

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