



# Montana Safety Services Council

**“Let us strengthen your safety culture”**

**October 2013**

**[www.mssc.org](http://www.mssc.org)**

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## Safety Leadership: Getting a Seat at the Table: 3 critical steps to safety as a strategy

It's no longer a secret that safety has a lot to offer organizations. We know, for instance, that organizations better at safety tend to perform better in other business functions as well. We also know that safety needs to have “a seat at the table” everywhere strategy is set, including the boardroom. But aside from a handful of progressive organizations, that “seat” isn't there. Why not?

It's not a matter of making the case. Many have done so, and the case is compelling. The real reason is that despite recognizing its value to the business, safety still largely acts and moves like a non-strategic function. For example, many organizations haven't learned to translate safety into terms recognizable to a board or how to map out a career path for a safety expert beyond regulatory management. To get a seat at the table, there are three critical things safety leaders need to do:

- 1. Talk about safety as a board-level issue.** Many environmental, health and safety professionals are not having safety discussions at the highest levels because they don't know how. Historically, the language of safety - what we talk about and how - has been tactical. This is appropriate for running safety day to day, but not for integrating safety with the core of a business. Boards are concerned with risks to the enterprise, and leaders must be able to frame safety in terms that adequately articulate those risks.

*Ask yourself: What are the primary enterprise risks the board should be concerned about and why? What are the implications to the business if we continue our current level of performance? Are we at risk of having a catastrophic event? What can we learn from great safety organizations?* These types of “big-picture” questions are critical to identifying the right information to put in front of senior leaders. When you emphasize enterprise-focused topics over more generic material (e.g., presenting the organization's exposure to serious injuries and fatalities or the effects of safety on operational performance rather than the latest injury rates), you'll find you have a much more substantive discussion.

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## Microwave Oven Safety

With busy lives, families rely on the microwave oven as a quick way to heat up a meal, warm up a drink or defrost dinner. While the convenience of the microwave oven is something we take for granted, safety should not be. By following a few simple safety tips you can prevent painful burns and possible fires.

### SAFETY TIPS

**PURCHASE** a microwave oven that has the label of an independent testing laboratory. Make sure to complete and return the product registration card. This way the manufacturer can reach you if there is a recall on the product.

**PLUG** the microwave oven directly into the wall outlet – never use an extension cord.

**MAKE** sure the microwave oven is at a safe height, within easy reach of all users.

**OPEN** food slowly, away from the face. Hot steam or the food itself can cause burns.

**FOOD** heats unevenly in microwave ovens. Stir and test before eating or giving to children.

**NEVER** heat a baby bottle in the microwave. Since a microwave oven heats unevenly, it can create hot pockets, leading to burns. Warm a bottle in a bowl of warm – not hot or boiling – water, or by running it under the tap.



### MICROWAVE USE

Always **supervise** children when they are using a microwave oven.

Use only **microwave-safe** food containers or dishes. Never use aluminum foil or metal in a microwave oven.

If you have a **fire** in the microwave, leave the door closed, turn the oven off and unplug it from the wall. If the fire does not go out, get outside and call the fire department.

Source: nfpa.org

### FACT

Scald burns are the leading cause of injury from microwave ovens.

## Safety Leadership *(continued from page 1)*

- 2. Adopt (or develop) a strategic framework.** It's not enough to make a compelling case that safety is a board-level issue - you also need to provide an actionable road map. The right framework provides a system for understanding, measuring and mapping the maturity of every element of the business that drives performance. The framework should answer questions such as: What drives safety performance? Where are we performing well and where do we need to improve? What would improvement look like? A good framework helps the board track the nature and context of risk, as well as the organization's progress in mitigating it.
- 3. Add safety to your talent strategy.** Safety will never truly have a seat at the table as long as executives depend on safety professionals to do all the heavy lifting. Boardrooms and C-suites need top-caliber leaders who can guide the discussion and ensure the risks to the business are adequately understood and addressed. Organizations must recruit and develop top talent into safety leadership roles and make safety posts an essential stop on the career path for high-potential leaders - in addition to developing leadership skills in its safety professionals. Executives proficient in safety can better position their boards to make decisions that limit risks, create opportunities, and improve both safety and organizational functioning.

### Joining the conversation

The executive who leads safety has an obligation to initiate the strategy discussion for the benefit of employees and for the well-being of the enterprise. To get there won't be easy. The transition from tactical to strategic takes time and work to achieve. More significantly, it requires leaders to revisit old assumptions about what safety is and what it could be.

Source: Safety+Health Magazine

# OSHA Cites Contractor for Tragic—and Avoidable—Injuries

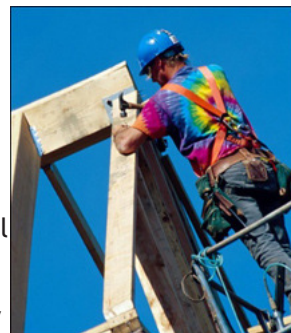
A steel erection and roofing contractor was cited and fined for six OSHA violations that led to an amputation, broken bones, and other injuries for three workers.

What happened and how did weather play a factor in this case? Keep reading to find out more.

Last March, employees of an Alabama contractor were working on a roof project when a gust of wind during a severe thunderstorm ripped a large piece of metal decking from the workers' hands. One, who was thrown against the edge of a new metal roof, suffered a left arm amputation as a result.

Another worker sustained a shoulder injury when he was thrown across the roof. The third became wrapped in a sheet of metal and successfully escaped, but was carried over the roof's edge and fell 30 feet to the ground. The result was broken wrists, ribs, tailbone, and pelvis.

OSHA responded with willful and serious violations and fines totaling just over \$69,000. The agency said that the contractor failed to provide fall protection even after an employee requested it and after agreeing to take steps to protect workers from falls.



## Three steps to preventing falls: Plan, provide, and train

Falls are the leading cause of death in construction. But OSHA says they can be prevented by following three simple steps.

**Plan** ahead to get the job done safely. When working from heights including roofs, employers must plan work to ensure that the job is done safely. Know ahead what tasks and risks are involved, what safety equipment is needed, and what fall protection is best for the job. In roofing, for example, hazards could include holes or skylights and leading edges.

**Provide** the right equipment. Workers who are 6 feet or more above lower levels are at risk for serious injury or death from falls. Employers must provide fall protection, including the right type of ladders, scaffolds, and safety gear. Workers who use personal fall arrest systems need a harness to tie off to the anchor.

**Train** everyone to use the equipment safely. OSHA says a key to preventing falls is ensuring that workers understand how equipment should be set up and used. Employers are also required to train workers in hazard recognition and in the care and safe use of all equipment they'll be using on the job.

Source: [safety.blr.com](http://safety.blr.com)

## ARE YOU READY?

### New GHS Training Required 12/1/13



1. Can you identify what the labels at the left represent?

2. Which item below is not required information on an SDS?

- A. Hazardous ingredients
- B. Purchase price
- C. Storage information
- D. Fire and explosion data
- E. None of the above

3. A product identifier is a key word or number chosen to identify the chemical. It is the same on the product label and the SDS, so that the product can be easily cross-referenced with its correct SDS.

- A. True
- B. False

4. Which of the following is a required part of hazard communication training?

- A. Chemical handling procedures
- B. Air monitoring for hazardous chemicals
- C. Proper use of personal protective equipment
- D. All of the above

(Answers on page 7)

# PPE TRAINING REQUIREMENTS

OSHA requires employers to ensure the safety of all employees in the work environment. For example, eye and face protection must be provided whenever necessary to protect against chemical, environmental, and radiological hazards or mechanical irritants.

Ensuring worker safety includes conducting a workplace hazard assessment and providing adequate training for all workers who require PPE. When employees are trained to work safely, through the following requirements, they should be able to anticipate and avoid injury from job related hazards.

## Training and Qualification of Employees

*Employers must provide training for each employee who is required to use PPE in the workplace. [1910.132(f)]*

- Each employee shall be trained to know at least the following:
  - When PPE is necessary
  - What PPE is necessary
  - How to properly don, doff, adjust, and wear PPE
  - Limitations of the PPE
  - Proper care, maintenance, useful life, and disposal of the PPE
- All training should be conducted by a knowledgeable designated person.
- All required training should be presented in a manner that the employee can understand.
- Each affected employee shall demonstrate an understanding of the training specified and the ability to use PPE properly, before being allowed to perform work requiring the use of PPE.
- Employers who allow their employees to wear eye and face protection on a voluntary basis when not required by OSHA or the employer must implement limited provisions of a PPE program. For all other voluntary users, an additional written eye and face protection program that covers proper maintenance procedures must be implemented.



### Retraining

- When the employer has reason to believe that any affected employee who has already been trained does not have the understanding and skill required, the employer shall retrain that employee. Circumstances where retraining is required include, but are not limited to, situations where:
  - Changes in the workplace render previous training obsolete
  - Changes in the types of PPE to be used render previous training obsolete
  - Inadequacies in an affected employee's knowledge or use of assigned PPE indicate that the employee has not retained the requisite understanding or skill

### Written Certification

- The employer shall verify that each affected employee has received and understood the required training through a written certification that contains the name of each employee trained, the date(s) of training, and the subject of the certification.

Source: [osca.gov](https://www.osca.gov)

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## The Importance of Eye Protection:

Certain activities carry the risk of eye injury or blindness. The majority of eye injuries are the result of flying objects, falling objects, or sparks striking the eye. Other possible hazards that require eye protection include:

- Fumes
- Vapors
- Chemical splashes
- Extremely hazardous lights, such as those that may occur while welding

## Using eye protection:

- A hazard assessment must be conducted for each task to determine what personal protective equipment (PPE) is needed.
- Know the correct use and limitations of eye protection.
- Eye protection must accommodate prescription eye wear. Prescription eye wear is not a substitute for safety glasses or goggles.
- Tasks requiring face shields and welding helmets also require goggles or safety glasses.
- Goggles must be worn if there is the potential for a hazardous chemical vapor, chemical splash, small particles, or dust to enter the eye.
- Safety glasses must have side shields.
- Filter lenses must be chosen based on the specific light hazard and the requirements under the ANSI Z87 standard for eye protection.
- If the eye protection is penetrated by an object or a chemical splash, rinse the eye for 15 minutes and seek medical attention.

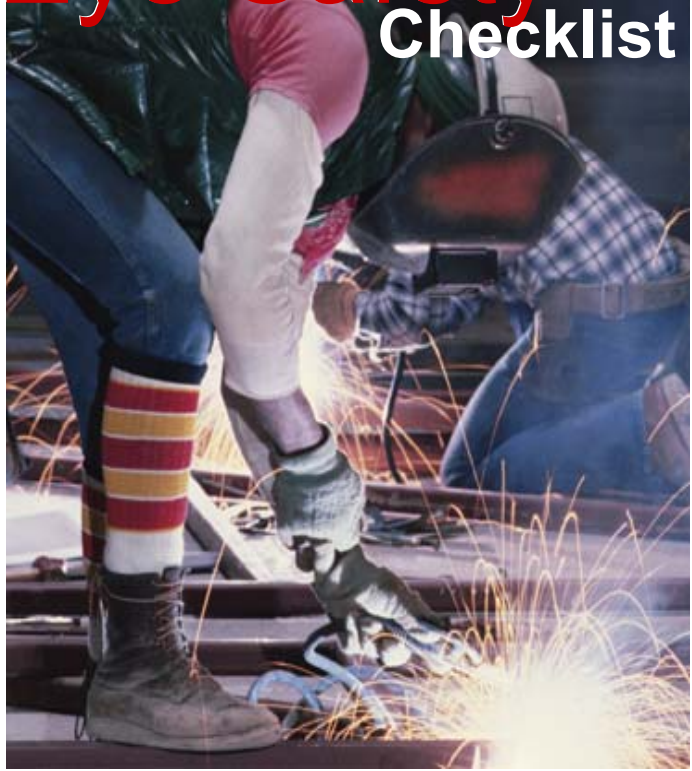
## Care and maintenance of eye protection:

- Inspect eye protection prior to use.
- Store properly, away from temperature extremes and sunlight, and where lenses will not become scratched.

Source: Succeed Risk Management Center



# Eye Safety Checklist



### 1. Create a safe work environment

- ☐ Minimize hazards from falling or unstable debris.
- ☐ Make sure that tools work and safety features (machine guards) are in place.
- ☐ Make sure that workers (particularly volunteers) know how to use tools properly.
- ☐ Keep bystanders out of the hazard area.

### 2. Evaluate safety hazards.

- ☐ Identify the primary hazards at the site.
- ☐ Identify hazards posed by nearby workers, large machinery, and falling/shifting debris.

### 3. Wear the proper eye and face protection.

- ☐ Select the appropriate Z87 eye protection for the hazard.
- ☐ Make sure the eye protection is in good condition.
- ☐ Make sure the eye protection fits and will stay in place.

### 4. Use good work practices.

- ☐ Caution—Brush, shake, or vacuum dust and debris from hardhats, hair, forehead, or the top of the eye protection before removing the protection.
- ☐ Do not rub eyes with dirty hands or clothing.
- ☐ Clean eyewear regularly.

### 5. Prepare for eye injuries and first aid needs. Have an eye wash or sterile solution on hand.

For additional information see [www.cdc.gov/niosh/topics/eye/](http://www.cdc.gov/niosh/topics/eye/) or contact us by phone at 1-800-CDC-INFO.

Department of Health and Human Services  
Centers for Disease Control and Prevention  
National Institute for Occupational Safety and Health



## ***OSHA, EPA, ATF issue advisory on ammonium nitrate***

Washington – A chemical advisory issued Aug. 30 by OSHA; the Environmental Protection Agency; and the Bureau of Alcohol, Tobacco, Firearms and Explosives offers steps fertilizer facilities and others can take to help reduce ammonium nitrate hazards.

The advisory primarily focuses on the safe handling and storage of higher-density, solid ammonium nitrate used in fertilizers. It details the hazards of ammonium nitrate, hazard reduction, and emergency planning and response.

"Ammonium nitrate can be very dangerous, and it's imperative that employers, workers and first responders all understand the hazards. With this understanding, together they can control these hazards and save lives and limbs," OSHA administrator David Michaels said in a press release.

Although rare, ammonium nitrate incidents can be severe, the advisory warns. In April, a fire at a fertilizer facility in West, TX, caused stored ammonium nitrate to explode, killing at least 15 people.

The chemical advisory is part of President Barack Obama's executive order on improving chemical facility safety and security.

## ***Long hours, job demands linked to depression: study***

Kyoto, Japan – Working long hours in a high-demand job increases the risk of developing depression, a new study from the Kyoto University School of Public Health concludes.

Researchers analyzed four surveys of more than 200 clerical workers – conducted in the late 1990s and early 2000s – who were asked how many hours they worked per week, how demanding their job was, and about their well-being. Employees who worked at least 60 hours a week and reported "usually" having too much work to do were at a higher risk of depression, according to the study. This risk increased over time.

The risk of a major depressive disorder could be reduced through targeted mental health measures, including a change in a worker's hours or job demands, the study authors suggested.

The study was published in the August issue of the Journal of Occupational and Environmental Medicine.

## ***FRA alert warns railroad workers about mobile device distraction***

Washington – A safety alert issued Aug. 30 by a Federal Railroad Administration committee warns workers who install and maintain rails and signaling devices about the risks of using mobile electronic devices on or near rails.

According to the alert, devices such as cell phones and tablet devices can distract rail workers during safety-critical tasks and have been attributed to fatalities on railroads and at railroad crossings. FRA's Fatality Analysis of Maintenance-of-way Employees and Signalmen Committee provided the following recommendations:

Do not use mobile electronic devices when operating rail equipment or standing within striking distance of an oncoming train or equipment on a rail.

Refrain from using mobile electronic devices when performing tasks such as providing warnings for roadway workers about oncoming trains or rail equipment.

Put away devices during safety briefings so that you are not distracted from hearing important information.

The alert also recommends that railroad employers provide workers with clear guidelines on when, where and under what conditions, if any, it is safe to use mobile electronic devices while at work.

## ***FMCSA testing off-site safety audits for new carriers***

Washington – The Federal Motor Carrier Safety Administration has begun testing whether off-site safety audits are as effective as onsite safety audits at determining a new truck carrier's safety performance.

FMCSA is asking eligible new truck carriers to submit compliance documentation typically evaluated during an onsite safety audit, such as driver qualification and vehicle maintenance records, as electronic files. An FMCSA auditor then decides whether the carrier passes or an onsite visit is necessary.

According to a Sept. 4 notice, the procedures are being tested on new truck carriers in California, Florida, Illinois, Montana and New York, as well as select provinces in Canada. Carriers with a record of safety violations and all passenger carriers will still be required to complete onsite audits.

The test began in July and will continue for up to a year, FMCSA said.



## Substance Abuse in the Workplace

### *Substance use and abuse among workers*

#### Substance abuse by employees results in:

- Higher health care expenses for injuries and illnesses;
- Higher rates of absenteeism;
- Reductions in job productivity and performance;
- More workers' compensation and disability claims; and
- Safety and other risks for employers.

- Substance Abuse and Mental Health Services Administration (SAMHSA)

#### Employees with substance abuse issues often:

- Fail to fulfill major role obligations at work, school or home.
- Use substances in situations where it is physically hazardous (e.g. driving an automobile or operating a machine when impaired by substance use).
- Have recurrent substance-related legal or financial problems.
- Continue to use substances despite persistent social or interpersonal problems that are a result of the substance use.

- American Psychiatric Association, Diagnostic and statistical manual of mental disorders (4th edition).

Source:ndwa.org



## Montana Safety



## Services Council

The Montana Safety Services Council is a non-profit educational association established in 1993 to provide safety and health related services. These services include safety training, consulting, technical assistance, seminars and program development to our membership and the public at large. We currently serve over 140 business in all areas of service, manufacturing, construction, mining, medical, retail, wholesale, transportation, and refining throughout Montana, Idaho, Washington and the Dakotas.

### **Our Mission Statement**

The Council is dedicated to the enhancement of safety through education and training programs.

Our goal is to serve and assist owners, contractors, labor, as well as the general public to advance and improve safety awareness throughout the region.

The Council recognizes that if improvement in safety performance and awareness is to be achieved, a unified effort involving business owners, contractors and our labor force must be realized.

Our commitment is to focus on developing this unified effort in order to enhance the safety and welfare of workers throughout our region.

## Upcoming Training

### **Drug & Alcohol: Reasonable Suspicion Certification for Supervisors**

State and Federal regulations require that supervisors of employees subjected to reasonable suspicion drug and alcohol testing attend a total of two hours of training on alcohol abuse and controlled substance use. The training will assist supervisors in determining whether reasonable suspicion exists to require an employee to undergo testing. The training shall include the physical, behavioral, speech, and performance indicators of probable alcohol misuse and use of controlled substances.

#### **HOW YOU WILL BENEFIT**

- Learn How to Identify the Signs, Symptoms and Effects of Alcohol or Controlled Substance Use
- Learn How to Approach an Employee and Initiate Reasonable Suspicion Testing
- Learn Proper Documentation Techniques
- Tips on How to Deal with Difficult Situations

#### **WHAT YOU WILL COVER**

- Current Regulations
- Mandated Reasonable Suspicion for Supervisors Training

#### **WHO SHOULD ATTEND**

Owners, managers, supervisors and human resource professionals will benefit by attending this seminar.

9:00 am - 11:30 am

CITY	FACILITY	DATES	Cost:	AE and/or MSSC Member	\$55	Non-Member	\$75
Great Falls	Great Falls Airport	10/10/2013					
Bozeman	Holiday Inn	10/22/2013					
Billings	AE Training Rooms	11/19/2013					

***Thank You to the companies  
who renewed their MSSC membership:***

Bureau of Reclamation, Montana Area Office  
Employee Benefit Management Services Inc  
Integrated Process Resources (IPR/EMS)  
Montana Rescue Mission Inc  
Motor Carriers of Montana  
ProGrade Ammo Group, LLC  
Sidney Millwork Company  
United Properties

***Welcome New Members:***

Encode Corporation  
Southern Montana Electric Generation &  
Transmission

19th Annual  
LEPC/ASSE/ MSSC  
Safety Conference



Save the Dates  
**March 12 & 13, 2014**  
at the Crowne Plaza

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