



Today's webinar will begin shortly. We are waiting for attendees to log on.

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Thirteen Strategies For Improving Your Safety Program

October 21, 2014

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**THANK YOU
FOR YOUR COMMITMENT TO SAFETY**

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3

Your safety program should avoid this . . .



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... and this!



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But you don't want this approach either!



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6

“The greatest mistake is to imagine that
we never err.”

~ *Thomas Carlyle*

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1. DETERMINE YOUR VULNERABILITY UNDER OSHA'S PRIORITIES

- Determine which OSHA safety and health standards are applicable to your operation
- Find your SIC classification and comply with the requirements of those national and local emphasis programs
- Ensure OSHA properly classifies your establishment and that other classification may benefit an establishment
- Ensure that your facility is prepared to handle an OSHA inspection and your managers know their legal rights
- Watch out for possible whistleblower complaints

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2. AUDIT YOUR COMPANY'S OSHA RECORDKEEPING

- Recordkeeping - one of the cornerstones of your safety program and a driver of OSHA's new enforcement efforts
- Compliance Officers will carefully review the OSHA 300 logs when conducting inspections
- Audit and correct last five years of logs, looking at insurance and other records; look for "patterns" of injuries

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3. AUDIT YOUR WORKPLACE FOR ROUTINE VIOLATIONS

- OSHA is looking for the “low-hanging fruit” or more common safety and health violations such as:
 - Blocked exits, extinguishers and electric panels
 - Improper materials handling and racks
 - Personal protective equipment (PPE) violations
 - Recordkeeping errors
 - Housekeeping problems
 - Common Electrical problems
 - Even one untrained employee for Haz Com, PIT operation, LOTO, or fire extinguishers
 - Guarding, especially conveyors, annual LOTO evaluations

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10

3. AUDIT YOUR WORKPLACE FOR ROUTINE VIOLATIONS (cont'd)

- Written programs, such as Haz Com, LOTO, EAP, JSA's, and chemical handling almost always require revision and updating, or have "holes"
- OSHA's focus on routine items and use of its "egregious" policy is generating six- and seven-figure penalties
- New penalty calculation is intended to raise average penalty 300%
- Routine violations are challenging to prevent and may result in multiple repeat citations for employers with many locations

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11

4. REVIEW ABATEMENT OF ALL PAST OSHA CITATIONS

- OSHA considers past citations for last five (5) years in issuing “repeat” citations
- OSHA may cite for “failure to abate” if past abatements of items that are again out of compliance cannot be documented

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12

5. UNDERSTAND IMPLICATIONS OF OSHA'S MULTI-EMPLOYER CITATION POLICY

- Recognize and respond to how contractors, customers, and vendors can expose you to OSHA violations or harm your employees, including employees working away from your site.
- Establish regular teleconferences among plant managers to share information, revise and expand checklists, confirm abatement on a district, region and system wide basis

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6. PREPARE FOR OSHA'S REVISED APPROACH TO ERGONOMICS ENFORCEMENT

- OSHA has proposed adding musculoskeletal disorders (MSDs) to 300 logs which may include 75% of workplace injuries
- OSHA currently utilizes General Duty clause to issue ergonomic citations and intends to more widely use General Duty citations
- OSHA may use recordkeeping audits or comprehensive safety program demands to address MSDs.
- Look for patterns

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7. USE JOB SAFETY ANALYSIS TO FOCUS WORKPLACE SAFETY & HEALTH STRATEGY

- OSHA has proposed development of a Standard requiring a comprehensive safety management program
 - “Injury & Illness Prevention Program (“I2P2”)—more demanding than the California Standard
 - Would require employers to determine all hazards and develop procedures and training
 - Would cite employer for failure to do so
- Use your job safety analysis (JSA) to focus increased training, supervisor involvement and safety oversight

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15

8. MAKE SAFETY THE #1 GOAL FROM THE WORK FLOOR TO THE “C” SUITE

- Develop a comprehensive safety and health management system which includes management commitment and employee involvement
- An employer can genuinely change safety and health culture but the effort requires more than good intentions and a written plan
- Safety efforts tie in with maintaining company culture and harmonious labor relations.

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8. MAKE SAFETY THE #1 GOAL FROM THE WORK FLOOR TO THE “C” SUITE

- Requires “manpower” and accountability
- Coordination between engineering, maintenance, purchasing, housekeeping, operations, and safety
- Involving plant managers
- More shift checklists and periodic self-inspections
- Review cooperation between bargaining unions at sites with more than one union
- Investigate better use of committees and employees
- Consistency among supervisors
- Make sure your training is current and understandable

9. UTILIZE SAFETY AS A PROFIT CENTER

- A well-planned safety & health management program can:
 - Reduce workers' comp claims
 - Become a “profit center” for the company
- Connect safety to quality
 - Combine with “green” & similar efforts as marketing tools
 - Increase employee involvement and satisfaction
 - Serve as a catalyst to address underperforming employees in many areas

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18

10. DEVELOP EMERGENCY ACTION PLANS TO DEAL WITH THE INEVITABLE

- Maintain emergency action/response plans focusing on natural disasters, pandemics, and man-made disasters, with enhanced emphasis on:
 - Evacuation plans
 - Exit and egress compliance
 - Training (evacuation, extinguishers, Haz Com)
- OSHA is especially emphasizing exit and evacuation planning in citations
- Plans should also consider “non-safety” issues, such as business continuation, management of leaves/benefits, remote work and wage-hour compliance

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11. BEGIN TO EFFECTIVELY USE WELLNESS PROGRAMS

- A wellness plan offering more than just smoking cessation benefits is essential for dealing with an increasingly older and heavier workforce
- Wellness plans can be effectively and lawfully managed, even with new employment regulations including GINA and the ADAAA
- Make wellness efforts AND insurance culturally focused
- Recognize that many workplace injuries may be due to health, fitness, and an aging workforce

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12. AVOID MEMBERSHIP IN OSHA'S SEVERE VIOLATORS ENFORCEMENT PROGRAM

- Consider how to avoid “membership” in the new SVEP and other programs which may target all or some of a company’s facilities for increased inspections and scrutiny.
- The SVEP is easy to get into and effective since June 18, 2013.

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=DIRECTIVES&p_id=4503

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13. SOLVE OTHER PROBLEMS BY SOLVING SAFETY PROBLEMS

- Showing employees you care and involving them in safety management can prevent a multitude of legal problems.
- Use increased safety efforts to create a workplace in which employees do not experience issues often spawning lawsuits, union organizing or conflict in a unionized setting

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13. SOLVE OTHER PROBLEMS BY SOLVING SAFETY PROBLEMS

- Use training and audits to correct wide range of legal and HR vulnerability, including wage-hour and other problems OSHA has budgeted money to train their compliance officers to determine if alleged independent contractors are, in fact, employees
- The DOL's "Plan/Protect/Prevent" strategy is based on this approach

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25