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WORKPLACE SAFETY

Protecting the Health & Safety of the Security Worker

Part 3 of 3

By: Jim Foston, CEO & Founder of [The Foston Group](#)

While security work has certain inherent risks, there are many things employers can do to mitigate these risks. Every security worker should expect that their employer has exercised duty of care to ensure the safest working conditions possible.

What can employers do to protect their workers? In conjunction with the security risk assessment, that, presumably, has been done.

1. Conduct a risk assessment

Too many employers fail to conduct risk assessments or [job safety or job hazard analysis](#). An employer MUST:

- Identify and remove or mitigate the hazards and risks the worker will be exposed to.
- Tell the worker about the risks.
- Create and deliver policy, procedures, and training that will provide worker protection.

2. Implement procedures for checking the well-being of worker

Regular communication with employees who work alone is critical to reducing risk and ensuring the worker's well-being. Here are some ways the employer can do this:

- Develop and implement a written procedure for checking the well-being of a worker assigned to work alone or in isolation.
- The procedure for checking a worker's well-being should include the time interval between checks and the procedure to follow in case the worker cannot be contacted, including provisions for emergency rescue.
- Designate a person to establish contact with the worker at predetermined intervals and then record the results.

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- In addition to checks at regular intervals, a check at the end of the work shift **must** be done.
- Time intervals for checking a worker's well-being should be developed in consultation with the worker assigned to work alone or in isolation.

Note: High risk activities require shorter time intervals between checks. The preferred method for checking is visual or two-way voice contact. If such a system is not possible, a one-way system which allows the worker to call or signal for help and which will send a call for help if the worker does not reset the device after a predetermined interval should be used.

3. Ensure your security supervisors know their responsibilities and are trained

Supervisors must:

- Ensure the health and safety of all workers;
- Comply with all applicable regulations. Supervisors must also ensure that workers under their direct supervision are made aware of all known or reasonably foreseeable health or safety hazards in the area where they work.

Security supervisors have a myriad of responsibilities and receive very little formal training to prepare them for their job. A supervisor's responsibilities are significant when it comes to health and safety – not just for workers but for the public as well.

Going forward – Protecting the Protectors

There is irony in the fact that the security industry provides security and safety services to their clients, but often fails to provide the same protections for their own workers. Lack of proper training is a contributing factor and this urgently needs to be addressed.

Is it not reasonable for the client and the public to expect that security service providers are themselves compliant with health and safety laws? By **Protecting the Protectors**, the employers are not only protecting workers but also themselves and their clients from liability.

A big part of the answer lies in providing industry-appropriate safety training for security workers and their supervisors. Workers cannot be expected to perform their jobs safely if they haven't been effectively trained. Security safety training must be tailored to the security industry and delivered by security professionals with security applications as outcomes.

Another key component is proper vetting of security contractors hired by the prime contractor or client. Some important elements to look for when choosing a security firm include:

- An established and implemented health and safety program and practices reflect knowledge of the legal requirements. Check training records, inspection records, hazard analysis forms, completed risk and hazard analysis, safety committee agendas and minutes, etc.
- Clearly defined health and safety duties of various parties (workers, supervisors, manager and owners).
- Demonstrated knowledge of the workplace and its potential and actual hazards. The contractor conducts hazard assessments, develops specific safe-work procedures and policies (if necessary) and instructs and trains employees before commencing work.
- Employees have received all necessary safety training applicable to the nature of their work and hold all necessary security certificates required by law.
- An incident reporting and investigation procedures are in place. All incidents are reported and investigated promptly; corrective action is assigned and followed through to completion.
- The contractor has appropriate security supervision in place for the number of workers.
- A plan is in place for initial and ongoing communication and coordination of work between the principal and the contractor; and finally,
- The security contractor has equipment maintenance policies and procedures in place. All equipment used is maintained according to manufacturer's recommendations and applicable technical standards.

Conclusion

There is a cost to the employer for investing, implementing and maintaining a company health and safety culture, but there is a return on the investment. However, the cost to the employer for not practicing duty of care and not being able to use due diligence as a legal defense, if faced with litigation, can dwarf the investment cost. ❖

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ABOUT US



POLICIES AND PRACTICES

Scaffolding Safety Checklist

Adapt this checklist for your workplace, its equipment and the requirements of applicable safety regulations, including any special requirements for scaffolding. Use the checklist to inspect scaffolding in your workplace and ensure it has been erected properly, safety measures such as guardrails are in place, and workers are using the scaffolding safely.

General Requirements	YES	NO	Comments
Is the scaffolding being erected under the direction of a qualified or competent person?			
Has the scaffolding been inspected by a qualified or competent person?			
Is the footing sound and rigid (that is, not set on soft ground or frozen ground that could thaw, or resting on blocks)?			
Has the erection site been evaluated for hazards, such as earth fills, ditches, debris, underground electric wires, unguarded openings, or conditions created by other trades?			
Is the scaffold able to hold four times its maximum intended load?			
Is the scaffold level and plumb?			
Are the wheels and castors locked?			
Is the lumber free of cracks, splits, knots and damage?			
Have all frames been inspected for defects, such as broken welds, corroded members, missing locks, and bent or dented tubes?			
Are all braces, bearers and clamps secured, and all sections pinned or appropriately secured?			
Is there a safe way to get on and off the scaffold, such as a ladder?			
Is "X" bracing installed on the ends of the scaffold, as well as every third set of posts horizontally and every fourth vertical runner?			
Are provisions in place for severe weather, such as high winds, rain, snow and other bad weather?			
Have all planks been properly secured to the scaffold structure to prevent them from blowing off in high winds?			
Where people work under the scaffold, is there a half-inch mesh screen between the toeboard and guardrail or has the area below the scaffold been cordoned off?			
Are tag lines available for items to be loaded onto the scaffold?			
Do all electrical cords, air lines, vacuum lines, or other cords and leaders run along the edge of scaffolding platforms and not in the walking/working surfaces, unless secured and/or protected?			
By the Numbers	YES	NO	Comments
Are guardrails (38-45 in), midrails (20-30 in) and toeboards (4 in) in place and at correct heights?			
Is each platform fully planked between the front uprights and guardrail supports (maximum 1 in. spaces and maximum 9½ in. between last plank and uprights)?			
Is the front of the scaffold within 14 inches of the work?			
Does the scaffold meet electrical safety clearance distances?			
Is the scaffold no higher than 125 ft.?			
Does the scaffold have a height-to-base ratio of at least 3:1?			
Inspector Name (s):			
Date:			

SCORECARD

Recent OSHA Cases & Fines

REGION 3

J.C. Stucco and Stone ordered to pay nearly \$345K in fines after OSHA finds company continued to expose workers to scaffolding hazards. An administrative law judge recently affirmed nine cited federal safety and health violations and assessed \$344,960 in fines against Lansdowne masonry contractor, J.C. Stucco and Stone. This follows a March 2016, hearing regarding six willful and three repeat citations issued after two 2014 inspections by the U.S. Department of Labor's Occupational Safety and Health Administration. The independent Occupational Safety and Health Review Commission adjudicates disputes between the U.S. Secretary of Labor and employers that contest OSHA violations. These disputes are heard in the first instance by an Administrative Law Judge ("ALJ") whose decisions are reviewable by the full Commission. The company - which OSHA has cited 41 times since 2011 for exposing workers to life-threatening scaffolding hazards - sought and was given a hearing by the commission in March 2016. The parties entered into a partial settlement agreement prior to the hearing, whereby J.C. Stucco agreed to accept the willful and repeat citation items as issued. As such, the only issue before the ALJ was the appropriateness of the penalties proposed by OSHA in 2014. "J.C. Stucco has a long history of leaving workers unprotected from incidents that can cause injuries and possible death and result from falls and unsafe scaffolding," said Theresa Downs, OSHA area director in Philadelphia. "Workers should not have to risk their lives for the sake of a paycheck." In 2011, OSHA placed the company in its Severe Violator Enforcement Program for multiple instances of repeated, high-gravity violations. "This action demonstrates our commitment to take aggressive action when an employer repeatedly ignores its responsibilities regarding the health and safety of its workers," said Oscar L. Hampton III, regional solicitor in Philadelphia. [*J.C. Stucco and Stone, Lansdowne, PA, Nov. 23, 2016*].

REGION 4

Alabama auto parts supplier to Kia and Hyundai, staffing agencies face \$2.5M in fines after robot fatally crushes young bride-to-be. When she wasn't employed as a temporary worker at a Cusseta manufacturer that stamps metal parts for Hyundai and Kia vehicles, Regina Allen Elsea was making final plans for her wedding and looking forward to a new life with her future husband. On June 18, 2016, those dreams ended when the 20-year-old Elsea was crushed to death in a robotic machine. That day, the assembly line stopped and she and three of her co-workers entered a robotic station to clear a sensor fault. The robot restarted abruptly, crushing the young woman inside the machine. Her death occurred two weeks before her wedding day. An investigation by the U.S. Department of Labor's Occupational Safety and Health Administration has led the agency to issue citations for 23 willful, serious and other-than-serious violations, including 19 egregious instance-by-instance willful violations, to Joon LLC, doing business as Ajin USA of Cusseta. OSHA also cited two staffing agencies - Alliance HR Inc., doing business as Alliance Total Solutions LLC and Joynus Staffing Corp. - for two serious safety violations each. Collectively, the three companies face \$2,565,621 in penalties for the federal safety and health violations. [*Joon LLC, Cusseta, AL, Dec. 14, 2016*].

REGION 5

OSHA cites, fines Crystal Finishing Systems following fatality investigation 51-year-old dies after being caught between crane hook, load bars. A federal investigation, prompted by the death of a 51-year-old

chemical technician at a coatings company's facility in Mosinee, has resulted in multiple safety violations. The U.S. Department of Labor's Occupational Safety and Health Administration issued three repeated, four serious and three other than serious safety citations on Dec. 7, 2016, to the Schofield-based, Crystal Finishing Systems following the agency's investigation into the June 14, 2016, death. Federal investigators determined the worker suffered fatal injuries when an automated crane pinned him between the crane hook and dip tank load bars as it moved product to different tanks on an anodizing line. The employee was pronounced dead at the scene. The agency's investigation found Crystal Finishing failed to:

- Adequately guard machines to prevent workers from coming in contact with operating parts.
- Protect workers walking/working surfaces.
- Provide adequate personal protective equipment.
- Train workers about hazardous chemicals in use at the facility.

"A man died tragically, leaving his family, friends and co-workers to suffer an overwhelming loss," said Robert Bonack, OSHA's area director in Appleton. "Crystal Finishing must improve its safety and health programs and procedures to protect workers at all its Wisconsin facilities." OSHA has proposed penalties of \$171,169. [*Crystal Finishing, Mosinee, WI, Dec. 12, 2016*].

REGION 10

OSHA cites Washington marine cargo handling company for willful safety violations after worker's fatal fall. For longshoremen who load and offload timber in the upper Northwest, every ship that sails into port carries a reminder of the litany of hazards they face at work. Loads of extremely heavy logs must be handled carefully to avoid serious and potentially fatal injuries. At the same time, employers must take all necessary steps to ensure the work area is free of avoidable hazards - a lesson apparently lost on a Seattle-based cargo handling company following the June 2016 death of a 48-year-old longshoreman. Jim Meadows was employed by SSA Pacific when he suffered fatal injuries after he fell 10 feet onto the metal deck of the Forest Trader, a 21,000-ton bulk carrier cargo ship registered in Panama. The U.S. Department of Labor's Occupational Safety and Health Administration cited this employer for willfully failing to protect its workers from falls into hatches and cargo holds. The citations follow an OSHA investigation prompted by Meadows' death. Agency inspectors who boarded the vessel found numerous hazardous areas where no netting or fall protection measures existed. "Jim Meadows' death was preventable, if only a few commonsense measures had been taken to prevent his fall and to protect his coworkers," said Galen Blanton, OSHA regional administrator in Seattle. "OSHA has cited SSA Pacific for similar violations in Oregon and Florida in the past three years in the hopes of avoiding a tragedy like this. Every employer has a solemn duty to make sure its workers return home safely at the end of every shift." Despite OSHA guidelines that clearly recommend fall protection measures, such as netting and temporary platforms, to protect workers, SSA management claimed the crews used "buddy systems" with spotters to warn one another when one of them was working too close to hatches or risked falling overboard when securing loads of logs. The International Longshore and Warehouse Union challenged the claim that a spotter system was in place. [*SSA Pacific, Seattle, WA, Nov. 29, 2016*].

Show Your Heart Some Love

WHAT'S AT STAKE?

Today, heart disease and stroke take one life every 7 minutes and 90% of Canadians have at least one risk factor. In the United States, heart disease is the leading cause of death for men and women.

WHAT'S THE DANGER?

Heart disease describes a range of conditions that affect your heart. They include blood vessel diseases, such as coronary artery disease; heart rhythm problems (arrhythmias); and heart defects you're born with, or congenital heart defects. The term "heart disease" is often used interchangeably with the term "cardiovascular disease" which refers to conditions that involve narrowed or blocked blood vessels that can lead to a heart attack, chest pain, or stroke.

HOW TO PROTECT YOURSELF

Did you know that 8 in 10 cases of premature heart disease and stroke is preventable through healthy lifestyle choices and behaviors? Here are some examples.

- 1. Plan to eat well.** Set aside time each week to plan your meals. Doing so will make it easier to shop for healthier foods, cook at home and stick to a healthier meal plan. Incorporate more fresh fruits, veggies and lean protein into your diet.
- 2. Get moving.** Set goals for starting or increasing exercise. For example, start off the month by walking 15 minutes, 3 times each week. By mid-month, increase your time to 30 minutes, 3 times each week. Remember to check with your doctor first before starting an exercise routine.
- 3. Take steps to quit smoking.** If you currently smoke, quitting can cut your risk for heart disease

and stroke. Learn more at [CDC's Smoking and Tobacco Use website](#).

- 4. Know your numbers.** Know what a healthy weight is for you and maintain it. Have your cholesterol and triglyceride levels checked at least once a year and monitor your blood pressure and work with your doctor to keep these numbers within healthy ranges.
- 5. Manage stress levels.** Long-term stress can lead to mental health problems such as depression and anxiety. It can also increase your risk of heart disease and stroke.
- 6. Learn how to perform CPR and how to use Automated external defibrillators (AEDs).** In the event of a sudden cardiac arrest, early access to CPR and defibrillation can increase a person's odds of survival.
- 7. Learn the symptoms of heart attack and stroke.** Every minute counts during the onset of a heart attack or stroke—the faster medical treatment is received, the higher the chances for survival and a more complete recovery.

Signs of Heart Attack	Signs of Stroke
<ul style="list-style-type: none"> ■ Chest discomfort (pressure, squeezing, fullness or pain, burning or heaviness) ■ Discomfort in neck, jaw, shoulder, arms, back ■ Shortness of breath ■ Sweating ■ Nausea ■ Light-headedness 	<p>FACE: is it drooping?</p> <p>ARMS: can you raise them?</p> <p>SPEECH: is it slurred or jumbled?</p> <p>TIME: to call 9-1-1 right away!</p>

FINAL WORD

Heart disease is often called the silent killer. Don't let it sneak up on you. Take steps towards a healthier lifestyle and show your heart some love! ❖

TEST YOUR KNOWLEDGE

- Which of the following is a symptom of a stroke?
 - Slurred speech
 - Drooping of the face
 - Regular heartbeat
 - Both A and B
- It is not important to take your medicine as prescribed.

True False
- Stress doesn't increase your risk of heart disease and stroke.

True False
- The use of CPR and an AED can increase a person's chances of survival.

True False

What Would You Do?

You've been experiencing shortness of breath and pain in your neck and shoulders for the last few days. You don't want to be an alarmist, and it's probably nothing...but what do you think you should do?

FOCUS ON

OSHA Injury Reporting Rules for 2017

Injury Reporting

As of Jan 1, 2017 OSHA's new rule for injury reporting took effect. However, there is still time to get in compliance before reaching the reporting deadlines.

The new OSHA rule for 2017 requires employers (low risk employers and employers with less than 10 employees are exempt) to electronically submit their OSHA Logs to the OSHA website. For the year 2017 only the OSHA 300A log is required to be submitted, but in 2018 the OSHA 300, 300A and 301 logs will all be required.

In order to electronically submit, OSHA will be providing a secure website with 3 reporting options.

1. Users will be able to manually enter the data onto a form on the website.
2. Users will be able to upload a file (in csv format)
3. Users who utilize automated record keeping systems will be able to transmit the data electronically using an application programming interface

The OSHA reporting website is scheduled to be activated February 1, 2017. While current (and continuing law) is to post the physical OSHA 300A form at the workplace from February 1 through April 30th the deadline for electronically filing in 2017 and 2018 is July 1st. However, beginning in 2019 the electronic filing deadline is March 2nd.

OSHA recognizes that some states have their own plans and have mandated that states adopt these requirements within 6 months after publication of this final rule. State plans may have variances, but will still meet these minimum OSHA requirements.

The reason for this new rule, according to OSHA, is to improve safety for workers across the country. Their belief is that by making injury information publicly available it will encourage employers to work safely or take additional steps to improve their safety programs.

Anti-retaliation

Another item inserted in this injury reporting rule is a section to deter companies from retaliating against workers who report injuries. This rule prohibits employers from discouraging workers from reporting an injury or illness. Additionally, employers must also inform their workers of their rights to report a work-related injury or illness free from retaliation. This can be accomplished by posting the OSHA required workplace poster. This poster continues to be an OSHA requirement in the new rule.

Other things to consider in regard to deterring injury reporting involve safety incentive programs that have an injury component. For instance, if there are no recordable injuries in a specified time period then employees receive

additional compensation. This program is considered a deterrent to reporting because the employees will lose out on the compensation if they do.

Another item to consider is mandatory drug testing policies. OSHA considers mandatory drug testing to potentially be a deterrent to reporting. Mandatory drug testing should only be conducted when being under the influence of a substance is a potential cause of injury.

For example, a person sitting in the break room was having lunch when a ceiling tile fell and struck her.

OSHA would not deem being under the influence as a potential factor to the injury and thus, a mandatory drug test would be a deterrent to reporting. However, if the same worker was working from a ladder replacing ceiling tiles and was struck by one that fell, then a drug test is reasonable.

Here is where you can find more information regarding the new OSHA injury and illness reporting rules.

- <https://www.osha.gov/injuryreporting/index.html>
- <https://www.osha.gov/recordkeeping/entryfaq.html>
- Also, if you aren't sure if you are required to report there is a website where you can search by your NAICS code: <https://www.osha.gov/recordkeeping/NAICSscoresforelectronicsubmission.html> ❖

NEWS YOU CAN USE

Spotlight on Sustainability: Pro Recycling Group

Pro Recycling Group, a small business conglomerate out of South Salt Lake City, Utah, recognizes the value that investing in workplace safety and health can have. With organizational values rooted in the idea of the triple bottom line—People, Planet, Profit—Pro Recycling Group has long been committed to continuous improvement for identifying waste solutions and opportunities for community engagement. More recently, with an eye toward business growth, they have begun to think about worker safety and health in much the same way - an opportunity for innovation and differentiation.

By focusing on leadership from management, increasing employee engagement, and finding, fixing, and raising awareness of safety hazards, Pro Recycling Group is steadily building a culture of safety. In the past year, achievements include:

- Instituting a full-time position dedicated to safety;
- Benchmarking progress and tracking costs;
- Hosting weekly safety meetings and conducting monthly inspections;
- Creating mechanisms for worker feedback and observations for hazards and catching people doing safety right; and increasing training and certification opportunities.

PICTURE THIS

This is one balancing act you don't want to try!



This worker was seen walking 90 feet in the air on scaffolding in Manchester England. He was photographed by office workers, who took the picture from the safety of their office window. They then reported the worker to safety investigators.

When questioned about his actions the worker said the building project was three weeks behind, and that instead of asking the on-site scaffolder to make the area safe he went ahead with work in order to do the job quicker.

The worker was sentenced to six months in jail for his unsafe actions. The judge at the hearing said, "What you were doing was breathtakingly stupid. It defies description that you should be doing what you were doing without any protective measures. You chose to turn a blind eye to the fairly obvious risks that existed."

Safety should never be sacrificed to get the job done more quickly. If an incident or injury, even a minor one, happened because of a safety shortcut, the delay would be many times more than if you had taken the time to do the job safely in the first place.

Source: dailymail.co.uk ❖

SEVEN STATISTICS

CPR

1. Cardiac arrest – an electrical malfunction in the heart that causes an irregular heartbeat (arrhythmia) and disrupts the flow of blood to the brain, lungs and other organs – is a leading cause of death. Each year, more than **350,000** out-of-hospital cardiac arrests occur in the United States and Canada.
2. **90-95%** of sudden cardiac arrest victims die before reaching the hospital. But, immediate CPR can **double** a victim's chance of survival.
3. When someone needs CPR, **ANY CPR IS BETTER THAN NO CPR**, without it a victim's chances of survival fall 7-10% every minute they go without CPR and defibrillation.
4. Oxygen rich blood must reach the body's vital organs within **5 minutes** or systems will begin to fail. The chest compressions of CPR can keep the blood moving. During CPR, you should push on the chest at a rate of 100 to 120 compressions per minute. The beat of "Stayin' Alive" is a perfect match for this.
5. If you are called on to give CPR in an emergency, you will most likely be trying to save the life of someone you love: a child, a spouse, a parent or a friend. **70%** of out-of-hospital cardiac arrests happen in homes.
6. Unfortunately, less than **50%** of people who experience an out-of-hospital cardiac arrest get the immediate help that they need before professional help arrives.
7. Over **100,000** people a year are saved by CPR in North America. ❖

