

FIA Safety, Health & Environmental Committee Newsletter

July / August 2015 Issue



Heat Safety Tool

*By U.S. Department of Labor (DOL),
Occupational Safety and Health
Administration (OSHA)*

Android
Market

iPhone

When you're working in the heat, safety comes first. With the OSHA Heat Safety Tool, you have vital safety information available whenever and wherever you need it - right on your mobile phone.

The App allows workers and supervisors to calculate the heat index for their worksite, and, based on the heat index, displays a risk level to outdoor workers. Then, with a simple "click," you can get reminders about the protective measures that should be taken at that risk level to protect workers from heat-related illness-reminders about drinking enough fluids, scheduling rest breaks, planning for and knowing what to do in an emergency, adjusting work op-

erations, gradually building up the workload for new workers, training on heat illness signs and symptoms, and monitoring each other for signs and symptoms of heat-related illness.

Working in full sunlight can increase heat index values by 15 degrees Fahrenheit. Keep this in mind and plan additional precautions for working in these conditions.

The OSHA Heat Tool is available in Spanish for Android and iPhone devices. To access the Spanish version on the iPhone, set the phone language setting to Spanish before downloading the app.

Stay informed and safe in the heat, check your risk level.

For more information about safety while working in the heat, see OSHA's heat illness webpage, including new online guidance about using the heat index to protect workers.

OSHA Publishes Guide to Restroom Access for Transgender Workers

WASHINGTON – The Occupational Safety and Health Administration today published a Guide to Restroom Access for Transgender Workers. The publication provides guidance to employers on best practices regarding restroom access for transgender workers. The guide was developed at the request of the National Center for Transgender Equality, an OSHA Alliance partner that works collaboratively with the agency to develop products and materials to protect the safety and health of transgender workers.

OSHA's Sanitation standard requires that all employers under its jurisdiction provide employees with sanitary and available toilet facilities, so that employees

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will not suffer the adverse health effects that can result if toilets are not available when employees need them. “The core principle is that all employees, including transgender employees, should have access to restrooms that correspond to their gender identity,” said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. “OSHA’s goal is to assure that employers provide a safe and healthful working environment for all employees.”

Many companies have implemented written policies to ensure that all employees—including transgender employees—have prompt access to appropriate sanitary facilities. The core belief underlying these policies is that all employees should be permitted to use the facilities that correspond with their gender identify. For example, a person who identifies as a man should be permitted to use men’s restrooms, and a person who identifies as a woman should be permitted to use women’s restrooms. The publication includes a description of best practices and also makes employers aware of federal, state and local laws that reaffirm the core principle of providing employees with access to restroom facilities based on gender identification.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA’s role is to ensure these conditions for America’s working men and women by setting and enforcing standards, and providing training, education and assistance.

Best Practices Guide:

<https://www.osha.gov/Publications/OSHA3795.pdf>

Protecting Your Temporary Workers

"Host employers need to treat temporary workers as they treat existing employees. Temporary staffing agencies and host employers share control over the employee, and are therefore jointly responsible for temp employee's safety and health. It is essential that both employers comply with all relevant OSHA requirements."

David Michaels, PhD, MPH, Assistant Secretary of Labor for Occupational Safety and Health

Employer Responsibilities to Protect Temporary Workers

To ensure that there is a clear understanding of each employer's role in protecting employees, OSHA recommends that the temporary staffing agency and the host employer set out their respective responsibilities for compliance with applicable OSHA standards in their contract. Including such terms in a contract will ensure that each employer complies with all relevant regulatory requirements, thereby avoiding confusion as to the employer's obligations.

Joint Responsibility

While the extent of responsibility under the law of staffing agencies and host employers is dependent on the specific facts of each case, staffing agencies and host employers are jointly responsible for maintaining a safe work environment for temporary workers - including, for example, ensuring that OSHA's training, hazard communication, and recordkeeping requirements are fulfilled.

OSHA could hold both the host and temporary employers responsible for the violative condition(s) - and that can include lack of adequate training regarding workplace hazards. Temporary staffing agencies and host employers share control over the worker, and are therefore jointly responsible for temporary workers' safety and health.

OSHA has concerns that some employers may use temporary workers as a way to avoid meeting all their compliance obligations under the OSH Act and other worker protection laws; that temporary workers get placed in a variety of jobs, including the most hazardous jobs; that temporary workers are more vulnerable to workplace safety and health hazards and retaliation than workers in traditional employment relationships; that temporary workers are often not given adequate safety and health training or explanations of their duties by either the temporary staffing agency or the host employer. Therefore, it is essential that both employers comply with all relevant OSHA requirements.

Both Host Employers and Staffing Agencies Have Roles

Both host employers and staffing agencies have roles in complying with workplace health and safety requirements and they share responsibility for ensuring worker safety and health.

A key concept is that each employer should consider the hazards it is in a position to prevent and correct, and in a position to comply with OSHA standards. For example: staffing agencies might provide general safety and health training, and host employers provide specific training tailored to the particular workplace equipment/hazards.

- The key is communication between the agency and the host to ensure that the necessary protections are provided.
- Staffing agencies have a duty to inquire into the conditions of their workers' assigned workplaces. They must ensure that they are sending workers to a safe workplace.
- Ignorance of hazards is not an excuse.
- Staffing agencies need not become experts on specific workplace hazards, but they should determine what conditions exist at their client (host) agencies, what hazards may be encountered, and how best to ensure protection for the temporary workers.
- The staffing agency has the duty to inquire and verify that the host has fulfilled its responsibilities for a safe workplace.
- And, just as important: Host employers must treat temporary workers like any other workers in terms of training and safety and health protections.

OSHA Urges Employers, Workers, Homeowners and Others to Protect Themselves During Flood Cleanup Safety and Health of Public is a Priority

DALLAS – The U.S. Department of Labor's Occupational Safety and Health Administration urges everyone engaged in cleanup after the recent floods in Texas - employers, workers and the public - to avoid potential hazards and take steps to protect themselves.

"People must be aware of possible hazards - from chemically contaminated water to unstable structures - created in the aftermath of the disaster," said John Hermanson, OSHA's regional administrator in Dallas. "Everyone involved in the cleanup needs personal protective equipment and proper training to prevent injury and illness. The safety and health of the public is a priority."

Before entering buildings or structures after a flood, an assessment of the potential hazards and exposure must be done. Using that information, an employer must ensure that workers, at a minimum, are provided with education on the hazards they face and how to protect themselves.

The nature of cleanups varies by location. While a flooded residential home may not present the obvious hazards that a commercial property with stored hazardous chemicals would, each situation has its own challenges. Homeowners should be aware that damaged structures may be at risk of collapse, and the onset of mold may have already begun.

Workplaces may have these same dangers, in addition to many other serious safety threats, including chemical exposure. Employers should evaluate chemical workplace hazards and create a chemical inventory, which is part of a workplace hazard communication program.

In either situation, homeowners and employers should request the assistance of a safety and health professional.

People involved in flood cleanup should take the following precautions:

- Wear a hard hat, safety glasses, reflective vest, gloves and steel-toed work boots.
- In wet environments, stay dry with waterproof gloves and boots.
- Breathe safely and use respiratory protection, especially where dust and mold exists.
- Avoid dangerous falls and use fall protection when working more than 6 feet off the ground.
- Protect your hearing. In loud and noisy environments, hearing protection is important.
- Work cleanly. Stop the spread of contaminants and disease with proper hygiene and sanitation.
- Wash your hands regularly. Where suitable facilities are absent, use hand sanitizer.

OSHA's Hazard Exposure and Risk Assessment Matrix provides information on tasks and operations associated with disaster response and recovery, and common and significant hazards that response and recovery workers might encounter. The matrix can help

employers make decisions during risk assessment that will protect their employees working in hurricane-impacted areas.

The following organizations provide additional resources:

- OSHA Flood Response and Recovery Resources at <http://www.osha.gov/dts/weather/flood/response.html>
- National Institute of Environmental Health Sciences Hurricane and Flood Response Resources at <http://tools.niehs.nih.gov/wetp/index.cfm?id=2472>

Safety Star Awards

Safety Star Honorees For The First Half of 2015

Congratulations to the following select group of companies for demonstrating a focus on safety and promoting a culture of safety through out their companies.

-  **Ellwood National Forge - Gold Star**
-  **Fomas USA - Gold Star**
-  **Forged Products - Silver Star**
-  **Storm Forge - Silver Star**
-  **Ellwood Texas Forge Navasota- Silver Star**
-  **Scot Forge, Spring Grove - Bronze Star**
-  **Scot Forge, Franklin Park - Bronze Star**

Please note, as the Safety Newsletter is published quarterly, the above records reflect accomplishments reported since the last Newsletter.

Don't forget the "**Safety Star Awards Program**". When your company reports that they have gone 100, 200, or 300 days without a recordable incident, they are eligible to be recognized in the Safety Newsletter, and receive a **Safety Star Certificate** of recognition for their accomplishment. Please contact George at: glayne@forging.org.

- Gold**  = 300 Days w/o a recordable incident
- Silver**  = 200 Days w/o a recordable incident
- Bronze**  = 100 Days w/o a recordable incident

Do You Have a Safety or Environment Question...?

Do you have a forge shop safety question regarding: OSHA Regulations; Machine Guarding; PPEs, Confined Spaces; Best Safety Practices; etc., and want the advice of a safety professional with years of hands-on forge shop experience?

The FIA Safety, Health & Environmental Committee is here to help.

- You may e-mail your question to George, at: glayne@forging.org, Safety Committee Liaison.
- Your question will then be copied from your e-mail, and sent anonymously to the Committee.
- All responses to your question will also be relayed to you anonymously, unless the responder wishes to be identified, so you may contact them directly for additional advice, which often happens.

Many safety managers think they are the only ones experiencing a specific safety problem, when in most cases, others have confronted the same problem and have fought through it. **Don't go it alone!**

Safety, Health & Environmental Affairs Committee Needs YOU!

- *Build a network of industry colleagues!*
- *Learn new techniques to improve safety, production & efficiency!*
- *Be involved...Be informed!*
- *Achieve recognition within the Industry!*
- *Grow personally & professionally!*
- *Have a voice in FIA programs & activities!*

FIA's Standing and Steering Committees' form the backbone of the Association's programs and activities.

Committee participation is not only a service to FIA members and the industry, but a valuable experience for you as well. Your participation on the Safety, Health and Environmental Committee forms an excellent network and resource base to keep you abreast of current trends directly affecting your company.

For information on Committee participation, please contact:
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**Forging Industry Association
Safety, Health & Environmental Committee
2015 / 2016 Objectives and Benchmarks**

Objective

Help FIA member companies reduce or eliminate workplace injuries and promote environmental awareness by: being a safety and environmental resource, benchmarking best practices, apprising FIA members of proposed or promulgated government regulations; inform members of compliance requirements; and provide training and education, thereby increasing employee morale, increasing employee production efficiency, and reducing Direct, Contingent, and Indirect Costs related to work place injuries and environmental issues.

Action Items:

Education:

1. Committee Meetings:
Benchmark: Hold four meetings per year and to be accompanied with a forge shop tour when possible.
2. Safety Newsletter: Produce and distribute a quarterly newsletter
Benchmark: Four newsletters per year
3. Safety Alerts & Answering Member Safety Questions
Continue being a safety resource for the forging community
Benchmark: Ongoing
4. Meeting Presentations:
At each Committee meeting a Committee Member will present a 15-20 minute safety presentation - "Tool Box Talk".
Benchmark – Ongoing
5. Safety/Environmental Peer Review:
After touring the host company's forge plant, in conjunction with a Committee meeting, and at the host's request, Committee members will give the hosting Committee member a brief Safety/Environmental Peer Review, e.g. 3 positives and 1 or 2 possible areas for improvement.
Benchmark – ongoing
6. Develop and Deliver a Best Forge Shop Safety Practices Workshop
Benchmark – Develop and deliver workshop for April 2016
7. Review and Update Safety Committee's Website
Benchmark – Review Committee's Website and make suggestions for updates for next Committee meeting

Benchmarking:

1. Dynamic Benchmarking Injury and Illness Survey and Report:
Give companies the opportunity to benchmark their DART Rate and safety results with other like companies in the industry. Also offer a hard copy report.
Benchmark: Distribute Survey January 2016
Benchmark: Close survey April 2015
Benchmark: Increase the number of respondents from the 117 companies reporting for 2014.
2. Safety Star Program: Recognize and reward companies that meet 100, 200, or 300 days without a recordable incident
Benchmark – In addition to awarding the company a Safety Star Certificate, publish quarterly winners in Safety Newsletters – ongoing
3. Present Annual Safety Awards: Recognize the efforts of the leading companies for their efforts in plant safety.
Benchmark – Present Awards at the 2016 Annual Meeting of Members, May 2016