

RJR Safety Inc

"Working Safe, Preventing Injuries, & Protecting Profits"

Safety Newsletter

June 2016

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Open & Public Course Schedule for 2016



SafeLand USA
upcoming dates:

Jul. 26 - Cambridge, OH
Aug. 4 - Washington, PA
Sept. 13 - Bridgeport, WV
Oct. 25 - Cambridge, OH
Nov 10 - Washington, PA
Dec. 13 - Bridgeport, WV

Online Registration and Payment is available at www.rjrsafety.com by selecting "Training" then "Open Enrollment" then the class and

New Workers, Higher Risk

Experts say orientation, training are crucial to keeping new workers safe

Imagine you're starting a new job.

You have to meet your co-workers, learn the ins and outs of the company, and begin performing your duties.

Meanwhile, you have to stay safe. This can be a challenge for new workers: Employees in their first month on the job have more than 3 times the risk for a lost-time injury than workers who have been at their job for more than a year, according to research from the Toronto-based Institute for Work & Health.

Possible reasons for this? Peter Smith, IWH scientist, points out that new workers may be performing unfamiliar tasks - some of them hazardous. In addition, the workers may be unsure about their safety rights and responsibilities, and might feel uncomfortable speaking up about a hazard.

"We can only speculate on the 'why,'" said Curtis Breslin, another IWH scientist who has collaborated with Smith on research about new worker safety. "One thing studies have shown is that there's a lack of familiarity. That's a common theme that could be contributing to new workers' increased risk.

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3 Tips to Creating a Positive Safety Conversation

By taking these simple steps, you can encourage and facilitate productive and collaborative conversations about safety that truly take our safety culture to the next level.

then "Click to Register" in the last column on the right.

Quick Links

[Our Website](#)

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Upcoming Events

Come out and see the members of RJR Safety Inc. at the following events:

June 22 & 23, 2016
SMC Breakfast Training:
OSHA 10 Hour for
General Industry

June 27, 2016
ASSE PDC
Wayne Vanderhoof
will be presenting:

"Reducing Worker
Exposure to Hydrocarbon
Vapors in the Onshore
O&G Industry"

Atlanta, GA

November 1, 2016
Western PA ASSE
Professional
Development Conference

Slippery Rock University
Smith Student Center

Do any of these conversations sound familiar?

Safety Manager: "Hey, put your safety glasses on!"

Employee: "OK."

Supervisor: "You were driving that forklift way too fast over there. Slow down."

Employee: "I was? I didn't think I was going that fast."

Employee 1: "You should get a spotter before you move that load."

Employee 2: "No, I'm good. I don't need a spotter for this one - it's easy."

Employee 1: "All right."

Is this how conversations about safety tend to go in your workplace? If so, you're not alone. In fact, would you call any of these a conversation? Too often, leaders simply point out unsafe behavior and tell employees to follow a safety rule. Similarly, employees often see coworkers taking unnecessary risks yet fail to address it in the moment.

A common theme running throughout these example interactions is that they are, in essence, just that - interactions. We really could not call any of these short exchanges a true conversation about safety. The dialogue in these simple examples ends as quickly as it begins, and there are no questions to understand the employee's behavior or the circumstances behind it. Rather, an assumption is made about the observed behavior and there is little to show personal regard for the individual.

We currently are working with an organization that is trying change this. They specifically said that they want to "change the conversation around safety." When I first heard this, it intrigued me but I wasn't quite sure what they meant.

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Hot conditions stress older works?

Studies show that [older workers](#) are more susceptible to negative consequences from heat exposure, and building this understanding into a workplace heat illness prevention program is imperative to creating a robust plan.

OSHA does not have a standard specific to employee exposure to excessive temperatures, either hot or cold. Employers are responsible for furnishing their employees "employment and a place of employment which are free from recognized hazards that are causing or likely to cause death or serious physical harm..." as stated in the General Duty Clause of the OSH Act of 1970. OSHA has used the General Duty Clause to cite employers who have allowed employees to be exposed to serious physical harm from excessively hot work environments.

Our aging workforce

BLS statistics show that in 1990 workers who were age 55 or older made up 12 percent of the working population. By 2010 workers 55 and up made up 19.5 percent of the total. And BLS predicts by 2020, this group will comprise 25.2 percent of our workforce.

Getting sluggish

NIOSH released its updated Criteria for a Recommended Standard: Occupational Exposure to Heat and Hot Environments, in February, 2016. The executive summary states: "Those over the age of 60 are at additional risk for suffering from heat disorders."

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