

Here we are, firmly planted into 2023!
MJS Legacy Safety Consulting Services LLC

will continue to focus our attention to
'Providing Great Service and Building Lasting Relationships'

It has been our distinct pleasure to serve the needs of businesses both big and small since 1995. MJS Safety transitioned to **MJS Legacy Safety Consulting Services** in 2021 with the passing of our founder, Mike Stookey. But our goal has not changed. We will continue to grow the legacy of customized service and individual attention that we have provided to so many companies in Colorado, Wyoming, Montana, and surrounding states. Meeting your unique safety and regulatory needs is our mission.

We look forward to continuing a productive and successful business relationship with you through **MJS Legacy Safety Consulting Services** for many years to come.

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DOL Adjustments to OSHA Civil Penalties for 2023

The U.S. Department of Labor changes to **Occupational Safety and Health Administration** civil penalty amounts based on cost-of-living adjustments for 2023.

In 2015, Congress passed the Federal Civil Penalties Inflation Adjustment Act Improvements Act to advance the effectiveness of civil monetary penalties and to maintain their deterrent effect. Under the Act, agencies are required to publish "catch-up" rules that adjust the level of civil monetary penalties and make subsequent annual adjustments for inflation no later than January 15 of each year. In 2023, January 15 fell on a Sunday and January 16 was a federal holiday. Therefore, new **OSHA** penalty amounts became effective Jan. 17, 2023.



OSHA's maximum penalties for serious and other-than-serious violations increased from \$14,502 per violation to \$15,625 per violation. The maximum penalty for willful or repeated violations increased from \$145,027 per violation to \$156,259 per violation.

- Visit the [OSHA Penalties page](#) and read the [final rule](#) for more information.
- Inspections, Citations, and Proposed Penalties Standard Number: [1903.15](#)
- [Enforcement Memo](#)

▶ **DOL Adjustments to OSHA Civil Penalties for 2023**

The U.S. Department of Labor changes to **Occupational Safety and Health Administration** civil penalty amounts based on cost-of-living adjustments for 2023. [read more...](#)

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Service and maintenance vehicles, as well as construction equipment, are musts on any construction site, and staying safe around those vehicles is of utmost importance for both civilians and construction workers. [read more...](#)

▶ **How to Rethink Factory Layout Design to Improve Safety Conditions**

To achieve optimal workplace safety standards, factory layouts should be well-designed to prevent various workplace hazards. [read more...](#)

▶ **The Department of Labor's Approach to Human Trafficking**

Labor trafficking occurs throughout the U.S. economy, but is often found in industries such as: [read more...](#)

▶ **Incident Investigation**

OSHA strongly encourages employers to investigate all incidents in which a worker was hurt, as well as close calls (sometimes called "near misses"), in which a worker might have been hurt if the circumstances had been slightly different. [read more...](#)

TRANSPORTATION NEWS SUMMARY

▶ **Reminder - Revised Federal Drug Testing Custody and Control Form Mandatory...** [read more...](#)

▶ **DOT Implements Annual Regs Violation Penalty Increases** [read more...](#)

The consequences of dishonesty when it comes to the information provided for an insurance policy can be devastating. [read more...](#)



▶ **New Research Confirms Truckers' Disdain For Driver-Facing Cameras** *Privacy a top concern among truckers with driver-facing cameras* [read more...](#)

▶ **How Owner-Ops Can Avoid, or Ace, Inspections During Roadcheck**

Though, as usual, there have been some slight tweaks to the out-of-service criteria for drivers and trucks this year, a core piece of wisdom remains vital for owner-operators: *Don't give them a reason to inspect you, and if you do get pulled in, know how to play it right.* [read more...](#)

TRANSPORTATION NEWS SUMMARY cont'd

▶ CVSA Upcoming Program Dates

[Operation Safe Driver Week](#) - July 9-15, 2023, [Operation Airbrake Program](#) - Brake Safety Week - Aug. 20-26, 2023
There will also be an unannounced one-day brake safety enforcement initiative, which may be held at any time. [read more...](#)

▶ INTERNATIONAL ROADCHECK 2023 – MAY 16-18. Focus: Anti-Lock Braking Systems & Cargo Securement. [read more...](#)

▶ DataQs: WHAT TO DO IF YOU'RE ISSUED A VIOLATION IN ERROR

Most longtime independent carriers know about the **DataQs** system for disputing violations... [read more...](#)

▶ CVSA's 2023 Out-of-Service Criteria Now in Effect

The 2023 out-of-service criteria replace and supersede all previous versions. [read more...](#)

▶ FMCSA proposes changes to Crash Preventability Determination Program

According to **FMCSA**, between May 1, 2020, and Dec. 30, 2022, nearly 40,000 **DataQs** requests in this crash-review program were submitted to the agency. [read more...](#)

▶ FMCSA Regs update, Other ongoing research [read more...](#)

▶ Don't be a Red-Light Runner [read more...](#)

▶ Yield to Emergency Vehicles ... It's the Law!! [read more...](#)

MSHA NEWS SUMMARY

▶ The Mine Safety and Health Administration is now on **FACEBOOK!** [read more...](#)

▶ Women in Mining

WIM USA and MSHA will work together to achieve the following training and education goals: [read more...](#)

▶ MINE FATALITY – On March 15, 2023... [read more...](#)



MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

▶ Workplace Stress

Making workers' mental health a priority creates a positive work culture and fosters better communication between employers and employees. [read more...](#)

COVID INFORMATION/RESOURCES SUMMARY

For your convenience, we have moved all COVID information and resource [links](#) to the last page of the newsletter.



“Training Spotlight”

(a different course will be featured monthly)

> PEC H2S CLEAR COURSE

This course was designed by PEC Safety to meet the ANSI Z390 -2017 standard training requirements. Students receive a photo ID with this course. This 4 hour course covers what hydrogen sulfide is, where it can be found, and what employees need to do to protect themselves when working on job sites where hydrogen sulfide may be possible. Respiratory protection, air monitor use and care, control measures, and industry best practices are also covered. Upon completion of this course students will receive a wallet card and certificate. Per the ANSI Z-390 standard, the training should be renewed on an annual basis. PEC H2S Clear Hydrogen sulfide course available upon request.

For all of our Course Offerings visit the [MJS Legacy Safety website](http://www.mjslegacysafety.com)

Schedule of classes May 2023: • TRAINING CENTER - 1760 BROAD ST, UNIT H, MILLIKEN, CO 80543

- *PEC Safeland Basic Orientation: **NEW 2021 SAFELAND**: May 1, 15, 30; 8 – 4:30;
This class available through video conference instructor led distance learning thru 6/30/22 - only upon request
- *First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): May 12, 24; 8 – noon;
In Person Classes
This class is also available for blended learning (online) with remote or in-person skills assessment
- *Hydrogen Sulfide Awareness [ANSI Z390 -2017 Course]: May 12, 24; 12:30 – 4:30;
This class available via Instructor Led video conference

To sign up for one of these classes, or inquire about scheduling a different class,
Call Carrie at 720-203-4948 or Jeremy at 720-203-6325
Need any classes in Spanish? Contact carriejordan@mjsafety.com to schedule.

For any last minute schedule updates, go to www.mjslegacysafety.com

▶ MJS Legacy Safety also offers custom classes to fit the needs of your company ◀

— FEATURED TRAINING PROGRAMS —

- Safeland Basic Orientation • Hydrogen Sulfide Awareness • First Aid/CPR
- OSHA 10 Hour for General Industry or Construction • Confined Space for Construction
- Competent Person for Excavations • HAZWOPER 8, 24 & 40 hr Courses

Unable to attend a class?

MJS Legacy Safety offers multiple
“ONLINE TRAINING COURSES”

including

OSHA Construction, General Industry, Environmental,
Hazardous Waste Public Safety, DOT,
Human Resource, and Storm Water & ISO

or you can

Schedule training at our Training Center or On-Site at your facility

→ **Distance Learning & Video Conference classes:** Through the Pandemic we have been able to offer Safeland and the PEC H2S Clear courses via video conferencing, and Veriforce has extended the authorization to continue this until at least June 2023. We are also able to offer the 1st aid/ CPR classes with an online blended learning option, and remote skills verification – as well as our In-House H2S Awareness Course. Ask about other distance learning opportunities for more information.

→ **Video Conference Courses** Must Be Scheduled Separately and Are Available Upon Request.

SOURCES FOR THIS ISSUE

INCLUDE:
OSHA
FMCSA
ISHN
US DOL
MSHA
For Construction Pros
Equipment Today
Custom Truck
One Source
Brigade
Electronics
Reading Truck
NSC
CDC
NIOSH
ILAB
DOT
NHTSA
Overdrive
Fleet Owners
ATRI
CVSA

Order
First Aid
& other
Safety Supplies
www.mjssafety.com
Jeremy
720-203-6325
Carrie
720-203-4948

Need Help With
■ ISNetworld
■ PEC/Veriforce
■ NCMS
■ Avetta/BROWZ
■ TPS ALERT
CALL US!!!

► MJS Legacy Safety can help guide you through training requirements. Call us! ◀

Drug Testing

More and more of the 3rd Party Auditing companies like NCMS and TPS Alert are requiring drug testing levels slightly above the levels of some of the regulatory levels to ensure drug testing is being completed each quarter.



MJS Legacy Safety Services conducts both drug testing and Auditing account management for our in-house consortium clients as well as the management of other client drug testing consortium accounts, such as DISA. Many have modified their random selections process to work more effectively when a policy is tied to multiple auditing agencies. In specific situations, this may result in slightly more random selections being generated than clients are previously used to seeing to ensure compliance with both the regulatory requirements as well as client specific requirements.

Drug testing policies typically mirror the requirements of an auditing agency (e.g. DOT, DCC, DISA Monitoring, NCMS, etc.). When customers setup a single policy for more than one monitoring agency, and these auditing agencies require different random percentages, the number of random selections generated may be lower than one of the two agencies requires.

**If you have questions on the selection process,
need assistance with the management of your TPS Alert, NCM, or
other drug testing audit accounts,
or need to sign up for a consortium, give us a call!**

Report a Fatality or Severe Injury

- All employers are required to notify **OSHA** when an employee is killed on the job or suffers a work-related hospitalization, amputation, or loss of an eye.
- A fatality must be reported within 8 hours.
- An in-patient hospitalization, amputation, or eye loss must be reported within 24 hours.

To Make a Report

- Call the nearest [OSHA office](#).
- Call the OSHA 24-hour hotline at [1-800-321-6742](tel:1-800-321-6742) (OSHA).
- [Report online](#)

Be prepared to supply: Business name; names of employees affected; location and time of the incident; brief description of the incident; contact person and phone number. [FAQ's](#)

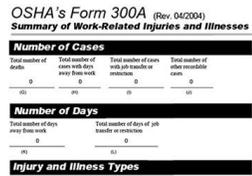




Read This Before Submitting 2022 Injury and Illness Data

Collecting data on workplace injuries and illnesses is an important element of the **Occupational Safety and Health Administration's** mission to improve workplace safety and health.

Establishments in [certain industries](#) **Must Submit Required Injury And Illness Data** for each calendar year by **March 2** of the following year using Form 300A.



Employers must post their 2022 Summary of Work-Related Injuries and Illnesses (Form 300A) from February 1 through April 30 in a visible location for their employees' awareness.

If your establishment is required to submit this data, you must use [OSHA's Injury Tracking Application](#), or ITA.

The DOL recently updated the ITA as part of the Department of Labor's information technology modernization and security enhancement efforts.

What's different? All **current and new account holders** must connect your ITA account to a [Login.gov account](#) with the **same email address in order to submit your 2022 data by March 2, 2023.**

Why must employers create a Login.gov account to submit their 2022 workplace injury and illness data to OSHA?

[Login.gov](#) is a secure sign-in service that allows the public to access government applications using one account and password. Since October 2022, the **OSHA Injury Tracking Application** requires you to create an ITA account and then a [Login.gov account](#) to report your establishment's injury and illness data.

A new [video](#) explains how to create an account or log in to an existing account using [Login.gov](#).

You can find answers to other [FAQs](#) as well as detailed instructions for entering injury and illness information in the ITA.

Need more assistance? Use the [help request form](#) at the end of the FAQs.

To report safety and health violations, file a complaint, or ask safety and health questions, call 800-321-6742 or visit [osha.gov/ContactUs](#).

The Biggest Key to Employee Success

Onboarding newcomers can sometimes feel like an **extra expense when time and money** are short, but in the **long-run, proper support and training** result in **higher retention rates** and employee satisfaction.

It can be **daunting when, at every turn, there is new** knowledge to learn, often **overwhelming for someone** who may be green to it all. Despite those **moments of feeling uncertain**, two things might help the **newcomer push through**.

The first is **openness and willingness of the experts, professionals and contractors to share the wealth** of knowledge they have. Without a doubt, **newcomers will have questions** that are considered basic. It's **important to not make them feel patronized or bad for not knowing**. The second important thing is to **provide support** from the team of **coworkers and managers**.

Coworkers who have **previously been in the same position** can ensure that a **newcomer doesn't feel adrift** or unsure of **what to do next**. That culture **comes from the top**. Everyone knows when the **culture of a company isn't supportive**, it can mean **all the difference when onboarding**, as well as, **retaining new personnel**.

Far too often people **"wash out"**. Sometimes they **come in desperately needing a job** which puts a lot of **initial pressure** on them. It can be **overwhelming at first**. So many different **processes, procedures**, variations in the **methods of production**, safety concerns, and the list goes on. The **newcomer may feel they either need to sink or swim on their own**. "Old-timers" can be **helpful** by taking a **newcomer under their wing**. With current **worker shortages impacting every industry**, positive **approaches will have a direct impact on positive outcomes**.

Compared to 2008, the proverbial **"shoe" is somewhat on the other "foot"**. Every employee is **more essential**, which means that the **hours invested in them is doubly** as valuable to employers. Who can **afford to let them go to waste?** No one wants to **spend resources on someone** that doesn't pan out, and then **have to start over** from the beginning. A cycle like that can be **crippling to production and efficiency, resulting in crucial financial losses**.

One way to **combat these situations** is, of course, by **raising wages and improving working conditions**. However, **even then, more money per hour** can't account for **being on the job and not feeling confident or safe in what you're doing**. People want the **sense of satisfaction** that comes from **doing a job and doing it well**. Absolutely no one **welcomes the sense** that they are **standing around, not knowing** what to do or **how to do it**, while feeling their **coworkers bare the weight** of their **inexperience unduly**. A large majority of these **situations can be avoided** by having **clear training periods**, established goals for **new employees, necessary skill checklists** to chart gains, and **positive reinforcement measures** as achievements are made.

More than ever before, the **platforms for training** are more **customizable to specific needs**. There's **something out there for whatever gap you're looking to bridge**, which means workers **won't wonder if they'll have to sink-or-swim** all on their own.

MJS Legacy Safety can help with your Workplace Safety Solutions
We are your One Stop Safety Shop
Give us a call!

*** REMEMBER, THEIR SUCCESS IS YOUR SUCCESS ***

National Safety Stand-Down To Prevent Falls in Construction

The next annual **National Safety Stand-Down to Prevent Falls** will be held May 1-5, 2023.

Fatalities caused by falls from elevation continue to be a leading cause of death for construction employees, accounting for 378 of the 986 construction fatalities recorded in 2021 (BLS data). **Those Deaths Were Preventable**. The National Safety Stand-Down raises fall hazard awareness across the country in an effort to stop fall fatalities and injuries.



What is a Safety Stand-Down?

A **Safety Stand-Down** is a **voluntary event** for employers to **talk directly to employees** about safety. Any **workplace can hold a stand-down** by taking a **break to focus on "Fall Hazards"** and **reinforcing the importance of "Fall Prevention"**. Employers of companies **not exposed to fall hazards**, can also use this **opportunity** to have a **conversation with employees** about the other **job hazards** they face, **protective methods**, and the company's **safety policies and goals**. It can also be an **opportunity for employees** to talk to **management about fall and other job hazards** they see.

Who Can Participate?

Anyone who wants to **prevent hazards** in the workplace can **participate** in the **Stand-Down**. In past years, **participants included** commercial **construction companies of all sizes**, residential construction contractors, **sub- and independent contractors**, highway construction companies, **general industry employers**, the U.S. Military, other **government participants**, unions, **employer's trade associations**, institutes, employee interest organizations, and **safety equipment manufacturers**.

How to Conduct a Safety Stand-Down and [FAQs](#)

Companies can conduct a **Safety Stand-Down** by taking a break to have a **toolbox talk or another safety activity** such as **conducting safety equipment inspections**, developing rescue plans, or **discussing job specific hazards**. Managers are **encouraged to plan a stand-down that works best** for their workplace anytime. See [Suggestions to Prepare for a Successful "Stand-Down"](#) and [Highlights from the Past Stand-Downs](#). **OSHA** also hosts an **Events page** with events that are **free and open to the public** to help employers and **employees find events** in your area.

If you plan to **host a free event** that is **open to the public**, you may contact your [Regional Stand-Down Coordinator](#).

Visit the [campaign webpage](#) for resources and information — Do your part to prevent every workplace fall hazard!

US DOL Seeking Public Input, Ideas To Improve OSHA Whistleblower Program Outreach, Training

Public comments must be submitted by May 24, 2023

The U.S. Department of Labor's **Occupational Safety and Health Administration** will hold a **virtual meeting on Wednesday, May 10, 2023**, to **hear public comments** and suggestions as **part of its effort** to improve **outreach and training initiatives** that support the **federal whistleblower laws** the agency enforces.

The meeting **will be held from 1 p.m. to 4 p.m. EDT** via **Zoom** and is **open to the public**. The meeting will be offered in **English and Spanish**. **Individuals interested in joining or participating in the meeting must register in [English](#) or [Spanish](#) by May 3, 2023**. There is **no fee to register**.

Specifically, **OSHA** is seeking comments, ideas and other input in response to the following questions:

1. *What can the agency do to improve www.whistleblowers.gov?*
2. *What additional materials would be beneficial for the agency to make publicly available on its website?*
3. *What types of whistleblower training videos or presentations would be useful for the public to better understand the whistleblower laws enforced by OSHA?*
4. *How can OSHA better engage with complainants and respondents?*

Comments may also be submitted to the [Federal eRulemaking Portal](#) assigned to **Docket No. OSHA-2018-0005**.

Deadline for submitting comments is May 24, 2023.

[Read the Federal Register notice for details.](#)

Construction Site Safety Requires Careful Planning for On-Foot Workers and Equipment Operators

Service and maintenance vehicles, as well as construction equipment, are musts on any construction site, and staying safe around those vehicles is of utmost importance for both civilians and construction workers.

The U.S. Bureau of Labor Statistics indicates that in 2021, the construction and extraction industry had 951 fatal work injuries, of which 370 occurred as a result of falls, slips and trips and 152 due to contact with objects and equipment. The industry sector is ranked among the highest for such injuries.

As stated in a 'Toolbox Talk' from the CPWR-The Center for Construction Research and Training, not only does properly maintaining, repairing, cleaning, and storing construction equipment help prevent injuries and deaths, it also makes the equipment last longer.

Equipment should always be inspected to ensure it is in safe working order and good repair. Damaged equipment should never be used, and a supervisor should be alerted if equipment needs to be maintained, cleaned, or repaired.

Proper lockout/tagout procedures should be conducted to control all hazardous energy sources before maintaining, cleaning, or repairing equipment.

The same safety rules applied to all equipment to protect workers and civilians who are near the equipment also applies to service and maintenance vehicles.

Although it didn't focus solely on accidents around maintenance vehicles, a 2022 CPWR survey, 'Struck-by Hazards, Barriers, and Opportunities in the Construction Industry', indicated that struck-by incidents involving an object forcibly impacting a person are a leading cause of construction industry fatal and nonfatal injuries.

Most of those who answered the survey were employed by a contractor in commercial construction.

Survey participants identified the primary causes of struck-by incidents as working around heavy equipment or vehicles (35.6%) and falling/flying objects from heights (29.8%) or on the same level (18.8%), and motor vehicle intrusions into the workspace (8.2%), among others.

One notable result involved barriers to prevention: a lack of understanding of the hazards, time constraints caused by scheduling pressures or an emphasis on production, and a lack of training on hazard identification and prevention.

Suggested protective measures include training workers on struck-by hazards, restricting access to work areas, utilizing spotters, and using back-up alarms and signals, and personal protective equipment (PPE).

Planning also is considered critical, such as conducting a job hazard analysis as well as disseminating information like toolbox talks, reminders, prompts and posters.

Just as important as workers and civilians staying safe around service and maintenance vehicles, so too is it critical for the service vehicle drivers themselves to help maintain safety, especially in cold climates with snowstorms and blizzards, but also throughout other seasonal hazards like rain and windy conditions.

Custom Truck One Source offers several tips for doing so, including dressing in high-visibility work clothes and wearing waterproof boots with optimal traction. Having basic emergency supplies on hand such as a first aid kit is critical, as well as winter emergency supplies such as food, water and a blanket. Wearing a seat belt is crucial, even and especially for operators who must constantly enter and exit the vehicle.



The maintenance vehicle itself also should be maintained properly. That

means ensuring tires have no wear and tear as to compromise traction on icy roads and that the vehicle has a spare tire in good condition.

It's important to be up to date on key maintenance factors such as the engine, coolants, battery and brakes. Lights should be in optimal working condition and clear of ice and snow as to provide crucial visibility. Tow trucks fittings should be properly greased.

In driving the maintenance vehicles, right-of-way should be given to snowplows and sanding trucks. Vehicle operators should keep vigilant for black ice and not engage the Jake brake on icy roads.

Keeping a safe driving distance and avoiding traveling as part of a pack or following taillights of the vehicle ahead also is recommended.

An American Road and Transportation Builders Association [training program](#) on preventing runovers and back-overs in roadway work zones for the U.S. Centers for Disease Control (CDC) and Prevention and the National Institute for Occupational Safety and Health (NIOSH) offers a multitude of suggestions for ensuring safety.

The Federal Highway Administration's [Manual on Uniform Traffic Control Devices](#) offers fundamental principles of Temporary Traffic Control (TTC), which focuses on the safety of road users traveling through the temporary and constantly changing conditions unexpected by the road user.

Equipment and vehicles moving within the activity area create a risk to workers on foot. The separation of moving equipment and construction vehicles from workers on foot provides vehicle operators a greater separation clearance. The division between moving equipment and workers on foot also improves sight lines to minimize exposure to moving vehicles and equipment hazards.

A well-executed TTC plan includes worker training on how to work next to motor vehicle traffic in a way that minimizes their vulnerability. The use of temporary traffic barriers along the workspace depends on factors such as lateral clearance of workers from adjacent traffic, traffic speed, duration and type of operations, time of day, and traffic volume.

Speed reduction is **another consideration** in considering the use of **uniformed law enforcement officer** or flaggers to **help reduce** the speed of vehicular **traffic mainly through regulatory** speed zoning, funneling, and **lane reduction**.

The **internal activity area** should be planned to **minimize back-up maneuvers** of construction **vehicles and reduce risk** exposure.

Worker **safety planning** is another factor, with a **trained person designated** by the employer **conducting a basic hazard** assessment for the worksite and **job classifications required** in the activity area. The **safety professional** determines whether **engineering, administrative, or personal protection measures** should be **implemented**.

A **Temporary Traffic Control Plan (TTCP)** describes how a **specific work zone** is to be set up to **ensure the safety** of the **motoring public**, central to the **safety strategy of construction** workers. But equipment and **vehicles within the workspace** require an **Internal Traffic Control Plan (ITCP)** and pose the hazards ITCPs are **designed to mitigate**.

An **ITCP** involves **coordination of construction** traffic inside the **activity area** of a temporary **traffic control zone** with its purpose to **separate to the greatest extent** possible construction **vehicles and equipment** from workers **on foot**.

TTCPs and ITCPs contain **common principles**, including **providing clear direction** to drivers, **separating moving vehicles** from workers on foot, using temporary **traffic control devices** to mark **traffic paths**, and maintaining a **smooth traffic flow**.

Steps in an **ITCP** include **reviewing contract documents** and model plans, **determining the construction** sequence, drawing the **basic work area**, plotting pedestrian and **vehicle paths**, locating utilities, considering **storage and staging areas**, preparing **ITCP notes**, and **developing a communications** plan.

ITCPs create **'zones'** designed to **minimize interaction** between workers on foot and **construction vehicles** by designating **routes and operating procedures** for large **trucks delivering materials**. The plan also **creates a traffic pattern** to minimize **backing**. This is one of the **key elements** of the **ITCP** as backing is the **greatest hazard for workers** on foot. Many state laws provide **helpful guidance in this regard**.

One of the **driving factors** is **blind spots (or blind areas)**. A **blind spot** is the area around a **vehicle or piece of construction** equipment that is **not visible** to the operator, either by **direct line-of-sight** or indirectly by **use of internal and external mirrors**.

Basic actions **workers can take** to avoid **hazardous blind spots** include **not crossing directly in front of, immediately behind or near vehicles**.

There should be **communication with a truck** operator verbally and/or by **a confirming signal** before entering any **area near the vehicle**.

If workers are **required to be near parked** equipment or trucks, they should **stand in front** or on an **operator's side** so if equipment comes into use, the **operator can see them**, and they **can see the operator**.

NIOSH points out in its **document that consideration** needs to be **given to human habits** and behaviors of **workers on foot** when developing an **ITCP** plan, including such factors as **where workers congregate** such as during **weather extremes**, bathroom locations, and **safe walking routes** from one point to another.

The **plan also should take** into consideration how **cell phones and radios** are used.

Worker visibility is key and should **consider high-visibility garments** meeting industry **standards for work functions**.

Backing **safety takes into consideration** that the work area should be **organized to minimize backing**, backing should **only take place** in designated locations and that there should be clear **communication between** the operator and **workers on foot** before backing begins.

Additionally, **operators should be certain** of their surroundings and the location of **workers, equipment and ground obstacles**, the NIOSH document points out. **Spotters should be identified** and used when **possible and practical**, especially when **backing or maneuvering** near workers on foot or other **hazardous conditions**.

All workers **should be trained** to avoid approaching or **working near backing equipment**. Operators and drivers should **avoid backing up unless necessary**. Operators and drivers **must walk around their vehicle** to check for **hazards and operators, drivers and workers on foot** should be aware of **blind areas**.

Vehicle pathways is **another consideration**. As part of that, **workers on foot** should be located **as far as possible** from vehicle paths. **Parking, toilet, and break areas** should be **staged away from** the principal conflict points and in some situations, the **route may be marked** with temporary **traffic control devices**.

Serious consideration **should be taken to marking** pathways when **deliveries of materials** are completed by a **variety of subcontractors** and independent **drivers unfamiliar with the site and procedures**. The **same is the case** when multiple **operations occur** near each other and **when workers on foot** are in the vicinity.

If **employees are in the backing zone** or it is reasonable to expect that an **employee will enter** the backing zone, the **truck should back up** only when an **observer signals** that it is safe to back, or a **video camera provides the driver a full view**.

Back-up alarms audible over the noise level also are **indicated and supported** by a ground **guide signaling** that it is **safe to do so**. Back-up alarm **malfunctions that cannot be immediately fixed must use ground** guide signals instead, or the vehicle should be **taken out of service** until the **alarm is repaired**.

Access and **egress from highway construction and maintenance zones** also present a **challenge** and can be addressed in the **TTC and ITCP**. The plans should **include detailed protocols** regarding how **contractors will safely** move personnel, **materials, and equipment into and out of** the work area with **minimum disruption to traffic** and exposure of **workers to the traveling public**.

The use of **technology such as back-up alarms, cameras, radars, ultrasonic sensors, and radio frequency identification (RFID)** systems also **contribute significantly to safety**.

Options **abound in sourcing such equipment**. Companies such as Brigade Electronics **provides technology** that **augments the human eye** in spotting safety hazards such as **360° camera systems, camera monitor systems, White Sound back-up alarms, obstacle detection sensors, obstacle detection radar and digital recorders**, which help reduce **collision risks and protect vulnerable road users** by **minimizing vehicle blind-spots** and assisting **drivers to maneuver safely**.

The company indicates **70 percent** of incidents happen **during initial machine start-up** and **low speed movement because of poor visibility**, and that **blind spots can be** on the front, rear, **side and nearside** of a cab.

Not only **do blind spots limit visibility** of those **working around** and operating **construction site vehicles**, but site workers **may also be wearing** ear defenders, **restricting their ability** to hear **approaching machines**.

Reading Truck offers tips on how to **improve work truck safety**. It starts with **having a plan** that is **conveyed to everyone**. The first step is **preparing drivers to join** the fleet with **best management practices** through an **online training course** that can include **videos, tests** and interactive programs.

Management should **run a motor vehicle record** check on **potential drivers** to check for **DUI/DWI convictions** or a record **showing poor driving habits** – something that **should be repeated periodically** to ensure a driver still **maintains safe habits**. There should be **no tolerance for speeding** or **impaired driving**.

Behind-the-wheel **training comes next**, which is **especially useful** for those new to **driving service trucks**.

Consistent newsletters and **emails highlighting safety messages** – including any policy updates – help **keep safety uppermost** in drivers' minds. Include **situational information**, such as **best practices** for driving in certain **weather conditions**, such as on ice. Focus messaging on **topics relating** to a batch of **similar accidents** so drivers are aware of **not repeating the mistakes**.

Reward **good driving with recognition**, such as a cash reward to drivers who are **accident-free over a period** of time or **paid time off**.

Reading Truck **echoes the field safety messages** promoted by other **companies and government** regulatory agencies: **daily vehicle inspections**, designating a spotter, **directing traffic away from workers**, reducing distractions such as the use of personal cell phones, and including **signage at the worksite**.

Ensuring **work truck equipment is secure** is another must, preventing **loose material from flying off** and causing damage or harm.

With more than **70,000 accidents occurring** each year **due to drivers falling asleep** at the wheel, drivers who **appear to need sleep** should not be allowed to **operate a work truck**. Seatbelt use **should be mandatory** for the driver and passengers; **drivers should never try to fit** more people in their **work truck than there are seatbelts** for passengers to wear.

Truck ergonomics play a key role in **driver safety**. Some improvements include **the use of a recessed frame-mounted bumper with LED marker lights** for **increased safety**. As crew **members use the bumper** to step on and off the back of the truck, a **sturdy and anti-slip surface is essential**.

A Redi-Safe **non-skid application prevents** surfaces from getting **slick after they have become wet or soiled**. The material is **not ignitable**, making it **suitable** for welding applications.

External lighting on a truck provides additional safety for those who **must work at night or early** in the morning, helping workers use **equipment safely in low-lit** or dark situations.

Access ladders and **steps enable workers to safely** enter and exit a **truck bed, especially** if it is **high off the ground**.

Rear access doors are sometimes **kept open while** driving to fit in **larger materials in the vehicle**. They should be designed to **not cover taillights** so other drivers will be able to **detect when the truck is braking** or taking a turn.

With all these **considerations in mind**, put together a **detailed and vigilant plan** to keep workers and **civilians safe from unintentional** contact with **equipment or objects** on construction jobsites. **Review the plan quarterly** or as needed to **ensure continued safety compliance**.

Most of all, stay safe out there.

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See [page 4](#) for classes offered this month as well as links to **All of the training available.**

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How to Rethink Factory Layout Design to Improve Safety Conditions

To achieve optimal workplace safety standards, factory layouts should be well-designed to prevent various workplace hazards. In addition, they are beneficial for improving the productivity of employees and machinery.

The layout dictates the sequence of various operations, amount of movement, and exposure to workplace hazards. Rethinking factory layout design considers several aspects of routine processes, including building designs, the type and complexity of workflows, and the number of movable assets and personnel within enclosed spaces.

Optimizing factory layout design can significantly reduce accidents and injuries in manufacturing for improved productivity, lower operational costs, and better compliance with statutory regulations.

Here's How to Rethink Factory Layout Design for Improved Safety in Facilities:

Analyze Workplace Hazards

Companies should analyze and understand the existing workplace hazards before embarking on factory layout redesigning. Consider conducting a safety audit to identify and categorize factory hazards and explore how they compromise facility layouts and impact safety standards. Hazard analysis enables companies to evaluate compliance with statutory regulations and corresponding legal obligations. Understanding the effects of several hazards provides insights for designing more effective factory layouts.

Hazard assessment is an inclusive process that demands the involvement of all employees in a facility to ensure no hazards are overlooked. After the initial assessment, the safety inspection team proceeds to categorize and prioritize workplace hazards — some pose worse risks to employees, and others can occur less frequently but cause severe effects on workplace safety.

After reviewing all the physical and chemical hazards, companies can redesign workflows and reorganize factory equipment as part of the administrative controls to minimize and eliminate safety risks. Designate special storage zones and material handling procedures for chemical products, flammable materials, and any hazardous goods used for daily production.

Consider Routine Workflows

How busy is the factory floor, and how frequently do hazards crisscross? A good factory layout minimizes unnecessary movements, overcrowding of spaces, and complicated workflows that may jeopardize safety standards. Several layout designs exist depending on the type of production process. Efficient workflows do not exert undue pressure on factory employees and reduce bottlenecks that increase safety risks.

Rethinking the factory layouts requires safety personnel to streamline routine processes while minimizing unnecessary movements, heavy lifting or reaching for items and tools at uncomfortable heights. They also need to avoid working in non-ergonomic positions or interacting with machinery having inadequate safety guards.

Evaluating workflows helps companies to understand the sequence or routine operations and decide on the most effective plant layout. It also dictates the appropriate material handling techniques and effective equipment organization to minimize the crisscrossing of hazards and control human and machinery traffic.

Evaluate Maintenance Strategies

Redesigning factory layouts requires an overhaul of routine production and asset care activities. The layout redesign phase should outline relevant factory maintenance strategies to minimize emergency breakdowns and optimize the availability and safety of shop floor machinery and buildings. Factory layouts affect the accessibility of equipment needed for daily operations and can be accompanied by an increased or reduced asset base.

The company conducts a maintenance audit to identify existing maintenance programs and their deficiencies. The maintenance and safety teams work together to come up with maintenance measures that will improve the factory's production equipment and make it easier to access during maintenance. They review safety information about maintenance procedures, including maintenance checklists and reporting templates.

Newer factory layout designs should reduce the risk of injuries or accidents when maintaining assets. Companies should develop and improve their proactive maintenance strategy (preventive and predictive), and focus on it over corrective maintenance, which is a response to equipment breakdowns and can escalate safety risks on the factory floor.

Improve Safety Management Policies

Companies should review their safety management measures whenever they redesign factory layouts. The safety management policies can address the causes and propagation of potential safety risks and provide adequate mitigation measures. It is also necessary to change safety signages on the shop floor and improve incident reporting protocols to ensure proactive responsiveness to existing safety risks.

By updating safety management systems and policies during factory layout redesign, the company can prevent the transfer of safety issues from the old layout to the new one. Policy updates ensure the company has adequate controls to avert accidents that occurred previously by creating definite relationships between hazards and their risks.

The updated safety management policies should outline emergency response plans. For instance, how can employees respond to fires or gas leakages in the facility? What evacuation measures will the company adopt moving forward?

Improved safety management policies should outline how to communicate changes in safety protocols to employees, the frequency of safety audits, how to report accidents and injuries using standardized safety panels, and what additional safety signages mean.

Summing Up

Companies should rethink factory layout design as part of safety control, improving productivity, and ensuring workplaces comply with regulatory requirements. Improved factory layouts enable companies to enjoy more cost-effective operations while improving employee satisfaction.

Changing the factory layout design is a data-intensive process that requires evaluating work practices and inherent hazards and implementing the best safety practices to reduce workplace risks for safer working environments.



The Department of Labor's Approach to Human Trafficking

Labor trafficking occurs throughout the U.S. economy, but is often found in industries such as:

- Agriculture
- Construction
- Landscaping
- Hotels
- Domestic work
- Restaurants
- Seafood

Traffickers in the United States exploit people with little or no social safety net. They look to individuals in vulnerable situations due to economic hardship, immigration status, political instability, natural disasters and other causes. Vulnerable U.S. populations that have a heightened risk of being exploited include:

- Undocumented workers (those who lack legal authorization to work in the United States)
- Foreign workers in the United States on temporary employment-based visas.
- People with substance use disorder or with mental health concerns.
- Runaway or homeless youth and those involved in the foster care and juvenile justice systems.
- People experiencing poverty and economic hardship.

Employers become human traffickers when they use force or physical threats, psychological coercion, abuse of the legal process, fraud, or deception, or other coercive means to compel someone to work and eliminate the individual's ability to leave. Examples of labor exploitation that are labor violations and clear signs of possible labor trafficking include:

- Lack of control over earned wages.
- Fraudulent recruitment practices that result in wages withheld to pay off debts to the employer.
- Unusual living conditions.
- Workplace injuries.
- Movements restricted.
- Passport and/or other identity documents taken.

Civil enforcement of federal labor laws is a critical component of the government's anti-trafficking efforts. The **Department of Labor** investigates complaints and conducts targeted civil labor investigations involving workers in industries and sectors known to be vulnerable to labor trafficking, including agriculture, construction, landscaping, hotels, restaurants, and seafood.

Through the department's **Wage and Hour Division's (WHD)** and **Occupational Safety and Health Administration's (OSHA)** civil enforcement in particular, we partner with federal law enforcement agencies around the identification and referral of potential instances of trafficking in persons and the calculation of restitution amounts for victims. Because many wage and hour and workplace safety investigations take place in industries that employ vulnerable workers, the **WHD** and **OSHA** are often the first federal agencies to make contact with these workers and detect exploitation in the workplace.

The department's enforcement of federal labor laws is also critical to the fight against trafficking because it potentially addresses labor exploitation before it rises to the level of labor trafficking. We believe that the fight against labor trafficking can succeed only if its fundamental root causes are understood and addressed.

International Context and Approach

Just as in the United States, traffickers around the world exploit people with little or no social safety net. They look to take advantage of individuals in vulnerable situations due to economic hardship, refugee status, immigration status, political instability, natural disasters, and other factors. These vulnerable populations include:

- In Mexico, migrant farmworkers, many of whom are of indigenous descent, are especially vulnerable to forced labor in agriculture due to low education levels, linguistic barriers, and discrimination.
- Migrants, including unaccompanied minors, fleeing gang violence, natural disasters, and economic hardship in countries such as El Salvador, Guatemala, and Honduras are at risk of trafficking throughout their journey to countries such as the United States and Canada.
- Throughout many countries, persons with disabilities face increased difficulty in accessing education and decent work, leaving them more vulnerable to current or future labor exploitation.
- In addition, in some countries, birth registration and obtaining identity documents may be unduly burdensome, prohibiting families in marginalized groups from being able to access government services, social protection benefits, and decent work opportunities which puts them at increased risk of trafficking and abusive labor conditions.
- Around the world, women and LGBTQI+ individuals are at increased risk of being subjected to commercial sexual exploitation.

The department's **Bureau of International Labor Affairs (ILAB)** is a world leader in the fight to eradicate child labor, forced labor, and human trafficking through its international research and reporting, e-tools, technical assistance, and strategic engagement. ILAB has contributed to the global reduction of nearly [86 million child laborers since 2000 \(pdf\)](#), including children who have been trafficked or are subjected to forced labor.

- ILAB produces [in-depth research on child labor and forced labor](#) in more than 150 countries around the world, including individual country roadmaps to support the enforcement of labor provisions in trade agreements and preference programs.
- ILAB develops innovative, publicly available electronic tools advancing supply chain transparency and social compliance for businesses and consumers.
- ILAB designs and funds technical assistance projects around the world to address the root causes of labor exploitation, strengthen labor laws and enforcement, lift up worker voice, expand social protection and remediation services, and provide direct livelihoods support.
- ILAB strategically engages foreign governments to reduce worker vulnerability, such as through consular agreements with countries that send large numbers of workers to the United States on temporary work visas.

For more information and resources, visit this [link](#).



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Incident Investigation

OSHA strongly encourages employers to investigate all incidents in which a worker was hurt, as well as **close calls** (sometimes called "near misses"), in which a worker might have been hurt if the circumstances had been slightly different.

In the past, the term "**accident**" was often used when referring to an unplanned, unwanted event. To many, "**accident**" suggests an event that was random, and could not have been prevented. Since nearly all worksite fatalities, injuries, and illnesses are preventable, **OSHA** suggests using the term "incident" investigation.



Investigating a Worksite Incident

Investigating a **worksite incident- a fatality, injury, illness, or close call- provides** employers and workers the opportunity to identify hazards in their operations and shortcomings in their safety and health programs. Most importantly, it enables employers and workers to identify and implement the corrective actions necessary to prevent future incidents.

Incident investigations that focus on identifying and correcting root causes, not on finding fault or blame, also improve workplace morale and increase productivity, by demonstrating an employer's commitment to a safe and healthful workplace.

Incident investigations are often conducted by a supervisor, but to be most effective, these investigations should include managers and employees working together, since each bring different knowledge, understanding and perspectives to the investigation.

In conducting an incident investigation, the team must look beyond the immediate causes of an incident. It is far too easy, and often misleading, to conclude that carelessness or failure to follow a procedure alone was the cause of an incident. To do so fails to discover the underlying or root causes of the incident, and therefore fails to identify the systemic changes and measures needed to prevent future incidents. When a shortcoming is identified, it is important to ask why it existed and why it was not previously addressed.

For example:

- *If a procedure or safety rule was not followed, why was the procedure or rule not followed?*
- *Did production pressures play a role, and, if so, why were production pressures permitted to jeopardize safety?*
- *Was the procedure out-of-date or safety training inadequate? If so, why had the problem not been previously identified, or, if it had been identified, why had it not been addressed?*

These examples illustrate that it is essential to discover and correct all the factors contributing to an incident, which nearly always involve equipment, procedural, training, and other safety and health program deficiency.

Addressing underlying or root causes is necessary to truly understand why an incident occurred, to develop truly effective corrective actions, and to minimize or eliminate serious consequences from similar future incidents.

Additional Resources

To assist employers and workers in conducting effective incident investigations, and to develop corrective action plans, the following resources can help:

- OSHA Fact Sheet. [Root Cause: The Importance of Root Cause Analysis During Incident Investigation](#). (2016). This fact sheet provides guidance for identifying root causes of incidents and/or near misses in order to prevent their recurrence.
- OSHA. [Incident \[Accident\] Investigations: A Guide for Employers](#). (2015). This guidance document provides employers with a systems approach to identifying and controlling the underlying or root causes of all incidents in order to prevent their recurrence.
- National Safety Council. [How to conduct an incident investigation](#). (2014). This four-page guidance document, developed by the [OSHA/NSC National Alliance](#), provides brief guidance on conducting an incident investigation.
- Washington State Department of Labor & Industries. [Accident Investigation Basics](#). (2009). This PowerPoint-based online training module provides an overview on conducting root-cause workplace incident investigations.

Reminder - Revised Federal Drug Testing Custody and Control Form Mandatory



- ▶ As of August 30, 2021, DOT-regulated employers and their service agents [collectors, laboratories, Medical Review Officers (MRO)] must use the '[revised CCF](#)'. ◀

[Learn more](#) about what this means for DOT drug testing.



COLORADO
Department of Revenue

Home page for State of Colorado/ Colorado Department of Revenue –
Division of Motor Vehicles - [link](#)

DOT Implements Annual Regs Violation Penalty Increases

The Department of Transportation published a final rule in the *Federal Register*, Monday, March 21, 2022 updating the civil penalty amounts (*effective immediately*) that may be imposed for violations of certain DOT regulations, including **Federal Motor Carrier Safety Administration** regulations focused on in trucking-company audits.

[The updated fines for FMCSA regulations violations can be seen here.](#)

New Research Confirms Truckers' Disdain For Driver-Facing Cameras

Privacy a top concern among truckers with driver-facing cameras



The American Transportation Research Institute (ATRI) recently [released a new report](#) that investigates trucking industry attitudes and concerns when it comes to driver-facing and road-facing cameras (DFCs/RFCs).

The research hoped to better understand truck driver issues and perceptions associated with the use of DFCs, and to understand DFCs' role in claims and litigation processes.

It identified points of consensus and potential compromise on in-cab camera systems and policies among truck drivers, motor carriers, legal experts and insurers. Based on the analysis, the report proposes strategies for expanding both driver approval and camera utilization with an eye to improve safety, privacy, litigation and insurance risk management.

Driver approval of driver-facing cameras tends to be low -- just 2.24 on a 0-to-10 scale among 650 current users from across the industry, ATRI found. Low scores are driven in part by limited experience, confusion over the variety of camera systems, unclear carrier policies, and strong concerns about privacy.

Privacy was drivers' biggest concern with DFCs in ATRI's research. Drivers who have never used DFCs had the most negative opinion of the technology, and drivers who currently use DFCs were more than twice as likely as non-users to positively rate DFC privacy benefits. Still, drivers who currently use DFCs rated the systems just 1.73 for privacy on a 0-to-10 scale, with drivers who never used DFCs rating them 0.78 for privacy.

Nevertheless, the report identified specific carrier policies and driver management approaches that lead to higher driver ratings. Overall, driver approval of driver-facing cameras increased by 87% when carriers used video footage for specific proactive safety measures, the research found. ATRI also found that direct DFC experience does have a positive impact on approval, with current users of DFCs rating the systems more than twice as high as drivers who have never used them.

Additional analyses focused on insurance and litigation considerations for in-cab cameras. Experts in both fields expressed preference for event-based driver-facing cameras over continuously recording cameras, and they concurred with drivers that primary video footage access should be limited to safety managers as much as possible. "Driver-facing cameras are an important safety tool for carriers, but they must be managed carefully in order to leverage benefits with drivers, insurers and attorneys," said Jerry Sigmon Jr., Chief Operating Officer for Cargo Transporters Inc. "ATRI's research on in-cab cameras provides an important blueprint for both carriers using these technologies as well as carriers still contemplating the investment."



INTERNATIONAL ROADCHECK 2023

CVSA has announced **May 16-18** as this year's **International Roadcheck** — a high-visibility, **high-volume 72-hour inspection** and enforcement event where **CVSA-certified inspectors** in Canada, Mexico and the U.S. will **conduct inspections of commercial motor vehicles** and drivers at **weigh/inspection stations**, designated inspection areas and **along roadways**.



This year, **inspectors will focus on [anti-lock braking systems \(ABS\)](#) and [cargo securement](#)** to highlight the **importance** of those aspects of **vehicle safety**. Although **ABS violations are not out-of-service violations**, **ABS play a critical role** in reducing the **risk of collisions** by preventing the **wheels from locking up** or skidding, allowing a **driver to maintain control** of the vehicle **while braking**. In addition, **improper cargo securement** poses a **serious risk** to drivers and other **motorists by adversely affecting the vehicle's maneuverability**, or worse, causing **unsecured loads to fall**, resulting in traffic hazards and **vehicle collisions**.

During **International Roadcheck**, **inspectors will conduct** their usual **roadside safety inspections** of **commercial motor vehicles** and drivers. Data will be **gathered** from those **three days and shared** later this year, as a **snapshot of the state** of **commercial motor vehicle** and driver safety.

International Roadcheck also **provides an opportunity** to educate the **motor carrier industry** and general public about the importance of **safe commercial motor vehicle operations** and the **North American Standard Inspection Program**.

During a routine **North American Standard Level I Inspection**, inspectors **focus on two areas** – driver and **vehicle safety compliance**.

- **Vehicle safety** – *Inspectors will ensure the vehicle's brake systems, cargo securement, coupling devices, driveline/driveshaft components, driver's seat, fuel and exhaust systems, frames, lighting devices, steering mechanisms, suspensions, tires, wheels, rims, hubs and windshield wipers are compliant with regulations. Inspections of motorcoaches, passenger vans and other passenger-carrying vehicles also include emergency exits, seating, and electrical cables and systems in the engine and battery compartments.*
- **Driver safety** – *Inspectors will check the driver's operating credentials, hours-of-service documentation, status in the drug and alcohol clearinghouse, seat belt usage, and for alcohol and/or drug impairment.*

Vehicles that **successfully pass a Level I or Level V Inspection** without any **critical vehicle inspection** item violations may **receive a CVSA decal**, which is **valid for three months**. If the inspector **does identify critical vehicle inspection item violations**, as outlined in the **North American Standard Out-of-Service Criteria**, the vehicle will be **restricted from operating** until the **identified out-of-service conditions** have been corrected.

Inspectors **may also restrict** the driver from **operating** if the **driver is found** to have **driver out-of-service violations**, such as **not possessing** a valid or **necessary operating license** or exhibiting **signs of impairment**.

How Owner-Ops Can Avoid, or Ace, Inspections During Roadcheck



Though, as usual, there have been some slight tweaks to the **out-of-service criteria** for drivers and trucks this year, a **core piece of wisdom** remains vital for **owner-operators: *Don't give them a reason to inspect you, and if you do get pulled in, know how to play it right.***

In a **perfect world**, you might say, an **all-hands-on-deck inspection** event like **Roadcheck**, aimed at **education as much as it is enforcement**, might pull in a **representative sampling of trucks** and operators for **inspection**.

Yet in the **real world**, if your truck **looks a little unkempt**, or your attitude is a **little gruff**, inspectors likely **will see that as a red flag** increasing your **chance of a real delay** for a full **Level 1 inspection**, according to Jeremy Disbrow, the **Commercial Vehicle Safety Alliance's** roadside inspection specialist.

How To Avoid An Inspection During Roadcheck

For the **owner-operator with places to be** and **clean inspections already** on their record, sometimes **Roadcheck** is more of an **obstacle to be avoided** than a **challenge to engage with**.

"When I'm selecting a vehicle to inspect, I don't want to waste time on vehicles that are going to be clean with no violations," Disbrow said. He **joined CVSA last year after 25 years** conducting plenty of **inspections himself** in Arizona. *"It starts from when you're sitting in the median, watching traffic go by."* Lights out, **reflective tape missing** -- *"That's going to attract my attention. When you notice little violations that are easy to fix not being fixed, it's usually indicative of bigger violations."*

When an **officer sees those little misses**, they **think either an owner "doesn't care and isn't doing a pretrip, or hasn't been educated on how to do a pretrip,"** Disbrow added. Or, in the case of **company drivers**, *"that the carrier knows about it because the driver reported it and the carrier isn't fixing it."*

Furthermore, **neither drivers or inspectors are robots**, and **attitude means a lot** in these interactions.

"Driver attitude and inspector attitude goes a long way," said Disbrow. "The initial tone in the first 30 seconds sets the tone for the entire inspection."

That is to say, even if you're having a bad day, it's nice to be nice up-front in these situations. Recall that an operator's suspicious or nervous behavior has led to searches, even drug busts, before.

"We're not the courtesy police, but being patient and polite goes a long way," said Disbrow. Also, though some owner-operators might beg to differ, he pointed out those educational aspects of the CVSA blitz mean Roadcheck seldom has an adversarial feel to it. The same can be said about inspections, generally. Often, it comes down to both inspectors and drivers puzzling over a common enemy like some confusing ELD readout.

"The animosity or 'us against them' feeling – it's usually entirely the opposite," he said. "Most drivers are pretty courteous and friendly and so are troopers. That tells me the driver takes pride in their work and has their things together and organized. It just makes the process go quicker."

If anything, said Disbrow, with many drivers "on the road for weeks" and "lonely," he's often the one who has to shut down a lively, even fun conversation after an hour or so.

Treat it as tacit confirmation that if your truck looks clean and you act like you have nothing to worry about at Roadcheck, you have a much better shot at getting through without a delay.

Alternatively, if you're a new carrier and want an inspection, Disbrow said to call law enforcement in the state you primarily operate in. Some inspectors will be a little unwilling to inspect a truck that wants a sticker, as its condition when offered up to inspectors might differ from its condition when it's been on the road for a while. But, ultimately they'll make that determination on a case-by-case basis.

What Inspectors Will Be Looking For May 16-18

This will likely be old hat to longtime owners, but Disbrow pointed to the [CVSA's website](#), where drivers can download documents on the entire inspection procedure and what they're looking for.

Of course, with cargo securement a main focus of this year's Roadcheck, pretrip inspection takes on a new importance.

"If you aren't getting out and getting dirty, you're probably not doing it as thoroughly as you need to be," Disbrow said of pretrip inspections. "I want see fingers turning bolts and making sure things are tight. You're probably going to get greasy."

Securement issues break down into roughly three categories, some of which have to do with drivers correctly inspecting the truck before, after, and during a trip.

1. The cargo was never properly secured, with the driver not using enough tiedowns or not making sure the tiedowns function properly.
2. "Drivers, once they secure the load," Disbrow said, "just take off on the 1,000 mile journey or whatever and never recheck" the securement. "Bumpy roads, acceleration, deceleration along the journey and "cargo tends to shift and tiedowns become loose," he said, stressing that the actual rule is to stop 50 miles into the trip and then check again every three hours or 150 miles along the journey.
3. Issues inside sealed trailers -- Disbrow empathized with operators on such loads -- too often, the trailer is sealed before they even get to the pickup area. Sometimes operators aren't even allowed on the dock to check the load. In these cases, however, the load securement responsibility still falls on the driver, so the driver needs to trust the shipper.

This Roadcheck's other focus is ABS brake systems, which Disbrow called "one of the easiest things to check," on the truck. This, of course, is where preventive maintenance can save drivers the trouble and shock of not seeing that ABS light cycle on when the key turns.

CVSA Upcoming Program Dates

- The next [Operation Safe Driver Week](#) is scheduled for July 9-15, 2023. Throughout Operation Safe Driver Week, law enforcement personnel will be on the lookout for commercial motor vehicle drivers and passenger vehicle drivers engaging in risky driving. Identified unsafe drivers will be pulled over and issued a citation or warning.
- CVSA's [Operation Airbrake Program](#) will hold two annual brake safety campaigns in 2023. The next Brake Safety Week is scheduled for Aug. 20-26, 2023.
- There will also be an unannounced one-day brake safety enforcement initiative, which may be held at any time.

DataQs: WHAT TO DO IF YOU'RE ISSUED A VIOLATION IN ERROR

Most longtime independent carriers know about the **DataQs** system for **disputing violations**, with **all its flaws**. But Jeremy Disbrow, **CVSA's Roadside Inspection Specialist**, shares some **strategies for keeping points off your records** in the first place **without making** the inspection needlessly **contentious**.

Because **violations don't go to court**, **DataQs** is a **carrier's or driver's** only way to "**contest or rebut**" what an **inspector reports**. Importantly, the **regs are confusing**. Each inspector **may have their own interpretation of the regs as written**, and drivers **may have different interpretations**.

According to Disbrow, if an **inspector cites a violation**, it's perfectly reasonable for the **driver to ask them** to point out **just where in the green book** what they're **citing is**, and how they **interpret it**, even to offer their **own interpretations**.

"If an **inspector interpreted** a reg **incorrectly** and you **know the regs**, you can say '**per inspection bulletin XYZ it says this**,' and the **inspector will look** and hopefully **weigh that in light** of documents," he said, **perhaps keeping** that violation from **ever going on the record**.

But, in **case such a violation** does go **on the record**, dispute it when you're able and **have firm documentation**. Just **don't abuse** the system.

"You **see this sometimes**," Disbrow said, **thinking back** to his time handling **DataQs** as a **state officer**. "There are some carriers **where if there's 10 violations**, they're going to **contest all 10** with no supporting **documents**," which he said "**wastes time bogging down**" the **system**. "Quite frankly," that **carrier is "going to start getting a reputation for it**, and it **might not work** in your favor **down the road**."

A good **strategy around disputing** violations is to **use timestamped photographic** evidence, but beware, the **camera now points both ways**.

"If you **have photo or video** from an **in-dash camera**, those are **hugely beneficial** to overturn plenty of **DataQs**, but **keep in mind**, most officers **now have body cameras**," he said, **possibly producing their own counter-evidence**. "Also, the **sooner you** can take the **photo**, the better. A **DataQ** review **won't look as kindly** on a photo you took **two weeks later**," or one **without a timestamp**, as one that's **clearly at the scene of the inspection**.

Ultimately, the **DataQs** systems are **run by the states**, with "**every state program a little different**" in approach, he said, but **most aim to be forgiving** when confronted with **proper documentation**.

"I was **always happy to overturn** violations, I **don't want to see incorrect violations**," he said.

CVSA's 2023 Out-of-Service Criteria Now in Effect

Starting April 1, 2023 the **Commercial Vehicle Safety Alliance's (CVSA) 2023 North American Standard Out-of-Service Criteria** are now in effect. The **2023 out-of-service criteria** replace and supersede all previous versions.

CVSA's North American Standard Out-of-Service Criteria ensure uniformity, consistency and reciprocity among the states, provinces, territories and countries and determine whether or not drivers or vehicles present an imminent hazard and should be placed out of service. The federal regulations, together with **CVSA's out-of-service criteria**, provide the standards that drivers, motor carriers and law enforcement personnel use to ensure the commercial motor vehicles and drivers operating on North America's roadways are safe and compliant.

The voting members of the Alliance approved nine changes to the out-of-service criteria, which are now in effect. In accordance with the **CVSA Bylaws**, the proposed changes were communicated to the voting members of the Alliance on Oct. 10, 2022, and ratified on Oct. 21, 2022. The out-of-service criteria are updated annually, effective April 1 of each year.

The following changes were made to the out-of-service criteria:

1. A section of the paragraph in Part I, Item 4. DRIVER MEDICAL/PHYSICAL REQUIREMENTS – b. Medical Certificate (4) was removed to provide more clarity.
2. Part I, Item 7. DRUGS AND OTHER SUBSTANCES – b. Shall Not be Under the Influence was amended to add language for use within the previous 24 hours.
3. Part I, Item 9. U.S./Item 10. CANADA/Item 11. MEXICO – DRIVER'S RECORD OF DUTY STATUS was amended to clarify the out-of-service condition for a false record of duty status.
4. Part I, Item 9. DRIVER'S RECORD OF DUTY STATUS – U.S. – Footnote 10 was amended to clarify that a driver is not out of service for not being able to print or sign their record of duty status.
5. The severity of rust required on a rotor to be included in the 20% brake criterion was clarified in Part II, Item 1. BRAKE SYSTEMS – a. Defective Brakes, (6) Air Disc Brakes (d), (7) Hydraulic and Electric Brakes (e) and b. Front Steering Axle(s) Brakes, (3) Air Disc Brakes (e), (4) Hydraulic Brakes (e).
6. Part II, Item 2. CARGO SECUREMENT – e. (3) and f. NOTE was amended to clarify that there is nothing in the Federal Motor Carrier Safety Regulations or National Safety Code Standard 10 dictating the placement of tiedowns on cargo.
7. "To Be On" was added to the title of Part II, Item 9. LIGHTING DEVICES (Headlamps, Tail Lamps, Stop Lamps, Turn Signals and Lamp/Flags on Projecting Loads), a. When Lights are Required.
8. Clarifying language for spring hangers and equalizers was added to Part II, Item 11. SUSPENSION – d. Suspension Connecting Rod and Tracking Component Assembly.
9. A diagram was added to Part II, Item 11. SUSPENSION – d. Suspension Connecting Rod and Tracking Component Assembly for further clarification of parts and how they apply to the out-of-service criteria.

These changes have been incorporated into North American Standard Inspection Program training materials, along with updated inspection bulletins, inspection procedures, operational policies and training videos.

There are several versions (e.g., print, electronic, other languages, etc.) of the 2023 out-of-service criteria available for purchase through the [CVSA online store](#). The 2023 out-of-service criteria are also available for purchase in CVSA's app by searching "CVSA Out-of-Service Criteria" in the [App Store](#) or [Google Play](#).

Important Note: There is an error on page 8 of the spiral-bound "North American Standard Out-of-Service Criteria Handbook and Pictorial." The affected section is Part I, Section 9. DRIVER'S RECORD OF DUTY STATUS – U.S., a. PROPERTY-CARRYING VEHICLES, (6) False Record of Duty Status – Qualifying Rest Break. To correct this misprint, all copies of the handbook will be shipped with a letter outlining the error along with a sticker with corrected language that may be placed over the error. **THE HANDBOOK IS THE ONLY VERSION AFFECTED**. All other versions are correct.

For questions about the criteria, contact CVSA Director of Inspection Programs Kerri Wirachowsky at kerri.wirachowsky@cvsa.org (subject = oosc) or at 202-998-1650.

FMCSA proposes changes to Crash Preventability Determination Program

Since August 2017, the **Federal Motor Carrier Safety Administration** has allowed motor carriers to use its **DataQs** system to submit crashes for evaluation of whether the crashes were preventable or not. In 2020, **FMCSA** went live with a permanent **Crash Preventability Determination Program (CPDP)** in which crashes deemed not preventable would be removed from use in a carrier's **Crash Indicator Behavior Analysis and Safety Improvement Category (BASIC)** percentile ranking in the **CSA Safety Measurement System**.

According to **FMCSA**, between **May 1, 2020, and Dec. 30, 2022**, nearly 40,000 **DataQs** requests in this crash-review program were submitted to the agency. **Approximately 72.5%** of the submitted requests were eligible, meaning they were one of 16 specific crash types that could be deemed not preventable. **Approximately 96%** of the eligible crashes were found to have been not preventable.

FMCSA is proposing changes to 11 of the 16 current crash types that are in cases where a truck was struck because:

1. Another motorist was driving in the wrong direction
2. Another motorist was making a U-turn or illegal turn
3. Another motorist did not stop or slow in traffic
4. Another motorist failed to stop at a traffic control device
5. Another individual was under the influence (or related violation, such as operating while intoxicated), according to the legal standard of the jurisdiction where the crash occurred
6. Another motorist experienced a medical issue which contributed to the crash
7. Another motorist fell asleep
8. Another motorist was distracted (e.g., cellphone, GPS, passengers, other)
9. Cargo, equipment or debris (e.g., fallen rock, fallen trees, unidentifiable items) were in the roadway
10. The truck's crash was a result of an infrastructure failure
11. The truck was involved in a crash with a non-motorist

FMCSA said the 11th change "would create a separate crash type for these events" involving non-motorists. Such crashes are the predominant type submitted in the current "Rare and Unusual" crash category. **FMCSA** said the "change will allow the agency to distinguish these events and use the information to identify ways to reduce the increasing number of non-motorist crashes."

The agency is also proposing to add the following four crash types:

- Struck on the side by a motorist operating in the same direction. (Currently, the crash type is limited to side strikes at the very rear of the vehicle.)
- Struck because another motorist was entering the roadway from a private driveway or parking lot.
- Struck because another motorist lost control of their vehicle. (FMCSA reviewed many police accident reports that included this information but were ineligible for the program under the current crash types.)
- Any other type of crash involving a CMV where a video demonstrates the sequence of events of the crash. (FMCSA said it believes that the submission of videos could allow it to review crashes that are not in the 21 other types.)

FMCSA will [accept comments](#) on the proposed changes through June 12.

FMCSA is now proposing to change some of the 16 existing crash types and add four new types to expand the program "to review even more crashes each year for preventability." **FMCSA** said the proposed changes are expected to double the size of the current CPDP and provide more data for analysis of the impacts of a carrier's not preventable crashes on its overall safety. The agency would analyze these changes to existing crash types and new crash types for two years, but may announce changes earlier if certain crash types cannot be consistently reviewed or if there is insufficient information to make eligibility and preventability determinations, **FMCSA** noted.

The agency hoped the changes as they flowed into the **Safety Measurement System** itself might "allow us to further refine our prioritization to ensure the carriers and drivers with riskiest behaviors are identified for prioritization," **FMCSA** said in a *Federal Register* notice that published Thurs, April 13. **FMCSA** also said it believed more preventability information would make for better assessments of motor carriers' actual crash risk.

FMCSA Regs update, Other ongoing research

FMCSA's acting director in the Office of Strategic Planning and Regulations **Kim Lambert** reports:

Regarding carrier safety rating, also referred to as **safety fitness determination**, an upcoming rulemaking "will be looking for information on how the agency might use data and resources more effectively to identify unfit motor carriers and remove them from our roadways."

FMCSA is continuing to explore mandating speed limiters. The new rulemaking proposal "will request comment" on a requirement for any truck with an ECM capable of governing speed to use it. The speed setting "will be determined by the rulemaking."

FMCSA is also working on a joint rulemaking with the **National Highway Traffic Safety Administration** in response to Congressional directive to require automatic emergency braking systems. **NHTSA** is developing a rule that will cover the performance standards for the AEB systems on trucks, and **FMCSA's** rulemaking proposal "would cover the motor carrier's responsibility to maintain" the system.

Among other initiatives the agency is looking into is the effect of the length of a driver's medical certification on safety. **Terri Hallquist**, a mathematical statistician with **FMCSA**, said when analyzing data from 2014 to 2020, **FMCSA** found that drivers who receive a full, two-year med cert had the lowest crash rate compared to drivers with shorter certifications. "The driver medical examination process is working," she said. "The longer the MEC length, the lower the risk of the crash."

FMCSA's Research division is also exploring the **Safe Driver Apprenticeship Program** for under-21 interstate drivers, ongoing studies into detention and compensation and the effectiveness of third-party CDL testing.

For the **Analysis division**, key priorities include the agency's **Crash Causal Factors Program**, a closer look at crashes near truck parking locations, and an analysis of **New Entrant carriers**.

Given that average monthly registered **New Entrants** climbed from about 8,500 to 17,000 between 2018 and 2021, **FMCSA** wants to study crash statistics for new carriers and plans to compare new entrants to more established carriers to determine differences in safety performance.

Don't be a Red-Light Runner

3,522

NUMBER OF PEOPLE
KILLED BY
DISTRACTED DRIVING
IN 2021

[Source](#)

What is Distracted Driving?

Distracted driving is any activity that diverts attention from driving, including talking or texting on your phone, eating and drinking, talking to people in your vehicle, fiddling with the stereo, entertainment or navigation system — anything that takes your attention away from the task of safe driving.

You cannot drive safely unless the task of driving has your full attention. Any non-driving activity you engage in is a potential distraction and increases your risk of crashing.

One of the more serious results of distracted driving is **Red-light Running**. However speeding through that yellow light is often just driver carelessness....plain and simple!!!

Red-light runners cause hundreds of deaths and thousands of injuries each year. Daily, almost three people are killed on U.S. highways due to impatient and reckless drivers who run red lights. It's an act that happens far too often at intersections. In 2017, 890 people were killed in crashes that involved someone barreling through a red light.



Running red lights is the leading cause of intersection crashes in the United States. That's more than drunk driving, and distracted driving. It's a problem in rural and urban areas throughout the country. There are over three million intersections in the nation, in which 300,000 have traffic signals. The main issue with red-light running incidents is the severity of them. There are no fender benders when people run red lights. It usually ends with a major injury or fatality. Motorists who blow through lights are not going slow. They have just sped up to potentially make a yellow light, which makes the accidents more serious than they normally would be.

The Insurance Institute of Highway Safety says that on metro roads the most common cause of fatalities is running red lights or stop signs. The danger of the problem is obvious, but people continue to do it. The only way for the accidents to stop are for people to pay attention fully and show courtesy to others. The world is in a hurry, but you shouldn't be in a rush to run red lights.

The consequences can be catastrophic for anyone involved!!

Slow Down, Don't Drive Distracted & Be Safe!!

while we're on the subject...

Yield to Emergency Vehicles ... It's the Law!!

In just the last few weeks, 3 police cruisers with emergency lights on were hit by drivers who failed to move over, and an ambulance was overturned after being hit by a vehicle not yielding to emergency lights and sirens.

CRS 42-4-705 is the Colorado statute that requires motorists to yield the right-of-way to a police car, fire engine, ambulance, or other emergency vehicle that uses a siren and flashing lights. This means moving towards the farthest right-hand lane when an emergency vehicle is approaching and driving with due care when passing a stationary emergency vehicle. Pull as close to the right of the road as possible and stop until the emergency vehicle(s) has passed. However, don't stop in an intersection.

The Colorado move-over law has recently been expanded to include all motorists, not just emergency vehicles.

Connect with MSHA

The Mine Safety and Health Administration is now on [FACEBOOK!](#)

FOLLOW NOW FOR MINING NEWS, REGULATIONS, AND SAFETY & HEALTH BEST PRACTICES.



Women in Mining

Alliance signed: March 24, 2023



WIM USA and MSHA will work together to achieve the following training and education goals:

- Update and develop education and training program resources for outreach efforts used to educate various audiences about the mining industry;
- Ensure that health and safety programs are fair and inclusive and reach all persons in the industry workforce, including persons with limited English proficiency or low-literacy skills; and
- Ensure that personal protective equipment (*PPE*) is available, accessible, and suitably fitted to all workers in the industry, including those who are hard to fit, and that workers understand how and when to properly use PPE.

MSHA and WIM USA will work together to achieve the following outreach and communication goals:

- Develop and disseminate information through print, electronic media, and links from MSHA's and WIM USA's websites;
- Speak, exhibit, or appear at WIM USA conferences, local meetings, or other training events;
- Speak, exhibit, or appear at MSHA and industry training events such as the Training Resources Applied to Mining Conference (*TRAM*), the Joseph A. Holmes Safety Association's National Meeting, and National Mine Rescue, First Aid, Bench, and Technician Team Contest and other mine rescue contest training;
- Share information on best practices through training and education programs and materials; and
- Identify and publish health and safety practices that address equitable and inclusive workplace needs and practices.

WIM USA and MSHA will work together to achieve the following goals related to promoting the national dialogue on workplace safety and health:

- Convene or participate in workshops, conferences, roundtable discussions, or other meetings to forge innovative solutions to worker health and safety issues at mines, with emphasis on workplace equity and inclusion.

 See [more information](#) about Women in Mining

MINE FATALITY – On March 15, 2023, a miner drowned when the ground sloughed causing the excavator he was operating to topple into a water-filled pit. The excavator became submerged in approximately 25 feet of water. ([Safety alert pdf](#))

Best Practices

Mine operators should:



- *Install berms at the edge of the working surface so machinery can operate a safe distance from the water.*
- *Evaluate ground conditions and mining methods before operating equipment near water.*
- *Examine work areas and equipment and correct unsafe conditions.*
- *Task train equipment operators on the operation of machinery.*

Additional Information

This is the 12th fatality reported in 2023, and the fourth classified as “Machinery.”



Workplace Stress

Making workers' mental health a priority creates a positive work culture and fosters better communication between employers and employees. Offer resources to help workers manage emotions, build resilience and maintain a healthy work-life balance.

Statistics

- Nearly one in five US adults live with a mental illness
- Workplace stress has been reported to cause 120,000 deaths in the US each year
- Approximately 65% of U.S. workers surveyed have characterized work as being a very significant or somewhat significant source of stress in each year from 2019-2021
- 83% of US workers suffer from work-related stress
 - 54% of workers report that work stress affects their home life
- For every \$1 spent on ordinary mental health concerns, employers see a \$4 return in productivity gains



Stress can be harmful to our health and **increase mental health challenges**. Mental health challenges can include **clinical mental illness** and substance use **disorders as well as other emotions** like stress, grief, **feeling sad and anxious**, where these feelings are temporary and not **part of a diagnosable condition**. While there are many **things in life that induce stress**, work can be one of those factors. However, **workplaces** can also be a **key place for resources**, solutions, and activities **designed to improve our mental health and well-being**.

Workplace stress and **poor mental health can negatively affect workers** through — **Job performance** ▪ **Productivity** ▪ **Work engagement and communication** ▪ **Physical capability and daily functioning**.

Understanding the Problem

Loneliness ▪ **Isolation** ▪ **Uncertainty** ▪ **Grief** ▪ **Fear** — Stress can **increase these and other mental health challenges** and can be **harmful to our health**. The amount and **type of stress experienced** varies from person to person **due to many factors**, including those **experienced at work**.

While there are **many things in life that induce stress**, work can be **one of those factors**. Workplace stress and **poor mental health can negatively affect workers** through their **job performance and productivity**, as well as with their **engagement with others at work**. It can also impact worker **physical health**, given that stress can be a **risk factor for various cardiovascular diseases**. However, workplaces can also be a **key place for resources**, solutions, and activities **designed to improve our mental health and well-being**.

Work has **always presented various stressors**. Workers are constantly **dealing with new stressors** introduced to the **workplace**, and in some instances, these **stressors have amplified** other issues at work. More than **80% of US workers have reported** experiencing workplace stress, and **more than 50% believe** their stress is related to how **work impacts their life** at home. **Workplace stressors** may include:

- *Concerns about job security (e.g., potential lay-offs, reductions in assigned hours).*
- *Lack of access to the tools and equipment needed to perform work safely.*
- *Fear of employer retaliation*
- *Facing confrontation from customers, patients, co-workers, supervisors, or employers.*
- *Adapting to new or different workspace and schedule or work rules.*
- *Having to learn new or different tasks or take on more responsibilities.*
- *Having to work more frequent or extended shifts or being unable to take adequate breaks.*
- *Physically demanding work.*
- *Learning new communication tools and dealing with technical difficulties.*
- *Blurring of work-life boundaries, making it hard for workers to disconnect from the office.*
- *Finding ways to work while simultaneously caring for children including overseeing online schooling or juggling other caregiving responsibilities while trying to work, such as caring for sick, elderly, or disabled household members.*
- *Concerns about work performance and productivity.*
- *Concerns about the safety of using public transit as a commuting option.*

These, and many other, **work-related stressors** can take a **toll on a person's sense of well-being** and negatively impact their **mental health**. For some, these **stressors can contribute to serious problems**, such as the **development or exacerbation of mental health challenges** (e.g., **anxiety disorder, depression disorder or substance use disorders**.) **Psychologists and psychiatrists** are sounding the **alarm about a mental health crisis forming**, and **data supporting their concerns** have started to **emerge**. As one example, [survey results](#) from the CDC suggest that about **40 percent of U.S. adults** were experiencing **negative mental or behavioral health effects** in June 2020, including **symptoms of anxiety disorder or depressive disorder**, trauma-related symptoms, new or **increased substance use**, or suicidal thoughts. An article published by the [National Safety Council in August 2020](#) detailing a **spike in opioid overdoses** further highlights the **need for more mental health resources**.

Because of the **many potential stressor's workers** may be experiencing, a **comprehensive approach** is needed to **address stressors throughout the community**, and **employers can be part of the solution**. More than **85% of employees surveyed** in 2021 by the [American Psychological Association](#) reported that **actions from their employer** would help their **mental health**. The goal is to find ways to **alleviate or remove stressors** in the workplace to the **greatest extent possible**, build coping and resiliency supports, and **ensure that people who need help know where to turn**. This **toolkit** offers **resources and tips that employers, workers, and co-workers can use to support** each other. **Unions and worker organizations** can also use these **resources to support worker mental health**.

▪ [Guidance & Tips for Employers](#)

▪ [Training Resources](#)

▪ [Real-World Solutions](#)

▪ [Outreach Materials](#)

Navigating the landscape of COVID-19 and its continuing variants has seemingly become less confusing. Hopefully this will be the path for the future. So that you can access the most updated information, we'll continue to provide links for your convenience.

Here are Resources containing the most current information and guidance for your workplace.

- [CDC – Centers for Disease Control](#) – Important info re: [COVID-19 vaccine & boosters](#)
(This season seems to have brought a couple of other viruses that are causing some issues. Visit the [CDC site](#) for latest information and recommendations for the Flu and RSV.)
- [CDPHE – Colorado Department of Public Health and Environment](#)
- [WHO - World Health Organization](#)
- [OSHA Guidance](#)
- [DOL Resources](#)
- [Covid19.colorado.gov](#)

COVID-19 Resource - Filing Whistleblower Complaints Related to COVID-19

OSHA's [new fact sheet](#) explains how workers can protect their right to raise workplace health and safety concerns relating to COVID-19 without fear of retaliation.

Visit OSHA's [COVID-19 Frequently Asked Questions](#) page for current information

OSHA's Recordkeeping Requirements During the COVID-19 Pandemic

OSHA issued enforcement guidance related to the COVID-19 pandemic for [Recording and Reporting Occupational Injuries and Illnesses](#) required under *29 CFR Part 1904*.

For more information see the [Enforcement Memoranda](#) section of OSHA's [COVID-19 Safety and Health Topics page](#).

