

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...](#)

▶ **Schedule of Classes – April 2023** [read more...](#)▶ **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. [read more...](#)

▶ **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..... [read more...](#)

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The Center for Disease Control (CDC) estimates that 22 million workers are exposed to potentially damaging noise at work each year. [read more...](#)

▶ **Modernizing VPP**

The public is **invited to share** their comments on how to modernize, improve, and expand **OSHA's Voluntary Protection Programs**. [read more...](#)

▶ National Safety **Stand-Down To Prevent Falls in Construction** — May 1-5, 2023 [read more...](#)▶ **THE 5 LARGEST OSHA FINES IN HISTORY** [read more...](#)▶ **It's Construction Season: TIME FOR A REFRESHER ON WORKSITE SAFETY PROTOCOLS**

Across the spectrum of jobs on construction worksites, workers face many jobsite hazards that can lead to injury or even worse... [read more...](#)

▶ **7 Ways to Improve Scaffolding Safety in Construction**

...over 62% of construction workers are exposed to heights where their center of gravity is more than 5 ft off the ground. [read more...](#)

▶ **OSHA WALKING-WORKING SURFACES RULES**

It's essential for companies to know how to comply with **OSHA's** Walking-Working Surfaces requirements for ladders, stairs, pits, and platforms to help protect workers and stay in compliance. [read more...](#)

▶ **Workers Memorial Day Events – April 27**

We will come together as families, workers, labor unions, advocates, and communities across our country to participate in honoring and recognizing our fallen workers this coming Workers Memorial Day. [read more...](#)

▶ **Q & A — Are there limits to how much weight a worker can be required to lift on the job?** [read more...](#)▶ **Ladder Safety**

Employees must understand how to properly set up, use and climb a ladder for safe work. [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...](#)

▶ **Colorado Motor Carriers Association**

Action Needed Now to Ensure that Qualified and Safe Truckdrivers are on Our Highways [read more...](#)

TRANSPORTATION NEWS SUMMARY cont'd

▶ ATRI Report Reinforces Strong Link Between Driver Behavior, Truck Crashes

The new release is a 2022 update to **American Transportation Research Institute's** findings originally published in 2005 and amended in 2011 and 2018 that all show unsafe driver habits are a reliable predictor of future accidents. [read more...](#)

▶ 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...](#)

▶ Driver Caught Using Tablet At Highway Speeds On I-80

A driver was so distracted that a police cruiser was able to get close enough alongside the rig to see a tablet propped up on the steering wheel. [read more...](#)

▶ The Ugly Truth About Screens And Driving

It's no longer a question of if professional drivers have seen this happen, but how often, how they react, and if they do it themselves. [read more...](#)

MSHA NEWS SUMMARY

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

▶ MSHA: Improving Miners' Safety and Health for 45 Years [read more...](#)



MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

▶ Seven Safety Strategies To Re-Engage Disengaged Employees

About 32% of the 67,000 full- and part-time employees surveyed were engaged in their work in 2022. That's about one in three of your 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)

> HYDROGEN SULFIDE AWARENESS COURSE

Our Hydrogen Sulfide Awareness course meets the requirements of the ANSI Z-390-2017 Standard for Hydrogen Sulfide Awareness training. 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.

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

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

- *PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** Apr 5, 19; 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): Apr 14, 27; 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]: Apr 14, 27; 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@mjssafety.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
 - Ironpros
 - Overdrive, Alex
 - Lockie
 - Capitol
 - Electronics Inc
 - NIOSH
 - OH&S
 - CDC
 - Fleet Owners
 - ATRI
 - CMCA
 - CVSA

► 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](#)

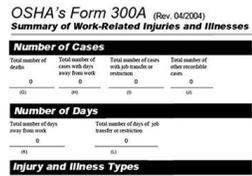




Read This Before Submitting 2022 Injury and Illness Data

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](#).



Occupational Noise Exposure

The **Center for Disease Control (CDC)** estimates that **22 million workers** are exposed to **potentially damaging noise at work each year**. Whether you work at a **sports venue**, on a **tarmac**, or operate a **jackhammer—hearing loss is preventable**.

Know Your Workplace Noise Levels!

If you **need to raise your voice** to speak to someone **3 feet away**, noise levels might be **over 85 decibels**. Several **sound-measuring instruments** are available to measure the **noise levels in a workspace**. These include **sound level meters**, **noise dosimeters**, and **octave band analyzers**.

Noise may be a problem in your workplace if you:

- Hear ringing or humming in your ears when you leave work.
- Have to shout to be heard by a coworker an arm's length away.
- Experience temporary hearing loss when leaving work.

The **National Institute for Occupational Safety and Health (NIOSH)** [Sound Level Meter App](#) is **one tool available** to the public to **download on mobile iOS devices** that **measures sound levels** in the workplace and **provides noise exposure parameters** to **help reduce occupational noise-induced hearing loss**.

Standards

[OSHA requires](#) employers to implement a **hearing conservation program** when noise exposure is **at or above 85 decibels averaged** over 8 working hours, or an **8-hour time-weighted average (TWA)**. Hearing conservation programs **strive to prevent initial occupational hearing loss**, preserve and **protect remaining hearing**, and equip workers with the **knowledge and hearing protection devices necessary to safeguard themselves**.

[See more information and resources](#)



Modernizing VPP

The public is **invited to share** their comments on how to **modernize, improve, and expand OSHA's Voluntary Protection Programs**.

Comments must be **submitted by April 14**.

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!

THE 5 LARGEST OSHA FINES IN HISTORY

#5 An Energy Company Experiences a Natural Gas Explosion

*6 workers were killed and at least 50 others were injured in a natural gas explosion at an energy power plant under construction. The accident occurred during a "gas blow" - a planned effort to clean out debris by directing high-pressure natural gas through pipes. The horrific event resulted in an **\$8,347,000** fine, leading up to a total of **\$16.6 million** also issued to the construction company.*

#4 A Major Food Manufacturing Plant Experiences an Explosion

*The fire and explosion caused 14 deaths and injured 38 others. The company received a penalty of **\$8,777,500**. A sugar dust explosion occurred in the unventilated steel conveyer belt under the granulated sugar storage silos where an explosive amount of sugar dust was built up at the plant.*

#3 A Chemical Fertilizer Company Experiences a Blast

*A fertilizer plant explosion took the lives of 8 workers and injured 120 others as well as destroyed a large section of the plant. This tragic event led OSHA to issue an **\$11,550,000** penalty. The investigation found that a fire occurred in the area of a waste gas vent compressor in the nitroparaffins plant, causing a series of explosions.*

#2 An American Refinery Explodes

*One of the largest industrial accidents in history with 15 died and 180 workers left injured in an almost seemingly fictional event. This particular refinery received a prior 300 OSHA violations before the explosion earned them a penalty of **\$21,361,500**. The final report states that the explosion occurred when a distillation tower flooded with hydrocarbons and became over-pressurized, causing a geyser-like release from the vent stack.*

#1 The Same American Refinery Experiences and Oil Spill

*This particular accident killed 11 people on the drilling rig as a subsequent event to the event that occurred in case number 2. With a record number of violations stacked against the refinery, OSHA issued the largest fine in history, **\$81,340,000**. The blowout caused millions of barrels of oil to spill into the Gulf, endangering thousands of animals and contaminating their habitats. The environment effects of the spill were majorly on marine life, birds, and the groundwater supply in the area. The defendants alleged to be responsible for the spill received a complaint filed by the United States.*

It's Construction Season: TIME FOR A REFRESHER ON WORKSITE SAFETY PROTOCOLS

Every spring, as the **days get warmer** and the weather gets **consistently drier**, the construction industry **ramps up their projects** and construction **season officially begins**. And with the onset of **various projects** between infrastructure, **specialized industrial**, institutional or **commercial construction**, it is the time of year that **workers and safety managers** alike should be **refreshed on proper safety protocols** while on the job.

Across the **spectrum of jobs** on **construction work sites**, workers **face many jobsite hazards** that can lead to **injury** or even worse: **a fatality**. Understanding the **different hazards**, properly training employees and **providing the right personal protective equipment (PPE)** solutions can **help protect workers** when and where **they need it most**.

The Fatal Four

OSHA defines the **four main hazards** within the **construction industry** as the **"Fatal Four,"** ([pdf](#)) which **account for the leading cause of workplace deaths**: falls, electrocution, **caught-in or between** and **struck-by incidents**.

1. Falls

Falls are the number one cause of worker fatalities in construction. In 2020, 351 of the 1,008 total fatalities in construction were a result of falls. To help prevent falls, OSHA recommends employers [plan ahead](#) by discussing how the job will be done and what tasks will need to be completed to ensure safety. Then, employers should provide the right equipment for the specific tasks and train all workers to learn how to properly use the equipment.

2. Electrocution

Construction workers are approximately four times more likely to be electrocuted than workers in all other industries. Many construction electrocutions happen when workers encounter live electrical equipment, temporary power and overhead or underground power lines.

While electrical hazards are dangerous, [risks can be reduced](#) by implementing safe work practices. Workers should use caution around energized lines, de-energize equipment before repairing and wear appropriate PPE. Some safety eyewear, hard hats, fall protection, gloves and footwear are designed to help protect the wearer from electrocution by using dielectric PPE products and products with antistatic and electrostatic discharge features.

3. Caught-in or between

Caught-in or between hazards [occur on construction sites](#) when working around machinery that has unguarded moving parts, unprotected excavations or trenches and collapsing walls during demolition. Working around heavy equipment that tips over and moving vehicles or equipment can also result in caught-in or between incidents.

Employers can help protect workers by ensuring machines are properly guarded and training employees on how to follow [safety procedures](#). Proper training and high visibility clothing can help prevent caught-in or between injuries.

4. Struck-by incidents

Struck-by injuries are the leading cause of nonfatal injuries and the second most common cause of fatalities among

construction workers. These incidents mostly occur when workers are struck by heavy equipment or vehicles and falling or flying objects. Employers can help prevent struck-by incidents by providing training, inspecting equipment before use and providing the right PPE such as safety glasses, hard hats and face shields.



Understanding worksite risks leads to better safety outcomes

While the **four hazards listed** are the **most common causes of worker fatalities**, they are not the **only onsite risks construction workers face**. For example, they **risk hearing loss** from exposure to **loud machinery** and drilling noises, or they can suffer **hand injuries** when **manipulating metal, concrete, or other hard materials**. Eyesight can also be **compromised from sun** exposure, haze, **flying debris, dust, or even larger particles** can harm a construction **worker's eyes** if they **aren't wearing the proper safety eyewear**.

Worksite **dangers are everywhere**, but the risks they **pose can be reduced**. Building a **holistic culture of safety is critical to help ensure** workers stay **out of harm's way** throughout their **entire shifts**. For safety managers, **here are three key things** to remember: **(1) Understand the risks of each job, (2) instill and reinforce safety best practices with proper training and (3) equip workers with comfortable and well-fitted PPE that they will wear all day**. In doing so, **more lives will be protected** not just **during construction season but all year long**.

LET MJS Legacy Safety BE YOUR

OSHA-AUTHORIZED

ONE STOP SHOP FOR TRAINING.

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

Questions?

CALL US!!

WE'RE HERE TO HELP!

7 Ways to Improve Scaffolding Safety in Construction

Falls are the leading cause of workplace injuries and even deaths in the construction industry.



Scaffolding is used on construction or renovation worksites as a temporary structure to support and allow workers to perform their duties. It is often used off the ground, at raised or higher levels. Proper scaffolding is usually built out of wood and/or steel and is durable enough to safely hold the full weight of construction workers and any required equipment.

However, the U.S. Bureau of Labor Statistics (BLS) reports that over 62% of construction workers are exposed to heights where their center of gravity is more than 5 feet off the ground. Working at heights of any level increases these workers' risk of injury from falling. And in 2020, 3,250 workers suffered injuries due to scaffolding.

Common Scaffolding Hazards

A few of the most common scaffolding hazards include:

- A lack of fall protection equipment leading to falls from an elevated height
- Overloading or instability of the scaffold causing it to collapse
- Workers being struck by falling items from the scaffold, such as tools, materials or debris
- Proximity to overhead power lines leading to the risk of electrocution

Falls are the leading cause of death for construction workers, and 86% of deaths in the construction industry are due to scaffolding. Why is this number so high? Several factors contribute to the higher risk of scaffolding falls, such as:

- Lack of fall protection for the worker and no fall protection program in place
- Inexperienced or untrained workers who cannot identify common fall hazards
- Unstable work surfaces with no guardrails or wheels left unlocked before a worker climbs the platform
- Workers left alone on scaffolding during off hours

Scaffolding Safety: OSHA Regulations and Employee Training

OSHA has had a [standard](#) in place for scaffolding safety since 1971, and it has been updated several times throughout the years. This rule spells out the safety standards that regulate the design, construction and use of scaffolds in the construction industry. It explains fall protection systems and describes the training any employees using scaffolding should undergo before they are permitted to use them.

Employers are responsible for ensuring compliance with OSHA's regulations, and workers should be properly trained and familiarized with them. Some of the rules the OSHA standard states that employers must comply with include:

- Weight capacity requirements for all scaffolds
- Scaffold platform construction requirements
- Criteria for supported scaffolds and suspended scaffolds
- Access and use requirements
- Fall protection requirements
- Falling object protection

In 1996, when OSHA revised its scaffold standards, the Bureau of Labor and Statistics found that 25% of workers received no training on scaffold safety. Training is key in protecting workers from debilitating accidents due to scaffolding.

Scaffold Accident and Fall Prevention Tips

Scaffolding accidents can lead to serious injuries and, in some cases, even death. Workers can fall from an unstable scaffold or from unsafe working conditions, such as working outside on scaffolding during inclement weather. Without proper safety measures in place, scaffolding can be a hazard to the employees utilizing it and to others working nearby. Seven essential scaffolding safety tips to follow include:

1. Perform An Inspection Before Use

Before allowing workers to mount scaffolding, perform a thorough inspection to ensure all components are secure, tight and undamaged. Check for things like missing or damaged guardrails, ties or connectors.

2. Use Fall Protection

Make sure that guardrails are in place and secure. Workers should also wear personal protective equipment, including hard hats, harnesses and lanyards when working at heights.

3. Follow Load Capacity Guidelines

Never exceed the maximum load capacity of the scaffold. OSHA states that "each scaffold and scaffold component must support without failure its own weight and at least four times the maximum intended load applied or transmitted to it." Additionally, make sure to distribute weight evenly and not overload one side of the scaffold.



4. Ensure The Scaffold Is Secure

Scaffolds should be restrained by tying, bracing or something equivalent to these means. Scaffolds must also be securely fastened to the building structure to prevent movement or tipping.

5. Maintain A Safe Work Area

Warning signs should be placed around the scaffold to alert workers and pedestrians of potential hazards. Additionally, keep the work area free of clutter and debris and quickly clean up any spills that could cause slippery surfaces near the scaffold.

6. Use Proper Access

According to OSHA, employers must provide access when the scaffold platforms are more than two feet above ground or below a point of access. Safe and secure access to the scaffold by using ladders or stairs should be used, not items like boxes or other unstable objects.

7. Trained Workers

All employees need regular training by a qualified individual to ensure they can recognize the common scaffolding hazards and understand how to minimize them. Training should include sessions on the specific hazards, including falls, falling objects, and electrical concerns, as well as how to properly use the scaffold and handle materials once on it. Only trained workers should be allowed to use scaffolding.

Taking these precautions can prevent employee accidents, minimize downtime, and improve the overall efficiency of a construction project.

OSHA WALKING-WORKING SURFACES RULES

It's essential for companies to know how to comply with OSHA's Walking-Working Surfaces requirements for ladders, stairs, pits, and platforms to help protect workers and stay in compliance.

OSHA's standard for walking-working surfaces, [29 CFR 1910.22](#), outlines requirements for ensuring that work surfaces are clean, dry (whenever possible), and properly maintained to ensure employee safety.

What are several types of fall protection under the walking working surfaces regulations?

Fall protection: Employers may choose from the following fall protection options: guardrail system; safety net system; personal fall arrest system; positioning system; travel restraint system; ladder safety system; or rope descent system.

FactSheet ([pdf](#))

OSHA's Final Rule to Update, Align, and Provide Greater Flexibility in its General Industry WalkingWorking Surfaces and Fall Protection Standards

Q Are there limits to how much weight a worker can be required to lift on the job?

A OSHA does not have a standard that sets a maximum limit on how much weight a person may lift or carry. However, the National Institute for Occupational Safety and Health developed a [mathematical model](#) that helps predict the risk of injury based on the weight being lifted and accounts for many additional factors. The model is based on medical research into the forces needed to cause [damage to bones and ligaments of the back](#).

Regardless of the lack of a specific weight limit standard, OSHA's [General Duty Clause](#) requires employers to provide jobs and workplaces that are free from recognized hazards likely to cause death or serious physical harm to their employees. This means that employers must take measures to protect workers from lifting objects or in such a way as to cause injuries.

For more information about preventing injuries from lifting and other physical tasks, visit OSHA's [Ergonomics webpage](#).

Workers Memorial Day Events

We will come together as families, workers, labor unions, advocates, and communities across our country to participate in honoring and recognizing our fallen workers this coming Workers Memorial Day. OSHA is creating a resource to assist in locating an event/ceremony.

We would like to help promote your Workers Memorial Day event/ceremony. Please complete the [Event Form](#) so we can include it on our forthcoming interactive map.

Continue to [visit this page](#) (click on the Workers Memorial 2023 tab) as our Workers Memorial Day map of events develops.

SAVE THE DATE

Workers Memorial Day Ceremony
Occupational Safety & Health Administration and the
Mine Safety and Health Administration

April 27 at 1 p.m. EST

Join us for an in person and virtual Workers Memorial Day ceremony as we honor and remember all the workers who lost their lives.

www.osha.gov/workers-memorial
In Person and Live Streamed

U.S. Department of Labor building, in the Great Hall and Veterans Plaza
200 Constitution Ave NW, Washington, DC 20210

**WORKERS
MEMORIAL
DAY**

Ladder Safety

Employees must understand how to properly set up, use and climb a ladder for safe work.

Every household in America probably has a ladder in it, maybe it's a step stool or a ladder that extends eight feet or more into the air. Either way, there is a right and there is a wrong way to use ladders, especially when it comes to industrial facilities or construction sites.

In fact, improper ladder use is so widespread that OSHA's construction industry standard for ladder safety has been part of its Top 10 Most Frequently Cited Standards list for years, topping out at number three in fiscal year 2021 with over 2,000 violations for the standard.

CDC statistics show that 43 percent of fatal falls in the last decade involved a ladder. On the construction side, falls from ladders made up 81 percent of all fall injuries since 2012. Understanding how to choose, set up and use a ladder will be the difference in safe work with this popular tool.

Choosing the Right Ladder

Some of the most horrific incidents involving ladders stem from incorrect choice of equipment. Issues will crop up if you choose a ladder that is too short, or even too tall for the job you are trying to complete.

When choosing a ladder, you should keep a few things in mind: style, height, performance and material. There are a few different kinds of ladder styles: a stepladder, extension ladder, telescopic ladder and multi-function ladders. Each of these styles serves the worker in different ways to create safe work, but there are other factors to consider.

When it comes to the height of the ladder, it is not as simple as figuring out how high the work is. You must consider the angle of the ladder, the highest standing point on the ladder (which is four rungs from the top), the required overlap of ladder sections and the extension above the roofline. Later, we will talk about these requirements in specifics.

In addition to the style and height of the ladder, you will also have to think about the weight capacity. As you would expect, ladders are designed to hold a specific amount of weight. This includes the weight of the person climbing plus any materials they may need to bring up with them. Ladders have different duty ratings to identify the weight load limits they can handle. This is very important to take into consideration, as you would not want uneven weight distribution during work.

The last thing you'll want to take into consideration is the type of material the ladder is made out of. Ladders used to be made of wood and metal, but technology has changed and there are ladders on the market made from aluminum and fiberglass. Advances in technology have also made ladders more lightweight, decreasing the amount of work it takes an employee to get the ladder from place to place.

Properly Setting Up a Ladder

Before the employee ever steps foot on the ladder, there are a few things that need to be done first. Before anything else, the worker needs to inspect the ladder for damage such as bends, dents, sharp edges, grease or slickness, loose rungs or bolts and damaged footpads. If the ladder is damaged in any way, it should be reported to a supervisor and another ladder should be used instead.



After determining that the ladder is in good working condition, workers will need to inspect the surface that will hold the ladder. They will need to ensure that it is free of debris that could affect the ladder stability and that there are no electrical hazards present. If the surface is clear and the ladder's feet are appropriate for the surface-type, then you can begin to lean your ladder using the 4-1 rule.

The 4-1 rule helps workers to ensure they are properly angling their ladder each time. The base of your ladder should extend 1 foot for every 4 feet of height between the working surface and the point of contact. When done correctly, the ladder will meet the ground at a 75-degree angle.

Climbing the Ladder

There are a few things to keep in mind here as well. When ascending the ladder, employees should be sure to maintain three points of contact with the ladder at all times. They should face the ladder and climb, hand over hand, and stay between the rails. It is important that employees do not carry tools or other supplies while climbing, instead they can hoist tools using a pulley system or electric hoist.

Employees should be sure to not lean too far back when ascending the ladder, as this can cause falls. They should keep their waist between the rails to ensure the center of gravity stays where it should.

Key Takeaways

- **DO** maintain three points of contact.
- **DO** extend the top of the ladder over the point of contact using the 4-1 rule.
- **DO NOT** place the ladder on uneven ground or other materials to add to its height.
- **DO NOT** lean out beyond the ladder's rails.
- **DO NOT** carry extra tools and materials up with you when ascending.

Find [resources](#) to help protect workers from fall, electrocution and other hazards.

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

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.](#)

Colorado Motor Carriers Association

Action Needed Now to Ensure that Qualified and Safe Truckdrivers are on Our Highways

Recently, the Colorado House Judiciary Committee amended Senate Bill 28, concerning penalties involving the operation of a commercial vehicle. The committee downgraded the penalty for failure to have a Commercial Driver's License (CDL) to a mere traffic infraction carrying a maximum fine of \$100 with a \$15 surcharge. This would make the penalty for failing to have a CDL, the same as a person driving a Toyota Prius without a license even though the truck weighs 20 times greater. It would also mean that Colorado would have the lowest penalty in the country for this offense.

The action by the House Judiciary Committee acts to diminish the importance and value of being a professional truckdriver and places the public at risk. It also provides a green light to bad actors and the companies that may hire them as they view this as a cost of doing business and are out on the highway the very next day without ever obtaining a CDL.

Navigating a tractor-trailer that is over 70' in length and weighing 80,000 pounds requires a great degree of expertise and is not something that everyone can do. Doing this job safely involves having the proper training, mindset, and skills. In Colorado, the importance of having a CDL may be greater than in almost any state in the country.

We are asking legislators to restore SB 28 back to the form it was in the Senate with the greater penalty that is the standard across the country.



ATRI Report Reinforces Strong Link Between Driver Behavior, Truck Crashes



The new release is a 2022 update to American Transportation Research Institute's findings originally published in 2005 and amended in 2011 and 2018 that all show unsafe driver habits are a reliable predictor of future accidents.

In Oct. 2022 ATRI released a 2022 update to its Predicting Truck Crash Involvement research, based on more than 580,000 individual truck driver records, that reinforces ATRI's long-discovered finding of a strong link between unsafe driver behaviors such as failure to use turn signals, right-of-way violations, and erratic lane changes and future crashes.

This new report uses the same statistical methods as the prior research and identifies more than 25 different violations and convictions that increase the likelihood of future crashes, five of which increased future crash likelihood by more than 100%, according to an ATRI summary of its findings.

Having a previous crash increased a truck driver's probability of having another one by 113%, which is 28.4% higher than the previous ATRI reports, according to the Oct. 11 summary.

"Having a science-based model for predicting crashes is one of the most important tools the trucking industry can have," said Dan Horvath, American Trucking Associations (ATA) VP of safety policy. "ATRI's Crash Predictor research allows carriers to target and monitor those truck driver behaviors that matter most. With truck crashes increasing, there is no better time to have this data in our hands."

According to 2021 data from the National Highway Traffic Safety Administration (NHTSA), 42,915 people died in motor vehicle crashes—a 10.5% increase from the 38,824 fatalities in 2020. Fatalities in crashes involving at least one large truck were up 13% last year. The projection is the highest number of fatalities since 2005 and the largest annual percentage increase in the Fatality Analysis Reporting System's history, according to NHTSA. Data reported by the Federal Highway Administration shows that vehicle miles traveled in 2021 increased by about 325 billion miles, or about 11.2%, compared to 2020.

Behaviors with the strongest link to truck crashes

Five behaviors have consistently been strong indicators of future crash involvement across three or more of ATRI's reports. They are: a reckless driving violation; a conviction for failure to use or improper use of turn signals; a prior crash; a failure to yield right-of-way violation; and a conviction for improper or erratic lane changes, according to the 2022 ATRI report.

The new Crash Predictor update includes several new analyses, including a safety comparison between 18- to 20-year-old truck drivers and those older than 24 years. The study finds drivers younger than 21 have statistically fewer crashes than those older than 24. It cautions, however, that "due to the small sample size of drivers under the age of 21, further research on young driver safety is necessary."

A current federal effort, the Safe Driver Apprenticeship Program, is studying how younger drivers operate in interstate commerce. The Federal Motor Carrier Safety Administration (FMCSA) opened registrations for the under-21 driver pilot in July. They are prohibited from driving across state lines on the job, but the program will grant exemptions to under-21 drivers who participate. Up to 3,000 drivers between 18 and 20, and up to 1,000 motor carriers will be accepted into the program, which is backed by the U.S. Departments of Transportation and Labor and is part of the 2021 Infrastructure Investment and Jobs Act.

Eye-opening insights about gender in trucking

The new ATRI study also illuminates the problem of an aging driver population as it finds that the average trucker age has gone up from 43 in 2005 to 46 in 2022.

The report also revisits the safety of male drivers versus females, with female drivers continuing to be safer than their male counterparts. Women are driving trucks in greater numbers, but they account for less than 7% of the driver population, according to the new ATRI report, but as high as 12% in other studies. Women account for slightly more than 50% of the U.S. population.

The new ATRI analysis also documents a surprising differential between the percentage of female truck drivers overall (6.7%) and their much smaller representation among driver inspections (2.7%).

Table 8: Top Five Stable Predictors of Crash Risk

Violation / Conviction / Crash Type	Median Crash Likelihood Across All Four ATRI Crash Predictor Models
Reckless Driving violation	114%
Failure to Use / Improper Signal conviction	89%
Past Crash	88%
Failure to Yield Right-of-Way violation	85%
Improper or Erratic Lane Changes conviction	79%

The new **ATRI Crash Predictor** study found that **males were 76% more likely to receive a seat-belt violation, 57% more likely to receive a conviction for driving too fast for conditions, 19% more likely to receive a conviction for speeding more than 15 miles per hour above the speed limit, and 14% more likely to be involved in a crash.**

Finally, the **report includes** an updated list of the **10 top states for truck safety**, which are ranked by the **relationship** between traffic enforcement **inspections** and crashes. **Washington state** was the **top-ranked state**, followed by **Indiana, New Mexico, Arizona, and Massachusetts**. **Three states joined the top-tier list for the first time:** Massachusetts, **Georgia, and Pennsylvania.**

Only four states—Alaska, North Dakota, Vermont, and Wyoming—had fewer **truck-involved crashes** between the last **ATRI** report in **2018** and the new one, pointing to an **increase overall in truck-involved mishaps** and a need for more **traffic enforcement**. However, **10 states aren't inspecting** trucks as much: Hawaii, **Alaska, South Dakota, Montana, New Hampshire, Kentucky, Connecticut, Missouri, New York, and Maryland,** pointing to an **enforcement gap.**

“With the **recent unexpected increase in truck-involved crashes in the U.S.,** it becomes more **important than ever** to understand both the **underlying causes** and attributes of **these crashes** as well as **targeted strategies** for mitigating the **crashes,” ATRI’s 2022 Crash Predictor** report concludes.

The report “**provides important insight into truck driver behaviors** and violations that **generate a statistically significant likelihood of a future crash.** The research also **identifies additional driver and crash attributes** such as **age and gender** that allow **industry stakeholders** to better **target crash causes** before they occur.”

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.**

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.

don't be this driver.....



Driver Caught Using Tablet at Highway Speeds on I-80

A driver was so distracted that a police cruiser was able to get close enough alongside the rig to see a tablet propped up on the steering wheel. The truck, officers contend, had been observed drifting in and out of its lane at highway speeds.

This took place in early March on Interstate 80, a road where frankly any driver was lucky to pass after a series of serious closures in Wyoming left operators stranded and road crews run ragged trying to keep things clear. Throughout February, I-80 was on-again, off-again as crews would take as long as 13 hours to clear the highway, only to have a crash two hours later shut it back down.

The trooper was behind the CMV driver and observed him failing to maintain the lane on multiple occasions. After following the truck for a while, the trooper eventually decided to get a closer look at why exactly the tractor-trailer couldn't maintain its lane.

When the trooper got beside the driver, he could see a tablet propped on the steering wheel. A few seconds later the driver noticed the trooper and promptly put the tablet down.

The trooper stated after the tablet was yanked away, a stop and inspection was conducted, wherein the driver was 'cited for failure to maintain lane'. The trooper went on to say "Unfortunately we do see a big problem with phones, tablets, and screens of all types leading to distracted driving, adding that, from time to time, troopers have even witnessed CMV drivers watching movies, which is very unfortunate."

The trooper said that the state's long, straight, flat roads in some areas may lull drivers into thinking they have a moment to check an email or answer a text, but as you all no doubt are fully aware, that can have horrific ramifications.

"There's lot of wildlife in the area, and it only takes a brief moment or second to watch something other than the roadway for an animal to run out in front of you." Given how bad even momentary lapses in attention can be, "what happens if you're looking at a tablet and watching a movie?"

Speaking not just to professionals, but to all drivers, wherever your travels take you, whether road conditions are good or bad, the increasing amount of distracted driving incidents and crashes create a deadly mix for drivers.

Please, don't be one of these drivers!!!

The Ugly Truth about Screens and Driving

SOURCE: *Alex Lockie, Overdrive*

The comments and reader feedback *Overdrive* received after covering the above incident were nearly unanimous -- It's no longer a question of if professional drivers have seen this happen, but how often, how they react, and if they do it themselves.

A follow-up poll looked more closely at the phenomenon, with almost one in ten respondents even admitting to some form of handheld-screen use.

But first, some good news: 301 out of 429 respondents thoroughly rejected the practice, either saying it's "a danger to all" that they just try to steer clear of when they see it (41%), or that it's a danger that they try to stop (29%).

After that, though, it gets a little troubling. Around 13%, or 57 individuals, said pretty much everyone does it. About 9%, or 37 individuals, said watching videos or otherwise using handheld screens "can be OK under certain circumstances." Another 34 voters responded "Other," with an option to comment. Only four did.

It's clear from this poll that the wide majority of professional drivers soundly reject the practice.

But it's worth looking at evolving attitudes, and some of the very fair criticisms drivers level toward shippers demanding photos and communications while they're on the road, law enforcement driving around with open laptops mounted to the dash, and the general driving public, as unrestrained as ever in their bad behaviors behind the wheel.

Connect with MSHA

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

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



MSHA: Improving Miners' Safety and Health for 45 Years

SOURCE: Chris Williamson - MSHA Assistant Secretary

[En Español](#)

On March 9, we celebrated the *Mine Safety and Health Administration's* 45th anniversary and the contributions that its dedicated employees have made to advancing miner safety and health.

When Congress passed the *Mine Act* in 1977 and established **MSHA**, it gave clear direction to the agency, mine operators, labor, and the entire mining community that the first priority and concern must be the safety and health of miners. Throughout the years, our agency's employees have dedicated their careers to our mission – to ensure miners can return home from work each day to their families and communities safe and healthy.

There are thousands of miners currently working in over 12,500 mines across the United States, and they are an invaluable part of our country's workforce. Miners past and present have contributed so much to our country and way of life and deserve our gratitude as we reflect on the past 45 years. We must also remember and honor the memories of miners whose lives were taken in accidents and the thousands of miners who suffered and died too young because of preventable occupational illnesses such as Black Lung disease and silicosis. Each fatality is felt deeply across the *Mine Safety and Health Administration*.

When the *Mine Act* was passed, the fatality rate in the mining industry was more than four times greater than the average for all industries in the United States. Mining fatalities have dropped sharply under the *Mine Act* as **MSHA** has promulgated and enforced mandatory standards and worked together with miners, industry, labor and other stakeholders to prevent fatalities. There is still more work to do.

The mining industry has already experienced too many fatalities this year. **MSHA** – as we have historically done – will continue to use enforcement, compliance assistance, outreach and education, and other tools, and work with mine operators, labor organizations and mining stakeholders to focus on preventing future accidents. **Our Take Time, Save Lives** campaign is a reminder that many accidents can be prevented with just a few minutes – or seconds – to attach a harness, buckle a seatbelt or take other precautionary measures.

On the enforcement side, **MSHA** issued a **Pattern of Violations notice** to a mine operator for persistent serious health and safety violations, the first time in eight years that such a notice had been issued.

We launched our **Miner Health Matters** campaign to raise the visibility of **MSHA's** health initiatives. While **MSHA** works toward a **new silica rule**, we developed a silica enforcement initiative focused on sampling, compliance assistance, and miners' rights to better protect workers. We also implemented a **new effort to educate and assist coal miners in exercising their rights** to work in a less dusty and healthier section of the mine. Last year, we also launched a **New website** and an **Apprenticeship program**.

At **MSHA**, we continue to evolve and find new ways to fulfill our mission. Just last year we developed and launched a **mobile app** (Android or iPhone) to get health and safety information directly into miners' hands. It is now also available in Spanish.

We will also continue to use all of our tools to work with labor, mine operators, grantees, and others in the mining industry to prevent accidents and promote greater awareness about miner safety. We are also broadening our capacity to reach miners and mining communities through in-person and online communities.

We are proud of the work that our agency has done over the last 45 years to help protect America's miners. **MSHA** remains committed to our work and mission, and we will continue to use all our tools to ensure that miners' safety and health always remains the top priority and concern.

OUR CORE MISSION: to ensure that miners go home safe and healthy at the end of each shift.



Seven Safety Strategies to Re-Engage Disengaged Employees



Gallup just released another poll on employee engagement. About 32% of the 67,000 full- and part-time employees surveyed were engaged in their work in 2022. That's about one in three of your employees. 50% are like, meh, doesn't really matter – not engaged or actively disengaged. 18% were actively disengaged.

What does it mean to be **actively disengaged**? Bordering on **workplace violence**? No, it means “**disgruntled and disloyal**” because most of their **workplace needs** are unmet. A **disengaged employee**, operating on auto-pilot, wanting to **get the job done** as soon as possible, is **also an accident waiting to happen**. **These are your at-risk employees.**

In contrast, Gallup says **engaged employees** are enthusiastic and **committed to their work**. They get involved. These are **excellent candidates** for serving as **safety advocates**, coaches, **mentors**, committee members and **volunteers in various safety** and health activities.

The **50% of your workforce** who are neutral about their **connection to their job** and their company **can make or break** a safety and health program. They are **passively sitting back** to see what the company – and the **safety and health team** — do to **address their major work-related concerns**:

- *Can I develop new skills with outside-the-box training that is not bound to the classroom and lectures?*
- *Can my voice be heard and my opinions count without the threat of retribution?*
- *Can I do work that I feel most competent at performing?*
- *How do I connect to the mission and values of the organization (and includes safety and health values)?*
- *Is there someone in the workplace who truly cares about my well-being?*
- *I need clear guidance on what is expected of me in terms of job performance.*

You as a **safety and health professional** can't answer these **questions on your own**. Of course not. You need your **senior leadership** and the **rest of your safety** and health team, full-timers and **volunteers**, to truly commit **both time and resources** (*i.e. money*) in order to **win the hearts** and minds of those **neutrals**, and demonstrate to those **actively disengaged employees** the seriousness of the **organization's intent** to satisfy their **reasons for being disengaged** or **ambivalent about work**.

Here are seven ways you and your organization can leverage safety and health activities to re-engage the disengaged:

1. *Toss out decades of by-the-book safety and health training and deliver creative, interactive and fun, yes fun, training to build new skills.*
2. *Find new ways of executing core safety practices, such as hazard identification, risk assessment, auditing management systems, and communicating safety alerts and updates.*
3. *Study the core components of critical thinking and develop critical thinking skills that will reinforce workers' confidence that they are performing to their maximum capacity – to their very best – without the interference of cognitive biases.*
4. *Regularly engage in one-on-one conversations, personal coaching and mentoring; make use of buddy systems and teamwork; and lean into empathetic leadership to convince employees that yes, someone, actually a collective of coworkers and leaders, cares about their best interests, what they need to do the best job they can, and their personal well-being.*
5. *Ask employees probing questions – in training sessions and on audits and walkarounds -- about work conditions, hazards, where the next incident is going to happen. Closely, patiently listening to their opinions without judgment or biases. These conversations demonstrate empathy, and show employees are free to speak their minds without negative consequences.*
6. *As for connecting employees to a company's mission and values, former Alcoa chairman Paul O'Neill chose to emphasize safety as he went about changing the culture and improving the profit picture of Alcoa. Why safety? O'Neill realized profits, production, customer service, quality and other operations and departments do not have the emotional connection to employees' hearts and minds that saving lives and preventing injuries does.*
7. *If employees want clarity about expectations, look no further than safety and health. The life and death stakes of many safety and health issues mandate very clear expectations about finding and fixing hazards, wearing PPE, entering confined spaces, locking out machinery, working at heights, responding to emergencies and numerous other elements of a safety and health program.*

This is how **senior leadership**, you and **your safety team and advocates** can create **strategies and action steps** for convincing your **employees** (*who are increasingly ambivalent about their workplace and their work*) that your **workplace indeed does care** about everyone's **best interests and well-being**.

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](#).

