



**Enjoy this Holiday Season with Family & Friends!!**

**MJS Legacy Safety Consulting Services LLC**



**continues to focus our attention on  
'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 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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### ▶ **Winter Fire Safety Tips —** to help you safeguard your workplace [read more...](#)

### ▶ **6 Must-Have Safety Measures for Underground Utility Workers**

Underground utility construction safety is all about preparedness, site awareness, excavation and trenching best practices. [read more...](#)

### ▶ **Requiring Employers to Keep Employees Informed**

*A new topic every month.....* Paid Leave, Whistleblowing, & Protective Equipment [read more...](#)

## Your Right to Know

## TRANSPORTATION NEWS SUMMARY

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

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

### ▶ **Traveling During the Holidays? WINTER TRAVEL TIPS** [read more...](#)

### ▶ **FMCSA Rules on Insurance Coverage — NO INSURANCE, NO AUTHORIZATION** [read more...](#)



## TRANSPORTATION NEWS SUMMARY cont'd

▶ **Action Required: UPDATES TO FMCSA ACCOUNT LOGINS COMING**

*FMCSA Portal account login system changing -- users must take action* [read more...](#)

▶ **Colo. Law: Move Over for Me** *"Slow Down, Move Over" protections to ALL disabled vehicles.* [read more...](#)

▶ **FMCSA finalizes lower UCR fees for 2024**

*UCR fees for 2024 registration year about 9% reduced* [read more...](#)

▶ **CVSA Announces Dates for 2024 Human Trafficking Awareness Initiative** [read more...](#)

▶ **Second Drug and Alcohol Clearinghouse final rule compliance date is less than a year away.**

CDL Drivers in a "prohibited" status in the Clearinghouse will lose their commercial driving privileges.. [read more...](#)

▶ **Women in Motion AND Trucker Path JOIN FORCES TO Enhance Safety AND Convenience AT TRUCK STOPS**

A significant stride towards addressing and improving the concerns of women while on the road. [read more...](#)

▶ **CVSA Releases 2023 Brake Safety Week Results** [read more...](#)

▶ **FMCSA to Crackdown on Brokers Who 'DO NOT INTEND TO PAY' Carriers: Final Rule**

Called the "Immediate Suspension of Broker/Freight Forwarder Operating Authority" provision [read more...](#)

## MSHA NEWS SUMMARY

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

▶ **Speak Up, Save Lives: MSHA Has Your Back**

There have been far too many fatal mining accidents across the country this year. [read more...](#)



## MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

▶  **The Impact of Poor Posture on Spinal Alignment and Health** [read more...](#)

▶ **Holiday Party Safety** [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)

> RESPIRATORY PROTECTION TRAINING & FIT TESTING

Employees utilizing respiratory protection in the workplace must be trained in proper use, care and selection of respiratory protection. Employees must also be medically evaluated and fit tested to ensure that tight-fitting face pieces create a good seal. We offer general respiratory protection training as well as medical evaluation and fit test services at our facility or yours. We can also assist in training your Program Administrator in their responsibilities.

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

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

- \*PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** Dec 18 – In Person Only; 8 – 4:30;  
Dec 19 – Virtual Only; 8 – 4:30;  
Dec 28 - In Person Only; 8 – 4:30;
- \*First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): Dec 15, 19; 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]: Dec 15, 29; 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 Carrie to schedule.

For any last minute schedule updates, go to [www.mjslegacysafety.com](http://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

Order  
First Aid  
& other  
Safety Supplies  
[www.mjslegacysafety.com](http://www.mjslegacysafety.com)  
Jeremy  
720-203-6325  
Carrie  
720-203-4948

Want to schedule a class

On-Site at your Facility...

~ or ~

Attend a class at our Training Center?

Just give us a call !!

Need Help With

- ISNetworld
- PEC/Veriforce
- NCMS
- Avetta/BROWZ
- TPS ALERT

CALL US!!!

→ **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
  - CDC
  - bls.gov
  - NIOSH
  - United Nations
  - EMC Insurance
  - Blanchard CAT
  - ScienceDirect.com
  - MSHA
  - ATA
  - CVSA
  - Overdrive
  - CDOT
  - Legal Info Institute

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

## Drug Testing

More and more of the 3<sup>rd</sup> 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](#)





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

OSHA's Form 300A (Rev. 04/2004)  
Summary of Work-Related Injuries and Illnesses

Number of Cases			
Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restrictions	Total number of other recordable cases
(0)	(0)	(0)	(0)

Number of Days	
Total number of days away from work	Total number of days of job transfer or restriction
(0)	(0)

Injury and Illness Types

OSHA provides a [secure website](#) that offers three options for injury and illness data submissions. If your establishment is required to submit this data, you must use OSHA's [Injury Tracking Application](#), or ITA. At this link you'll find detailed information on the following:

- Launch the Application
- Who is covered by this reporting requirement?
- What must covered establishments submit?
- FAQs
- Job Aids (How-To)
- When must covered establishments submit their completed Form 300A?
- How do I submit my establishment data?

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 data.

**Need more assistance?** Use the [help request form](#).

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

## DOL Rule Expanding Submission Requirements for Injury, Illness Data Provided by Employers in High-Hazard Industries

***Final rule takes effect Jan. 1, 2024, for certain employers***



The U.S. Department of Labor announced a final rule that will require certain employers in designated high-hazard industries to electronically submit injury and illness information – that they are already required to keep – to the department's **Occupational Safety and Health Administration**.

The [final rule takes effect on Jan. 1, 2024](#), and now includes the following submission requirements:

- *Establishments with 100 or more employees in certain high-hazard industries must electronically submit information from their Form 300-Log of Work-Related Injuries and Illnesses, and Form 301-Injury and Illness Incident Report to OSHA once a year. These submissions are in addition to submission of Form 300A-Summary of Work-Related Injuries and Illnesses.*
- *To improve data quality, establishments are required to include their legal company name when making electronic submissions to OSHA from their injury and illness records.*

OSHA will publish some of the data collected on its website to allow employers, employees, potential employees, employee representatives, current and potential customers, researchers and the general public to use information about a company's workplace safety and health record to make informed decisions. OSHA believes that providing public access to the data will ultimately reduce occupational injuries and illnesses.

*"Congress intended for the Occupational Safety and Health Act to include reporting procedures that would provide the agency and the public with an understanding of the safety and health problems workers face, and this rule is a big step in finally realizing that objective," explained Assistant Secretary for Occupational Safety and Health Doug Parker. "OSHA will use these data to intervene through strategic outreach and enforcement to reduce worker injuries and illnesses in high-hazard industries. The safety and health community will benefit from the insights this information will provide at the industry level, while workers and employers will be able to make more informed decisions about their workplace's safety and health."*

The final rule retains the current requirements for electronic submission of information from Form 300A from establishments with 20-249 employees in certain high-hazard industries and from establishments with 250 or more employees in industries that must routinely keep OSHA injury and illness records.

***The announcement follows proposed amendments announced in March 2022 to regulations for requiring specific establishments in certain high-hazard industries to electronically submit information from their Log of Work-Related Injuries and Illnesses, and Injury and Illness Incident Report.***

Learn more about OSHA's [injury and illness recordkeeping and reporting requirements](#).

## Fee Changes for Student Course Completion Cards for Outreach Training Program

**Effective Oct. 1, 2023, OSHA increased the fee for new course completion cards from \$8 to \$10 per card to address significant cost changes associated with producing and distributing the cards. The new fee reflects the first cost increase since 2017.**



**OSHA will adjust the fee every two years if needed based on the Consumer Price Index.**

Fees for **replacement cards**, established by the **Authorizing Training Organizations**, may also be **affected by this cost** increase. Workers who **already have outreach cards** ***do not*** need to request replacements.

**OSHA has created 10- and 30-hour basic safety courses tailored to construction, maritime and general industry, as well as 7.5- and 15-hour classes for disaster site workers.** These courses **cover the basics of worker rights and OSHA protections.** They **also describe how to identify, avoid and prevent workplace hazards.** **OSHA does not require these courses but some municipalities, unions, employers and other organizations do.** In fiscal year **2022**, the program **trained more than one million students.**

To obtain **copies of course completion** documents, such as **student course completion** cards, students **must contact the original training provider.** Please note, **replacement student course completion** cards for **OSHA Outreach Training Program** classes **cannot be issued for training completed more than five years ago.** Only **one replacement card** may be issued **per student per class.**

[Authorized outreach trainers and online providers](#)

[More about OSHA's voluntary Outreach Training Programs](#)

### MJS Legacy Safety

is an [Authorized Outreach Trainer](#).

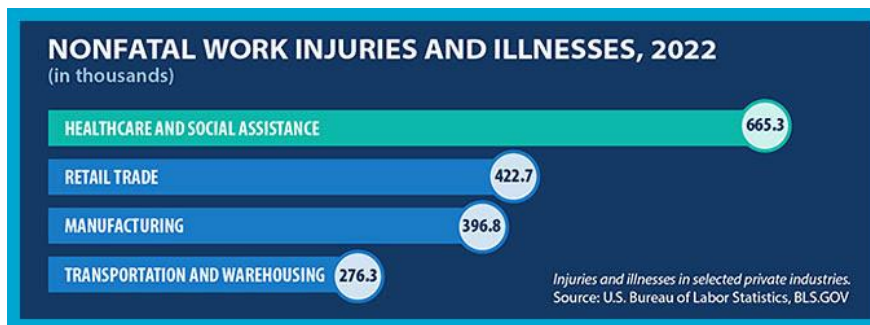
We offer the OSHA 10 & 30 hour courses for students.

**WE CAN HELP WITH REPLACEMENT STUDENT COURSE COMPLETION CARDS IF THE COURSE WAS TAKEN WITH CARRIE AND IS LESS THAN 5 YEARS OLD.**

**Give us a call!**

## Injury and Illness Report

The [Bureau of Labor Statistics reported](#) a 7.5 percent increase in occupational injuries and illnesses last year while the overall rate remained unchanged; injuries grew proportionally with the growth of the workforce.



## Severe Injury Reports

The new [Seven-Year Lookback Report](#) summarizes work-related severe injuries such as amputations and inpatient hospitalizations reported from employers covered under federal **OSHA** from 2015 to 2021.

# Recovery-Ready Workplace Toolkit



The [Recovery-Ready Workplace Toolkit: Guidance and Resources for Private and Public Sector Employers](#) is designed to help businesses and other employers prevent and respond more effectively to substance misuse among employees, build their workforces through hiring of people in recovery, and develop a recovery-supportive culture. It is also intended to serve as a resource to states, local governments, labor organizations, business groups, and non-profits considering launching multi-employer [Recovery-Ready Workplace \(RRW\)](#) initiatives at the local or state levels.



## What is a Recovery-Ready Workplace?

Recovery-Ready Workplaces adopt policies and practices that:

- expand employment opportunities for people in or seeking recovery;
- facilitate help-seeking among employees with substance use disorder (SUD);
- ensure access to needed services, including treatment, recovery support, and mutual aid;
- inform employees in recovery that they may have the right to reasonable accommodations and other protections that can help them keep their jobs;
- reduce the risk of substance misuse and SUD, including through education and steps to prevent injury in the workplace;
- educate all levels of the organization on SUD and recovery, working to reduce stigma and misunderstanding, including by facilitating open discussion on the topic; and,
- ensure that prospective and current employees understand that the employer is recovery-ready and are familiar with relevant policies and resources.

Employers, employees, customers, and society all benefit from recovery-ready workplace policies. Among the benefits are an expanded labor force, increased worker well-being, decreased turnover, improved productivity, and reduced health care costs. Employers adopting such policies help to reduce societal stigma and misunderstanding by fostering a culture in which SUD is recognized as a treatable health condition from which one can recovery, and people in or seeking recovery are welcomed and supported in the workplace.

Recovery-ready workplaces may:

- Develop and implement innovative approaches for recruiting and onboarding people in or seeking recovery, such as second-chance and supported employment models (such as Individual Placement and Support) for people who have SUD or are in recovery from it;
- Leverage tax credits, bonding programs, and partnerships (e.g., with treatment, recovery support, and workforce organizations; problem-solving courts; and other public or private entities) to employ people with or in recovery from SUD and/or to meet the needs of current employees with or in recovery from SUD;
- Adopt explicit branding as recovery-ready or recovery-friendly/recovery-supportive employers, communicating what that designation means not only to current and prospective employees, but to customers, industry groups, and the broader community;
- Establish a team specifically responsible for leading efforts to become and remain a recovery-ready workplace; and,
- Launch or accommodate peer support networks that may deploy recovery mentors or peer specialists and educators in the workplace.

The federal government, non-federal public sector, and the private sector can all establish recovery-ready workplaces. Additionally, states, local governments, unions, trade or industry groups, chambers of commerce, or independent entities such as community-based organizations, can lead multi-employer efforts that offer training, technical assistance, consultation, and certification as recovery-ready workplaces.

[Recovery Ready Workplace Toolkit](#)

[Benefits of Recovery-Ready Workplace Policies](#)

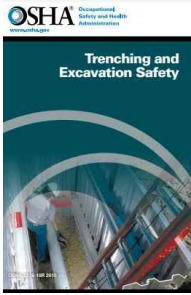
[Getting Started](#)

## MJS Legacy Safety offers NUCA COMPETENT PERSON FOR EXCAVATION & TRENCHING course

The [National Utility Contractor Association Competent Person for Excavation & Trenching Course](#) covers the requirements for excavation & trenching protection as well as the duties of the competent person. This 1 day course includes classroom training with hands-on exercises for soil analysis and classification, cave-in protective system selection and the duties of the employer's DESIGNATED COMPETENT PERSON.



## Fatal Safety Failure



# US Department of Labor Cites Bronx Contractor for Excavation Hazards after Deaths of Two Workers at JFK Airport

Two employees of a Bronx water and sewer line construction contractor were fatally injured in a trench at a construction site at JFK International Airport on April 3, 2023. These fatalities could have been prevented if their employer had ensured proper safeguards, and provided support and training federal investigation found.

The two employees were attempting to remove soil from below a concrete slab located within a trench when the slab broke apart and collapsed, fatally crushing both workers. OSHA inspectors found that contractor failed to:

- Support the concrete slab, exposing both employees to the danger of a collapse.
- Instruct employees on safe methods to remove the slab and provide supervision to ensure those methods were followed.
- Construct the excavation's protective system based on designs in accordance with OSHA standards.

As a result of these violations, OSHA cited the company for four serious violations with \$59,153 in proposed penalties.

"Working in excavations is inherently dangerous. Demolition of existing structures must be carefully planned, and shoring systems must be built according to their design. Employers are obligated to make a good faith effort to recognize, evaluate and control workplace hazards throughout the course of the work and as conditions change, which this contractor did not do," said Kevin Sullivan, OSHA's Long Island and Queens area director. "Diligent oversight and management of changing worksite conditions could have helped prevent this tragedy from happening."

## THE IMPORTANCE OF TRENCH SAFETY

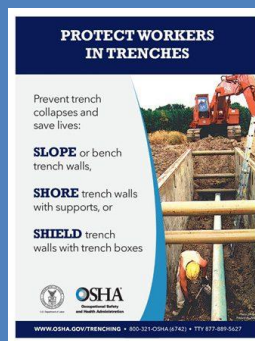
Trenching is an important part of any construction project; it involves digging and removing the dirt – then forming a narrow depression into the ground, which is then utilized for a variety of projects.

Trenches are used for a wide variety of civil and engineering projects, including laying pipes and telephone wire. In fact, trenching is so critical to construction projects that there are different methods and a variety of trenching equipment that can be utilized.

As with anything in the construction industry, though, trenching can be dangerous – and sometimes even fatal. That's why it's important to practice proper trenching practices to improve worksite safety.

Look at these essential trenching safety tips that your team should follow:

- > Install Protective Systems
- > Conduct Atmospheric Testing
- > Beware of Falling Loads
- > Routinely Inspect Trenches
- > Install Safe Access and Egress Points
- > Locate Utility Lines Before Digging
- > [Assign a Competent Person](#)
- > Install Proper Safety Signs
- > Practice
- > OSHA Provided Trenching and Excavation Safety



**Always remember to contact the Safety department if there are any questions at all.**

If you aren't careful, trenches can cause a serious injury, whether on a job site or elsewhere; the same can be said about any type of excavation work. The potential dangers of trenching can be severe, if not fatal. Here are some OSHA trench and excavation safety guidelines to exercise:

- > Never enter an unprotected trench
- > Trenches deeper than four feet need to have a protective system
- > Don't place any excavated soil/material within two feet of the trench edge
- > Don't stand near any vehicle being loaded or unloaded
- > Always wear proper safety equipment
- > Use a checklist to conduct safety inspections

# US DOL Announces Updates to Transition Assistance Programs for Job-Seeking Service Members, Veterans, Military Spouses



The U.S. Department of Labor recently announced updates by its Veterans' Employment and Training Service to the agency's [Transition Assistance Program \(TAP\)](#) intended to benefit military jobseekers.

The updates include the agency's signing of memorandums of understanding with six new partners to join the agency's [Employment Navigator and Partnership Program \(ENPP\)](#) for a three-year term. The program

complements the department's traditional TAP workshops with personalized employment assistance outside of the classroom for transitioning service members and their spouses. It also connects participants with partner organizations to help them before and after separation with additional employment services.

The newest ENPP partners are the [Women Veterans Alliance](#) in Lincoln and [VetsinTech](#) in San Francisco, California; the [National Center for Housing Management](#) in Jacksonville Beach and [SkillMil Inc.](#) in Jupiter, Florida; [MilitaryHire](#) in Akron, Ohio; and [International Scientific Advisors Inc.](#) in Beaverton, Oregon.

These new partners will offer digital matching of skills and experiences, employment networking and training services, and join 53 non-government and two government organizations now in the program. The ENPP now operates at 30 military installations worldwide, after a successful pilot completed at 13 installations in 2021.

In addition, VETS has expanded its [Off-Base Transition Training Program](#) to five additional states, doubling the number of the states with program workshops available at more than 100 locations. The program provides employment preparation resources for veterans, those veterans now in service with the National Guard and Reserves, and their spouses. This expansion now extends the program and its offerings to metropolitan areas in Denver, Colorado Springs, Las Vegas, New York, Portland, Rochester and throughout Illinois.

The agency also announced plans to update its [Career and Credential Exploration Curriculum](#) in January 2024. The revised curriculum will include enhanced self-assessments, enriched action plans, and a newly added resume writing segment tailored for use when applying for apprenticeships.

[Learn more about the latest updates to VETS' programs and educational offerings.](#)

## Protecting Temporary Workers

Workers employed through staffing agencies are generally called temporary or supplied workers. "Temporary workers" are workers supplied to a host employer and paid by a staffing agency, whether or not the job is actually temporary. Whether temporary or permanent, all workers always have a right to a safe and healthy workplace.

The staffing agency and the staffing agency's client (the host employer) are joint employers of temporary workers and, therefore, both are responsible for providing and maintaining a safe work environment for those workers. The staffing agency and the host employer must work together to ensure that the [Occupational Safety and Health Act of 1970 \(the OSH Act\)](#) requirements are fully met.

- [Employer Responsibilities to Protect Temporary Workers](#)
- [Joint Responsibility](#)
- [Both Host Employers and Staffing Agencies Have Roles](#)



### How Can OSHA Help?

Workers have a right to a safe workplace. If you think your job is unsafe or you have questions, contact OSHA at 1-800-321-OSHA (6742). It's confidential. We can help. For other valuable worker protection information, such as Workers' Rights, Employer Responsibilities and other services OSHA offers, visit [OSHA's Workers' page](#).

OSHA also provides help to employers. OSHA's On-Site Consultation Program offers free and confidential occupational safety and health services to small and medium-sized businesses in all states and several territories, with priority given to high-hazard worksites. To locate the OSHA On-Site Consultation Program nearest you, call 1-800-321-6742 (OSHA) or visit [www.osha.gov/consultation](http://www.osha.gov/consultation).

# US DOL Obtains Consent Injunction Requiring Contractor to Provide Employees with Fall Protection



***A judge ordered a “serial violator” roofing contractor to provide employees with fall protection equipment and ensure that it’s used at all company worksites.***

The U.S. Department of Labor has obtained a **consent injunction** ordering a **roofing contractor** and its principal to **provide employees with fall protection** equipment and **make sure it’s used** at all **company worksites**, as required by **federal law**. The order finds that, by **allowing employees to do roofing** work without **fall protection**, the company is **exposing them to imminent danger** of death or **serious harm**.

Since 2019, **OSHA** has cited this **contractor multiple times** for **fall-related violations**, including after company **employees suffered fatal** falls in **2019 and 2022**. In May 2023, the **company and its owner** signed a **settlement agreement** with **OSHA** to **resolve and affirm willful citations** the agency **issued in 2021**, which includes enhanced provisions for **correcting and preventing fall hazards**.

Entered in the **U.S. District Court** for the **Southern District of New York**, the **injunction requires** the **company and its owner** to comply with the **enhanced abatement provisions** of the **settlement agreement**, including notifying **OSHA** of **future company jobsites**, providing **all supervisors** with **OSHA 30-hour safety training** and all **employees** with **OSHA 10-hour safety training**, and retaining a **qualified safety consultant** to develop safety, **health and disciplinary programs** and conduct **worksite inspections**. If the **company and its owner** fail to **comply** with the agreement, the **department may file** a contempt **motion in federal court**.

**“Falls remain the number one cause of death in construction work, accounting for 351 out of 1,008 construction fatalities in 2020. Reducing that deadly statistic is made more difficult by stubborn employers who knowingly and repeatedly fail to comply with common sense and legally required safeguards,”** said the area **OSHA Regional Administrator**.

**“These settlement terms provide extra assurance of compliance, enforceable via contempt in district court, given this employer’s history, and underscore the Department of Labor’s commitment to pursuing effective and appropriate legal actions to help ensure that employers correct violations and take substantive steps to prevent them from recurring,”** said **Regional Solicitor of Labor in New York**.

In a separate legal action, the **U.S. Attorney for the Southern District of New York** filed **criminal charges** against the **owner in July 2023** arising from the **2022 worker fatality**.

**OSHA’s** area office in **Tarrytown** conducted the **original inspections**. Senior Trial Attorney David J. Rutenberg of the **regional solicitor’s office** in New York **negotiated the settlement and consent injunction**.

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!

# Winter Fire Safety Tips



Cold weather brings unique challenges when it comes to fire prevention and safety. In addition to your routine safety measures, addressing these specific hazards during colder months is crucial. Here are some winter fire safety tips to help you safeguard your workplace:

## **Holiday Décor Safety: Addressing Electrical Hazards**

When decorating for fall and winter holidays, you often use strings of lights and extension cords. Ensure all holiday lights and cords meet local electrical and fire safety codes and adhere to your company's safety standards. This precaution helps prevent electrical fires and accidents caused by faulty wiring.

## **Space Heater Safety: Avoiding Fire Risks and Overloads**

Small electric space heaters commonly used during winter, but can pose risks. Older models without safety features, such as tip-over shut off, may be dangerous. Overloading your electrical system using too many heaters or plugging them into extensions can also lead to fire hazards. Monitor space heater usage, consider safety features and prohibit the use of extension cords to mitigate these risks.

## **Static Control: Preventing Equipment Fires**

Dry winter air can generate static electricity, damaging equipment and leading to fires or explosions, especially in facilities handling flammable substances. To address this hazard, monitor and maintain proper humidity levels within your building to prevent static sparks from igniting.

## **Sprinkler Riser Rooms: Preventing Freezing Risks**

Riser rooms, often located on exterior walls, may need more heating. Insufficient heat may expose the sprinkler system to freezing, compromising fire protection. Ensure these rooms are adequately heated and regularly checked to prevent freezing and maintain fire safety.

## **Burn Barrel Safety: Minimizing Carbon Monoxide and Explosion Hazards**

In some scenarios, burn barrels may serve as the heat source. Depending on their contents, these barrels could pose carbon monoxide and explosion hazards. Implement strict controls on what can be burned, monitor workers to ensure compliance with safety protocols and ensure barrels are placed on a stable surface to prevent tipping.

## **Electric Shock Prevention: Protecting Workers and Equipment**

Wet shoes or boots combined with improperly grounded tools or equipment can lead to severe electric shocks, endangering workers and equipment. Include tools and equipment in your regular maintenance checklist to ensure they are properly grounded. Implement a policy of thoroughly drying footwear before working with electric tools or equipment to reduce the risk of electric shock.

## **Fire Hydrant Maintenance: Ensuring Firefighting Access**

While not a direct fire hazard, buried fire hydrants can impede firefighting efforts. Keep the area around your fire hydrant clean and accessible by clearing snow regularly and marking it with a flag for easy identification. This ensures quick response by the fire department in case of an emergency.

**By following these winter fire safety tips, you can address seasonal hazards and maintain a safer workplace during the colder months. Prioritizing fire prevention in the winter is essential for protecting your employees, assets and property.**

For businesses or facilities that may experience reduced occupancy during the winter months, it's essential to consider prepping your building for winter vacancy. [Learn more about these steps](#) to ensure comprehensive winter safety.

# 6 Must-Have Safety Measures for Underground Utility Workers



Underground utility construction safety is all about preparedness, site awareness, and excavation and trenching best practices. You can take several steps to ensure you and your team are constantly working safely at

job sites. What must-have safety measures should you be using in underground utility construction?

## 1. Follow excavation standards

One of the best ways to ensure utility construction safety is following excavation standards. Official standards designed by organizations like **OSHA** and the **U.S. Department of Labor** are required in the workplace for a reason — they work. You can use these standards as a roadmap to ensure minimum safety measures are in place.

For example, [OSHA standard 1926.651](#) outlines all the requirements for the excavation process. This standard includes the basic step-by-step process for a safe excavation as well as some best practices. You can always contact **OSHA** for more information or guidance on a specific standard.

One helpful feature in **OSHA** standards is [the soil classification index](#) — an appendix of the [1926 set of standards](#). Soil classification is vital for understanding your job site and preparing for any geological risks that might be present. Additionally, the type of soil you're working with can impact the ground-penetrating detection techniques you need to use to locate any existing buried infrastructure accurately.

## 2. Always verify the estimated location

Tracking down the estimated location of underground utilities can be frustrating and time consuming, but it's critical for ensuring safety. If you simply start digging with an approximate location in mind, you risk accidentally breaking a pipe or powerline, causing injury or damage.

Always complete the standard process for verifying the exact location of the underground utilities your team is excavating or working on. This usually requires contacting the original installer, identifying the estimated location and confirming it using detection equipment. Try to time location verification with clear, dry weather since soil dampness can interfere with ground-penetrating radar accuracy.

When in doubt, [use the standard 811 hotline](#) to contact **Call Before You Dig** services. Remember to leave plenty of time to verify the dig location since getting the right personnel and equipment on-site can take a day or two.

## 3. Prioritize safe trenching practices

Trenches are necessary for underground utility work, but they can be a serious hazard without the proper precautions. Observing the necessary trenching best practices is essential for ensuring underground utility construction safety.

For example, [shielding and shoring](#) are vital to verifying trenches are stable enough for your team to work in. Shoring may still be necessary even if you have shielding equipment like trench boxes in place. Take concerns about soil stability seriously, even if you must install more supports.

Make sure your team is highly aware of their surroundings at all times, as well. Seemingly simple oversights can lead to severe accidents, such as entering a wet trench or moving a suspended load over a canal with workers inside. Remind workers to keep all their equipment at least two feet away from the edge of the trench to prevent items from accidentally falling in.

## 4. Ensure safety equipment is easily available

Every industry pro knows the importance of safety equipment. However, you may have team members who aren't experienced yet or cannot afford good safety gear. Likewise, an experienced employee could easily have an accident that leads to a piece of their gear breaking.

It's always a good idea to keep some safety equipment on hand in case anyone needs it in situations like this. Make sure your team knows you have safety equipment available, as well. This will reduce a worker's anxiety about asking to borrow a hard hat or gloves.

Readily available safety gear also makes it more difficult for workers to pass off **PPE non-compliance**. Remind your team that failing to wear all of their protective equipment can be life threatening. For example, studies show [70% of falling accidents](#) involved a worker lacking **PPE**.

Encourage your team to invest in their own safety equipment. However, it's always best to have backup gear available so you can always put safety first.

## 5. Pay attention to weather

Weather is one of the most important factors in underground utility construction safety before and during on-site operations. *Rain, snow, sleet, frost* and *high humidity* all impact site safety and soil conditions. You need to pay close attention to weather patterns to make sure everyone can work safely.

For example, if you conduct trench shoring while the soil is frozen, the holes may become unstable and cave in when the ground thaws. On the other hand, if you dig, shield and shave a trench while the dirt is excessively dry, you may need more moisture to maintain stability.

Sudden changes in weather pose a particular hazard. For instance, heavy rain overnight can completely flood a trench or make the soil too damp to dig safely. If wet weather transitions to freezing temperatures, you can end up with icy canals. Both scenarios are too hazardous to approve on-site operations for the day.

Delays may be frustrating, but project leaders must pay attention to weather conditions. It's not worth risking your team's safety to try working through a bit of rain.

## 6. Use technology to monitor safety

There's been a lot of innovation in the underground utilities and construction industry in recent years. One of the exciting developments to come out of that innovation is **IoT (Internet of Things) safety monitoring** equipment. **IoT devices** can be extremely helpful, particularly at large job sites where visual monitoring is challenging.

There are a wide variety of **IoT tools** available that you can use to automate safety monitoring. For example, the mining industry is using **IoT air quality sensors** to detect hazardous fumes and pollutants in tunnels. Similarly, you can use **IoT sensors** to monitor soil conditions so you can remotely check your job site before calling in workers for the day.

### Ensuring underground utility construction safety

**Underground utility construction safety is all about awareness, preparation and wise decision making. Implementing the safety measures outlined here can help you ensure your team is always safe on the job. Top priorities in underground utility safety include trench stability, weather, soil conditions, PPE, effective safety monitoring and accurate location estimating.**

# Requiring Employers to Keep Employees Informed

## Labor Law Posters

Some of the **statutes and regulations** enforced by the **U.S. Department of Labor (DOL)** require that **notices be provided** to employees and/or **posted** in the **workplace**. DOL provides **free electronic copies** of the **required posters** and some of the **posters** are available in **languages** other than **English**.

**Posting requirements** vary by **statute**; that is, **not all employers** are **covered** by each of the **Department's statutes** and thus **may not be required** to post a **specific notice**. For example, **some small businesses** may **not be covered** by the **Family and Medical Leave Act** and thus **would not** be subject to the **Act's posting requirements**.

The [elaws Poster Advisor](#) can be used to **determine** which **poster(s)** employers are **required to display** at their **place(s) of business**. Posters, **available** in **English** and **other languages**, may be downloaded **free of charge** and printed **directly** from the **Advisor**. If you **already know** which **poster(s)** you are **required to display**, the **site** makes it easy to **download and print** the appropriate poster(s) **free of charge**.

Please note that the **elaws Poster Advisor** provides **information** on **Federal DOL poster requirements**. For **information** on **state poster requirements**, please visit [state Departments of Labor](#). For **Colorado posters**, use this [link](#).

*Each month we'll highlight a different topic and do our best to keep you up to date on any new or changing statutes and regulations.*

## **Paid Sick Leave under the Colorado Healthy Families and Workplaces Act (“[HFWA](#)”)**

The Colorado Healthy Families and Workplaces Act (HFWA) requires Colorado employers to provide two types of paid sick leave to their employees: accrued leave and public health emergency (PHE) leave (not currently in effect). The following points apply to both PHE and accrued leave.

- Paid sick leave must be paid for time off work, and at the same pay rate the employee earns during time worked.
- Paid sick leave can't be counted against employees as absences that may lead to firing or other negative action.

## **Protected Health/Safety Expression & Whistleblowing (“[PHEW](#)”)**

### **Worker Rights to Oppose Workplace Health/Safety Violations:**

- It is unlawful to retaliate against, or interfere with, the following acts:
  - (1) raising reasonable concerns, including informally, to the principal, other workers, the government, or the public, about workplace violations of government health or safety rules, or a significant workplace health or safety threat;
  - (2) opposing or testifying, assisting, or participating in an investigation or proceeding about retaliation for, or interference with, the above-listed conduct.
- A principal need not address a worker's PHEW-related concern, but it still cannot fire or take other action against the worker for raising such a concern, as long as the concern was reasonable and in good-faith.

### **Workers' Rights to Use Their Own Personal Protective Equipment (“[PPE](#)”):**

- A worker must be allowed to voluntarily wear their own PPE (mask, faceguard, gloves, etc.) if the PPE
  - (1) provides more protection than equipment provided at the workplace,
  - (2) is recommended by a government health agency (federal, state, or local), and
  - (3) does not make the worker unable to do the job

[Paid Leave, Whistleblowing, & Protective Equipment poster](#) (pdf)

## Reminder - Revised Federal Drug Testing Custody and Control Form Mandatory

▶ **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.](#)

## Traveling During the Holidays? WINTER TRAVEL TIPS

1. Log on to CDOT's Winter Driving web page at: <http://www.coloradodot.info/travel/winter-driving> for tips, road conditions, information on CDOT's 14-hour snow plow coverage and more; or call 511 for statewide road conditions.
2. Always keep the top half of your gas tank full. It can give you better traction and gives you a bigger margin of error if you get stuck and have to keep the engine running periodically to keep warm.
3. If you are stuck in a serious storm do not leave your car. Run the engine *periodically* and wait for help.
4. Carry blankets, water, a flashlight, a shovel, some nutrition bars or other food for sustenance. Winterize your vehicle's safety kit by including extra blankets, sand to help gain traction in the event you become stuck on ice or snow, jumper cables, an ice scraper and lock de-icer.
5. Remember that 4-wheel drive does not mean 4-wheel stop. A 4-wheel drive vehicle will not stop any better in icy conditions, especially if you have inadequate snow tires.
6. Be sure of your route. Don't go exploring in the back-country without some local knowledge, especially during a storm or when one is bearing down anywhere near your location.
7. Be sure you have good tires. The Colorado State Patrol recommends at least 1/8 of an inch tread depth. All season radials on a front-wheel-drive passenger vehicle are adequate for most situations; install them on all four tires. Four snow tires on most rear-wheel drive vehicles are usually adequate. Chain restrictions in Colorado are most often put into effect for commercial vehicles (*semi-trailer trucks*) and do not usually affect passenger vehicles.
8. In poor visibility or even whiteout conditions, don't drive faster than you can see ahead. High speeds in poor or no visibility can lead to large chain reaction accidents. Remember you can't see around mountain curves and corners either.
9. In addition to these winter driving tips, CDOT reminds all motorists to respect winter weather, conduct a pre-trip inspection of your vehicle, leave extra space between your automobile and others on the road, and never drink and drive. Of course, **ALWAYS buckle up!**



**Please Travel Safely!!**

## FMCSA Rules on Insurance Coverage



Trucks are the **backbone of U.S. commerce**. In 2016, **3.5 million heavy-duty trucks** carried more than **70% of the country's freight**. In total, trucking **employs 7.3 million people** and moves **10.5 billion tons of goods** each year.

With **so many trucks on the road**, the **Federal Motor Carrier Safety Administration (FMCSA)** has **strict rules about insurance** coverage. Freight trucks are **heavy, capable of causing expensive damage**, and **three times more likely** to be stolen than **passenger vehicles**. Plus, they're **full of valuable goods**.  
**NO INSURANCE, NO AUTHORIZATION**

Without **proper insurance, trucks** can't roll. The **FMCSA**, which issues **permits you need to conduct** trucking business, won't **issue operating authority** without **proof of liability and cargo** insurance. The exact **coverages depend on the type** of freighter and **what it carries**.

Hazardous **materials carriers**, for example, are **subject to stricter rules** and higher **levels of insurance**. This is also **true of freight haulers** that carry **passengers and expensive** or irreplaceable goods.

### CARGO INSURANCE

The **goods inside the truck** must be covered in the **event of damage**. This is handled **through cargo insurance**, which **covers property in transit**.

If your **company delivers anything**, cargo insurance is a **good idea**. But if you transport **household goods across state lines**, you are **required by federal law** to have **cargo insurance**.

States also require additional insurance for certain types of cargo. Trucking companies must stay in constant contact with insurance providers to ensure they're fully covered under federal and state laws.

### LIABILITY INSURANCE

Because of the **extraordinary risk** of serious **injury or death posed** by other **roadway users if involved** in an accident with a **semi-truck, commercial truck** drivers or **trucking companies** must carry **more liability insurance**.

The insurance requirements for the trucking industry include:

- *Federally-required liability insurance is determined by the weight of the truck and whether it carries hazardous materials. It's sometimes called public liability insurance because it protects the public in the event of a truck accident. If a truck carries non-hazardous materials and weighs 10,001 pounds or more, a \$750,000 liability policy limit is required. So if a trucker causes an accident that does \$500,000 worth of damage to a public roadway, the government will collect from the policy and repair the damage.*
- *For hazardous materials trucks, liability policies must have significantly higher coverages due to the risk and expense of cleaning up hazardous spills. A \$5 million policy must be carried at all times for trucks that deliver radioactive materials, explosives, gases, or anything that's poisonous by inhalation.*
- *Commercial vehicles (such as buses) with a seating capacity of fewer than 15 passengers must carry a liability policy of at least \$1.5 million, while buses that seat more than 15 passengers need a \$5 million policy.*
- *Trucks transporting household goods must also carry cargo insurance of \$5,000 per vehicle or \$10,000 per occurrence.*

**Liability policies cover** both property **damage and bodily injury**. If another **motorist or a pedestrian** has hospital bills as a **result of an accident caused** by a trucker, the **liability policy addresses** their bills.

The **Federal Motor Carrier Safety Administration** requires **proof of applicable insurance** upon **registration of the truck** with the **agency**.



# Action Required: UPDATES TO FMCSA ACCOUNT LOGINS COMING



## FMCSA Portal account login system changing – users must take action

In order to **improve security** and **comply with a federal mandate** for **Multifactor Authentication (MFA)**, **anyone** with an **FMCSA Portal account** needs to **take action by Dec. 1** to keep access to their account. (MFA is a multi-step account login process that requires users to enter more information than just a password.)

**Users will now** access the **FMCSA Portal** through a **Login.gov** account instead of using an **FMCSA Portal** username and **password**.

To **ensure continued access** to the **FMCSA Portal**, users **must set up** a **Login.gov** account by Dec. 1. **FMCSA** has [provided directions to create a Login.gov account here](#).

The **change is the result** of a directive from the **Federal Cybersecurity** plan under **White House Executive Order 14028** and **Office of Budget Memorandum M-22-09**, both part of what's **overall dubbed** a "**Federal Zero Trust Strategy**."

It is **requiring all federal agencies** to adopt secure **MFA** to enhance **information security** by Dec. 31. **MFA** will **verify your identity** requiring **two or more pieces** of evidence. These **factors can be something** you know (like a password), **something you have** (like an access card) or **something you are** (like facial recognition or fingerprint).

**Carrier and company users** with questions or **who need help** setting up their **Login.gov** account should contact **FMCSA** by **dialing 1-800-832-5660** or [submitting a question and chatting with an agent here](#).

**Colo. Law: Move Over for Me**  
**THE NEW PROTECTIONS TOOK EFFECT IN AUGUST 2023.**  
 Colorado joined the ranks of just nine other states in offering robust "**Slow Down, Move Over**" protections to **ALL disabled vehicles**.  
[HB23-1123](#) requires that drivers move over a lane whenever they encounter **ANY** stationary vehicle with its hazards flashing – and if they can't move over, they **must slow down**.

## FMCSA finalizes lower UCR fees for 2024

UCR fees for 2024 registration year about 9% reduced

**FMCSA** announced in a *Federal Register* notice that published **Thursday, June 22<sup>nd</sup>**, that it is **reducing the fees** for registration in the **Unified Carrier Registration (UCR) Plan and Agreement** for the **2024 registration year**.

The **fees for the 2024 registration year** are **approximately 9% less** than fees for **2023**, with **varying reductions** between **\$4** (for the smallest carriers) and **\$3,453**, depending on the **applicable fee bracket**. The **changes reduce the fees paid by motor carriers, brokers, freight forwarders, and leasing companies** to the **UCR Plan** and the **participating states**.



The **UCR Plan Board** provides **fee adjustment recommendations** to the **Secretary** when **revenue collections** result in a **shortfall or surplus** from the **amount authorized** by **statute**. If there are **excess funds** after payments to the **States** and for **administrative costs**, they are **retained** in the **UCR Plan's depository**, and **fees in subsequent fee years** must be **reduced**.

The **official website** of the **UCR plan** is [Plan.UCR.gov](http://Plan.UCR.gov).

### The new fees for the 2024 registration year:

2023 vs. 2024 Unified Carrier Registration Plan fees						
No. of power units	0-2	3-5	6-20	21-100	101-1,000	1,001 and above
2023 fee (previous)	\$41	\$121	\$242	\$844	\$4,024	\$39,289
2024 fee (new)	\$37	\$111	\$221	\$769	\$3,670	\$35,836
Difference	-\$4	-\$10	-\$21	-\$75	-\$354	-\$3,453



# CVSA Announces Dates for 2024 Human Trafficking Awareness Initiative



The **Commercial Vehicle Safety Alliance (CVSA)** has set the **dates for next year's Human Trafficking Awareness Initiative (HTAI)** for each of its **three member countries**. In the **U.S.**, the initiative is scheduled for **Jan. 8-12, 2024**. Canada's HTAI dates are **Feb. 19-23, 2024**. And in **Mexico**, HTAI is set for **March 11-15, 2024**.

**CVSA's** annual **five-day human trafficking awareness, outreach, identification and prevention initiative** aims to educate **commercial motor vehicle drivers, motor carriers, law enforcement officers** and the **general public** about the crime of **human trafficking**, the **signs to look for** and what to do if you **suspect someone is being trafficked**.

According to the **United Nations**, **human trafficking** is the recruitment, **transportation, transfer, harboring or receipt** of people **through force, fraud or deception with the aim of exploiting them for profit**. Men, women and **children of all ages** and from **all backgrounds** can become **victims of this crime**, which occurs in **every region of the world**, including **North America**. Human **traffickers often use violence, fraudulent employment agencies, and fake promises** of education and **job opportunities** to trick and **coerce their victims**.

In **preparation** for the **2024 Human Trafficking Awareness Initiative**, **CVSA** is offering **human trafficking awareness resources** to its **membership and working with Truckers Against Trafficking** to distribute **wallet cards, posters and window decals**. Fill out our **online form** to order **complimentary outreach materials**.

During the **five-day awareness initiative** in each country, **CVSA** jurisdictions will note **human trafficking awareness and outreach efforts and projects** and submit that **data to the Alliance**. The **results will be released in summer 2024**.

To **find out what your jurisdiction** is doing to **increase human trafficking awareness**, contact the **agency/department responsible for overseeing commercial motor vehicle safety** within **your state, province or territory**.

The **Human Trafficking Awareness Initiative** is part of **CVSA's Human Trafficking Prevention Program**. The program seeks to **reduce human trafficking** throughout **North America through coordinated enforcement and investigative and educational awareness measures** within the **commercial motor vehicle industry**.

[View last year's HTAI results.](#)

If you see (or suspect) any indicators of human trafficking, assess the situation.

**Do not attempt to confront a suspected trafficker or engage with a victim.**

Instead, please contact local law enforcement directly.

Report to: 9-1-1, if someone is in immediate danger.

- **The National Human Trafficking Hotline.** (*Línea Directa Nacional de Trata de Personas*)
  - Call 888-373-7888 or text HELP or INFO to BeFree (233733). (*Texto 233733 o BEFREE*)
  - This hotline is a national, toll-free hotline available to answer calls from anywhere in the country, 24 hours a day, 7 days a week, 365 days a year. The hotline is operated by a nongovernmental organization funded by the federal government; it is not a law enforcement or immigration authority.
- **Your company/organization.**
  - Follow your company's reporting policy if they have one in place.

Download these handy **indicator cards** that list common signs to help commercial vehicle drivers and others recognize human trafficking.

Regulations and Laws - Learn about **laws and FMCSA rules** developed to raise awareness and prevent human trafficking crimes.



## Drug and Alcohol

### Clearinghouse Update

#### CDL Drivers in a “prohibited” status in the Clearinghouse will lose their commercial driving privileges.

The second Clearinghouse final rule (Clearinghouse-II) compliance date—November 18, 2024— is less than a year away. As part of these new Federal requirements, CDL drivers who have open violations in FMCSA’s Drug and Alcohol Clearinghouse will soon lose their commercial driving privileges.

FMCSA added the following frequently asked questions on the Clearinghouse website to help CDL drivers understand the new regulations, and what actions they can take to retain or reinstate their commercial driving privileges, if needed.

#### How will the second Drug and Alcohol Clearinghouse final rule (Clearinghouse-II) affect CDL drivers?

As established in the first Clearinghouse final rule (81 FR 87686), drivers with a “prohibited” Clearinghouse status are prohibited from operating a Commercial Motor Vehicle (CMV). The second Clearinghouse final rule (Clearinghouse-II) further supports this by ensuring that drivers with a “prohibited” Clearinghouse status do not continue to hold a commercial driver’s license (CDL) or commercial learner’s permit (CLP).

The Clearinghouse-II final rule (86 FR 55718) requires that, beginning November 18, 2024, State Driver Licensing Agencies (SDLAs) must remove the commercial driving privileges from the driver’s license of an individual subject to the CMV driving prohibition. This would result in a downgrade of the license until the driver completes the return-to-duty (RTD) process.

This means that, beginning November 18, 2024, having a “prohibited” Clearinghouse status will result in losing or being denied a CDL or CLP.

**Note:** SDLAs with legislative authority currently have the option to voluntarily query the Clearinghouse and downgrade CDLs for prohibited drivers and may do so before the November 18, 2024 compliance date.

#### How will the second Drug and Alcohol Clearinghouse final rule (Clearinghouse-II) improve safety on our Nation’s roads?

The requirement to downgrade commercial driver’s licenses (CDLs) of drivers in a “prohibited” Clearinghouse status rests on the safety-critical premise that drivers who cannot lawfully operate a commercial motor vehicle (CMV) because they engaged in prohibited use of drugs or alcohol or refused a drug or alcohol test should not hold a valid CDL or commercial learner’s permit (CLP). The Clearinghouse-II final rule (86 FR 55718) supports FMCSA’s goal of ensuring that only qualified drivers are eligible to receive and retain a CDL, thereby reducing the number and severity of CMV crashes.

#### My commercial driver’s license (CDL) was downgraded due to my “prohibited” Clearinghouse status. How can I get my commercial driving privileges reinstated?

To have your Clearinghouse status change from “prohibited” to “not prohibited,” you must complete the return-to-duty (RTD) process, as established by 49 CFR part 40, subpart O. After you complete the RTD process and your Clearinghouse status is updated to “not prohibited,” your State Driver Licensing Agency (SDLA) will allow you to reinstate your commercial driving privileges.

FMCSA has created a resource that outlines the steps drivers take to complete their RTD process: download the [Return-to-Duty Quick Reference Guide](#). For more information about the RTD process, visit the [Clearinghouse Learning Center](#).

## Women in Motion AND Trucker Path JOIN FORCES TO Enhance Safety AND Convenience AT TRUCK STOPS

Recently, American Trucking Associations' [Women in Motion](#) proudly announced a strategic partnership with [Trucker Path](#), a significant stride towards addressing and improving the concerns of women while on the road.

“ATA is committed to bringing more women into our industry and addressing their concerns. This partnership between Women in Motion and Trucker Path is a way to address one of the persistent concerns women in trucking express – safety,” said ATA President and CEO Chris Spear. “Helping women drivers identify truck parking facilities with essential amenities like lighted parking, bathroom access and on-site security will play a role in addressing this longtime challenge for our industry.”

Through this new partnership with Women in Motion, Trucker Path will be adding a number of features to its existing mobile app that will help women identify and locate facilities that have seven specific safety features:

- Lighted parking
- Lighted bathroom access
- Lighted lounge areas
- Lighted shower facilities with 24/7 access
- Lighted laundry facilities with 24/7 access
- Round-the-clock maintenance
- Onsite security



Facilities with all seven will be marked with the [Women in Motion logo](#). Drivers will be able to provide updates on the condition of these amenities through the Trucker Path mobile app.

“We are thrilled to introduce this innovative and informative safety feature to our platform, a decision that deeply resonates with our commitment to inclusivity,” said Trucker Path CMO Chris Oliver. “Through our platform, women can quickly and easily identify stops along their routes offering amenities catering to their needs, all while accessing real-time information on parking availability, fuel pricing and discounts, and so much more. Additionally, they can contribute their comments and reviews that serve as a valuable resource for fellow drivers – both women and men. We look forward to our continued growth alongside Women in Motion, as we collectively endeavor to make our industry more inclusive and welcoming for all.”

“Women in Motion and ATA have made increasing access to safe truck parking a primary mission, so helping women find those facilities while on the road is the next logical step in our furthering that mission,” said Women in Motion Co-Chair Sarah Rajtik, ATA executive vice president of human resources and operations. “We’re proud to announce this partnership here and are looking forward to continuing our important work to make the trucking industry safer and more inclusive.”

# CVSA Releases 2023 Brake Safety Week Results



Inspectors in **Canada, Mexico and the U.S.** conducted **18,875** commercial motor vehicle inspections Aug. 20-26 for the **Commercial Vehicle Safety Alliance's (CVSA) Brake Safety Week**. For the weeklong inspection and enforcement initiative, inspectors **focused on the brake systems** and components of commercial motor vehicles and submitted **brake-related data** to the **Alliance**. Of the total vehicles inspected, **87.4% did not have any brake-related out-of-service violations**.

Commercial motor vehicles are placed out of service – meaning restricted from further travel – when an inspector identifies critical vehicle inspection item violations, as outlined in the [CVSA North American Standard Out-of-Service Criteria](#).

Of the **18,875 total commercial motor** vehicles inspected, **2,375 (12.6%)** were removed from roadways because inspectors discovered **brake-related out-of-service** violations. Some examples of brake-related out-of-service violations that automatically place the vehicle out of service include **broken brake drums**, loose air tanks, **corroded holes** in a spring **brake housing**, inoperative **tractor protection valves**, etc. Service **brake violations**, such as cracked **linings**, **brake** adjustment or **loose chambers**, may combine to put the **combination of vehicles** out of service under the **20% brake criterion**. Certain service **brake violations** are automatically placed out of service when found on the **steering axle**.

Of the **2,375 commercial motor vehicles** that were placed out of service, **295 (12.4%)** had **steering axle brake violations**, **1,127 (47.5%)** had **stand-alone brake violations** and **1,394 (58.7%)** failed the **20% defective brakes criterion**, which states that a vehicle is out of service if the number of **defective brakes is equal to or greater than 20% of the service brakes** on the vehicle or **combination**.

The **focus area for this year's Brake Safety Week** was **lining/pad violations**. Throughout the week, and just as they do normally when inspecting the **vehicle components of commercial motor vehicles**, inspectors **checked brake lining/pads** for cracks, voids and **contamination**. They also looked for **loose, missing or worn brake lining/pads**. A total of **379 power (tractor) units** and **261 towed (trailer) units** had **lining/pad violations**.

Lining/Pad Violations	Power Unit Violations	Towed Unit Violations	Total %
Contaminated	214	59	40.03%
Cracks/Voids	98	98	28.74%
Loose/Missing	25	48	10.70%
Worn	64	76	20.53%
<b>Total Violations</b>	<b>401</b>	<b>281</b>	<b>100%</b>

Although **lining/pad violations** are not necessarily **out-of-service violations**, **CVSA** selected **lining/pads** as the focus for this year's **Brake Safety Week** because **brake lining/pad violations still affect** a motor carrier's **safety rating**. If left **unaddressed, brake lining/pad violations** may lead to **more serious problems** and can be **out-of-service violations** if they are on the **steering axle or combined with other brake violations for the 20% brake criterion**.

**Fifty-six U.S. and Canadian states/provinces and territories and Mexico participated in this year's Brake Safety Week.**

- *In Canada, 1,327 commercial motor vehicles were inspected. Ten percent (134) had brake-related out-of-service violations. Twenty-six power units and 25 towed units had lining/pad violations.*
- *Nine commercial motor vehicles were inspected in Mexico. One (11%) was placed out of service for brake-related violations. Lining/pad violations were identified on one power unit.*
- *In the U.S., of the 18,031 commercial motor vehicles inspected, 2,240 (12.4%) had brake-related out-of-service violations. There were lining/pad violations on 352 power units and 236 towed units.*

**Eleven states** with [performance-based brake testers \(PBBT\)](#) participated in this year's **Brake Safety Week** by conducting inspections using their **PBBTs**. A **PBBT** is a machine that **assesses the braking performance of a vehicle**.

Of the **397 PBBT inspections**, there were **18 failures**, which is a **4.5% out-of-service rate**. **Ninety-five vehicles** passed with at least one wheel below the **43.5% threshold**. **U.S. federal regulations** and the **North American Standard Out-of-Service Criteria** require a **minimum braking efficiency of 43.5%**.

**Brake Safety Week** is part of the **CVSA's Operation Airbrake Program**, a comprehensive program dedicated to improving **commercial motor vehicle brake safety throughout North America**. The goal is to **reduce the number of crashes** caused by **faulty braking systems** on **commercial motor vehicles** by conducting **roadside inspections** and educating drivers, **mechanics**, owner-operators and others on the importance of **proper brake inspection, maintenance and operation**.

**Next year's Brake Safety Week is scheduled for Aug. 25-31, 2024.**

## FMCSA to Crackdown on Brokers Who 'DO NOT INTEND TO PAY' Carriers: Final Rule

The **Federal Motor Carrier Safety Administration** has finalized a rule that will change the financial responsibility requirements for brokers and freight forwarders. They are set to include a provision enabling the agency to shut a broker or freight forwarder down quickly in the event of a drawdown on a bond or other required financial security with valid claims, or for other reasons.

Called the "Immediate Suspension of Broker/Freight Forwarder Operating Authority" provision in the new [final rule](#), the measure would allow **FMCSA** to suspend the operating authority registration of a broker or freight forwarder when its available financial security falls below \$75,000. Today, the process often plays out over the course of a 30-day waiting period after notification of cancelation of the security from the bonding company or trust fund, a gap commonly exploited by bad actors to move freight with no intention to pay carriers.

In the final rule, **FMCSA** spells out these reasons a broker's or forwarder's "available financial security" may fall below \$75,000:

- A broker or freight forwarder consents to a drawdown
- A broker or freight forwarder does not respond to a valid notice of claim from a surety or trust provider
- A claim against the broker or freight forwarder is converted to a judgment

If the broker or freight forwarder does not replenish funds within seven calendar days after notice from **FMCSA**, under the terms of the new rule the agency will shut the entity down with a notification of suspension of operating authority. **FMCSA** intends to use its forthcoming Unified Registration System ([URS](#)) platform to receive information from surety providers, trustees, brokers and freight forwarders to administer the agency's immediate suspension responsibilities.

With freight fraud seemingly at unprecedented heights, **FMCSA** noted that this final rule "aims to reduce fraud by limiting the time brokers can continue to accrue claims while experiencing financial failure or insolvency before their operating authority registration is suspended. These changes adopted in this rule will result in fewer motor carriers accepting loads from brokers who do not intend to pay."

The "immediate suspension" provision of the long-in-process rule is the one most anticipated by owner-operators and small fleet owners -- and it's been a long time coming.

**FMCSA's** January notice of proposed rulemaking ([NPRM](#)) to shift broker/forwarder regs followed more than five years' worth of work on the changes, which pertain directly to five separate areas. In addition to the immediate-suspension provision, those include requirements related to trust providers' assets readily available; surety or trust responsibilities in cases of broker/forwarder failure or insolvency; **FMCSA's** own enforcement authority; and the entities eligible to provide trust funds with form **BMC-85** trust fund filings.

On Nov 16<sup>th</sup>, the agency published the final rule that puts those changes in motion. The existing regulations on broker surety bonds or trust funds ([49 Code of Federal Regulations 387.307](#)) are now set to expire on Jan. 16, 2025. New regulations will replace those the same day. Brokers, surety providers and financial institutions must comply with the provisions regarding immediate suspension, financial failure or insolvency, and enforcement authority beginning on Jan. 16, 2025. For the provisions regarding assets readily available and entities eligible to provide trust funds, the compliance date is one year later, Jan. 16, 2026.

For a breakdown of the remainder of the final rule's new regulations go to section VI at this [link](#):

- A. Assets Readily Available
- B. Immediate Suspension of Broker / Freight Forwarder Operating Authority
- C. Surety or Trust Responsibility in Case of Broker / Freight Forwarder Financial Failure or Insolvency
- D. Enforcement Authority
- E. Entities Eligible to Provide Trust Funds for Form BMC-85 Trust Fund Filings

## Connect with MSHA

The Mine Safety and Health Administration is now on [FACEBOOK!](#)  
FOLLOW NOW FOR MINING NEWS, REGULATIONS, AND SAFETY & HEALTH BEST PRACTICES.



## Speak Up, Save Lives: MSHA Has Your Back

En español

**SPEAK UP  
SAVE LIVES**

There have been far too many fatal mining accidents across the country this year. Too many miners have been injured on the job. And many are still getting sick and suffering from preventable illnesses such as silicosis and black lung disease.

The Mine Act, as amended by the Miner Act, strengthened protections for miners and has made workplaces safer, but many miners today aren't aware of the rights they have to a safe and healthy workplace, to report hazards and to be able to exercise their rights without fear of retaliation or discrimination.

That's why it is important to get the word out about these fundamental rights and responsibilities — and we hope you'll join us. Accidents and illnesses can be prevented when miners report hazardous conditions or training deficiencies. MSHA investigates all discrimination and interference complaints filed by miners, including allegations of retaliation for reporting safety and health concerns.

### Knowing and understanding miners' rights:

- **You have the right to request that MSHA inspect your mine** when you believe that a hazardous condition, imminent danger, violation of the Mine Act, or violation of a mandatory safety or health standard exists. Mine operators must provide a workplace free of known health and safety hazards.
- **You have the right to exercise your [Part 90 rights](#).** Coal miners who have already developed pneumoconiosis have the right to work in a low dust environment without having their pay reduced.
- **You must receive training under either [Part 46](#) or [Part 48](#),** depending on the type of mine, during your normal working hours. Miners who are not trained may be withdrawn from the mine until they receive required training.
- **You have the right to identify a miners' representative** who can accompany MSHA inspectors during their activities that involve enforcement of health and safety standards. Representatives must register with the MSHA district manager.
- **You have the right to file a [hazardous conditions complaint](#)** if you believe working conditions are unsafe or unhealthful. When possible, tell your supervisor about your concerns. This gives the operator an opportunity to address the situation.
- **You have the right to file a [retaliation complaint](#)** within 30 days of the alleged retaliation. You are protected from retaliation when you participate in certain protected safety activities, such as identifying hazards, asking for inspections, or refusing to engage in unsafe acts. It is illegal for your supervisor to fire, demote, transfer, or otherwise retaliate against you for reporting a safety or health hazard.

It's important to understand that under the law, the primary responsibility for miners' safety and health belongs to mine operators. However, the Mine Act also makes clear that miners must play an active role in safety and health, too.

We must all do our part to prevent accidents, injuries and illnesses, and will continue to look for ways to ensure miners have the tools, resources and time they need to stay safe and healthy.

Report violations, hazardous conditions, or imminent danger to MSHA. Call or write any MSHA inspector or office, call our 24/7 hotline at 1-800-746-1553 or report it online at online through MSHA's [Hazardous Condition Complaint system](#).

### MSHA REPORT EMERGENCY

Mine operators are required by law to report all mining accidents immediately – within 15 minutes of when the operator knew or should have known about the accident. [Report Accidents - Hazardous Conditions](#) or call **1-800-746-1553**

## The Impact of Poor Posture on Spinal Alignment and Health

The modern working environment has drastically evolved, with a significant portion of the global workforce spending a substantial part of their day in office chairs. While efficient for productivity, this sedentary lifestyle poses a significant threat to spinal alignment and overall health.



But what if office chairs could be part of the solution instead of the problem? This article explores the correlation between office chairs, posture correction, and improved spinal alignment and health.

Understanding the role of an office chair in posture correction requires a deep dive into the implications of poor posture on spinal health. The human spine is a sophisticated structure of bones and tissues crafted meticulously to keep us upright and protect the pivotal spinal cord. Deviating from the spine's natural alignment through habits such as slouching, leaning, or hunching over a computer inadvertently imposes undue stress on this complex system.

### Musculoskeletal strain

One of the first adverse effects of poor posture is musculoskeletal strain. This condition arises when the muscles and ligaments that support the spine have to work harder to maintain balance due to improper alignment. Over time, this strain can lead to acute or chronic pain in various body parts.

**Back Pain:** *One of the most common health complaints worldwide, back pain can directly result from poor posture. When we sit or stand improperly, the uneven distribution of weight can strain the muscles in our lower back, leading to discomfort or pain.*

**Neck Pain and Headaches:** *Slouching or hunching also shifts the head forward, putting strain on the neck muscles. Over time, this can cause neck pain and tension headaches, affecting productivity and quality of life.*

### Degenerative changes

Continued poor posture doesn't just cause immediate problems; it can also have long-term effects on spinal health. Constant pressure and strain on the spine can accelerate the natural wear and tear of spinal discs and joints, potentially leading to degenerative conditions.

**Osteoarthritis:** *This condition, which involves the degeneration of joint cartilage and the underlying bone, can be exacerbated by poor posture. Over time, misalignment of the spine puts excess pressure on certain joints, accelerating the degenerative process and leading to osteoarthritis.*

**Disc Degeneration:** *Poor posture can also contribute to the degeneration of the spinal discs – the soft, cushion-like pads that absorb shock between the spinal vertebrae. As these discs wear down, it can lead to conditions such as herniated or bulging discs, causing pain and potentially leading to more severe complications like spinal stenosis.*

### Reduced lung capacity

Another critical, overlooked consequence of poor posture is its impact on respiratory health. When we slouch or hunch, our rib cage compresses, reducing the space for our lungs to expand during breathing. This compression can significantly decrease lung capacity, leading to several health issues.

**Fatigue:** *With reduced lung capacity, less oxygen enters the bloodstream, and consequently, less reaches the muscles and the brain. This lack of oxygen can lead to feelings of fatigue and may reduce overall energy levels.*

**Impaired Physical Function:** *Over time, reduced lung capacity can impair physical function and exercise capacity. It can also exacerbate symptoms in people with respiratory conditions like asthma or chronic obstructive pulmonary disease (COPD).*

**Cardiovascular Risks:** *In severe cases, poor posture may even increase the risk of cardiovascular issues. Decreased lung capacity means the heart must work harder to pump oxygenated blood throughout the body, which can strain the heart and potentially lead to cardiovascular complications.*

## Role of ergonomic office chairs in posture correction

Traditionally, office chairs have been the antagonists of our posture narrative. However, modern ergonomic chairs are transforming this perception, incorporating features designed to endorse good posture and foster spinal alignment.

### Supportive backrest

A high-quality ergonomic chair offers a supportive backrest that aligns with the spine's natural curvature, thereby preventing slouching. This support is vital to relieve the pressure on the lower back, which is often compromised when seated for long periods. A chair with lumbar support can be particularly beneficial, providing added support to the lower back's natural curve and preventing the user from falling into a reclined position.

### Adjustable height and armrests

The ability to adjust the chair's height and armrests is another key feature of an ergonomic office chair. Proper height adjustment ensures that the user can plant their feet firmly on the ground, promoting better weight distribution and reducing strain on the lower back. Simultaneously, adjustable armrests allow for maintaining a relaxed shoulder position and a 90-degree angle at the elbows while working, both crucial for preserving good posture.

### Seat depth and material

The depth of the seat is another essential factor for consideration. It should allow for a small gap between the edge of the seat and the back of your knees, ensuring that the chair does not press into the back of your knees, which can restrict circulation. The material of the seat should also be considered. It should be comfortable yet firm enough to prevent slouching and offer support.

### Swivel and mobility features

Swivel and mobility features might seem like conveniences, but they are vital in preventing strain. A swiveling chair can help you access different workspace areas without twisting and straining, which can cause back pain over time. Similarly, mobility features like caster wheels can reduce the need for stretching or pulling to reach items at your desk.

### Tilt mechanism

A tilt mechanism in an ergonomic office chair allows the chair to pivot from a point near the center of the seat, letting the user lean back comfortably. This reclining motion can alleviate the pressure on the lower back and distribute the body's weight more evenly across the seat and backrest, reducing the risk of strain and discomfort.

### Headrest

While not every office chair comes with a headrest, its addition can significantly impact posture and spinal health. A headrest supports the cervical spine's natural curve, reducing strain on the neck muscles. This feature is especially beneficial for those who often find themselves craning their neck forward, a common posture problem known as 'tech neck.'

### Implementing effective posture correction strategies

Owning an ergonomic office chair is an excellent first step, but more is needed to guarantee improved posture and spinal health. This endeavor requires conscious effort, an understanding correct postural principles, and adherence to several vital strategies.

**Frequent breaks:** *Prolonged sitting, even in an ergonomic chair, can harm spinal health. Aim to take regular breaks, stand up, stretch, and move around.*

**Regular exercise:** *Regular exercise, particularly core-strengthening workouts, can significantly improve posture and spinal health.*

**Proper chair adjustment:** *Learn to adjust your office chair to suit your specific body proportions and workstation setup.*

**Conscious posture awareness:** *In addition to utilizing an ergonomic chair, it's essential to cultivate conscious posture awareness. Regularly check and correct your posture throughout the day. By being aware of your body's positioning, you can gradually eliminate bad habits and encourage healthier ones.*



**Correct keyboard and mouse usage:** *The way you use your keyboard and mouse also impacts your posture. Keep your mouse within easy reach and your keyboard positioned so that your wrists are straight and your hands are at or slightly below the level of your elbows. This will minimize strain on your wrists, arms, and shoulders.*

**Eye level monitor positioning:** *Ensure your monitor is positioned at eye level. If your screen is too low or too high, you might find yourself hunching or craning your neck to get a better view. This can put excessive strain on your neck and shoulder muscles. Use a stand or riser to adjust your monitor to the correct height if necessary.*

## Final verdict: posture matters

In the **realm of office life**, the connection between **office chairs**, posture correction, and **spinal health cannot** be overstated. An **ergonomic office chair**, with an **understanding of good posture** and **commitment to proper** habits, can **improve spinal alignment** and overall health. It's **not just about comfort** but a **long-term investment** in your well-being.

## FAQs

1. **How does an office chair affect posture?** An office chair, especially one with ergonomic features, can significantly influence your posture. It supports your back's natural curve, encourages proper spine alignment, and helps maintain a relaxed shoulder position.
2. **Is it worth investing in an ergonomic office chair?** Yes, investing in an ergonomic office chair is a wise decision. It promotes better posture and can reduce the risk of developing musculoskeletal problems, and boost productivity by providing comfort during long working hours.
3. **Can a good office chair improve my spinal health?** Absolutely, a good office chair can make a significant difference to your spinal health. By promoting proper spinal alignment, a quality chair can alleviate the strain on your spine that often results from sitting. Reduced spinal strain can help decrease the risk of back pain and other related conditions.
4. **Does sitting up straight in an office chair benefit my health?** Yes, maintaining an upright posture while seated offers numerous health benefits. Sitting up straight allows for better breathing as it opens up your chest cavity, providing more space for your lungs to expand. Improved circulation is another advantage, as good posture promotes adequate blood flow throughout your body.
5. **How often should I take breaks from sitting?** Taking a break from sitting every 30 minutes to an hour is recommended. These breaks don't have to be lengthy – even a few minutes can make a significant difference. These breaks include standing, stretching, or even taking a brief walk.

## Holiday Party Safety

**If you're hosting a party, be sure you don't overlook these important tips to prevent drinking and driving:**

- **Have a designated driver.** *It's one of the simplest rules to follow, but also one of the most effective in keeping people safe on the roads.*
- **Keep cab numbers on hand.** *If someone should not be driving and they insist on going home, call a cab for them instead of allowing them to take the risk of driving home.*
- **Offer a variety of non-alcoholic drinks.** *Provide fun "mocktails" and other non-alcoholic drinks for designated drivers or those who don't wish to consume alcohol.*
- **Provide plenty of food.** *Drinking on an empty stomach can cause a person to become intoxicated faster. Offering food may help guests drink in moderation and slow down the effects of alcohol.*
- **Plan fun activities!** *Keep your guests busy with games that focus on fun conversation.*
- **Stop serving alcohol altogether about 90 minutes before the party ends.** *Only time sobers an individual who has been drinking. Offer coffee, tea, and a snack to let guests wind down before heading home.*



Navigating the landscape of COVID-19 has seemingly become less confusing. 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](#), [RSV & flu](#)
- [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 for Exposure to COVID-19

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](#).

## SUPPORTING WORKERS WITH LONG COVID

According to the [Centers for Disease Control and Prevention](#), some people who had COVID-19 experience a range of new or ongoing symptoms, known as post-COVID conditions or Long COVID.

These symptoms can last weeks, months, or years, and can worsen with physical or mental activity.

[Read more including examples of accommodations for common symptoms of Long COVID and its related conditions.](#)



From all of us at  
MJS Legacy Safety...

Be safe out there!!