

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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The U.S. Department of Labor's Occupational Safety and Health Administration civil penalty amounts based on cost-of-living adjustments for 2024...

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.



OSHA's current maximum penalties for serious and other-than-serious violations are \$16,131 per violation. Failure to Abate, \$16,131 per day beyond the abatement date. The maximum penalty for willful or repeated violations is \$161,323 per violation.


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



Safety for Everyone

OSHA's homepage allows the public to request the translation of OSHA vital documents in [Chinese Simplified](#), [Chinese Traditional](#), [Haitian Creole](#), [Korean](#), [Spanish](#), [Tagalog](#), [Vietnamese](#) and more.

Wishing you a Happy & Safe Holiday Season from all of us at MJS Legacy Safety

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▶ **Requiring Employers to Keep Employees Informed**

A new topic every month.....

Yes, You Can Use FMLA for PPD and Other Postpartum Mental Health Conditions [read more...](#)

UPDATED Colorado Labor Law Poster — State, Federal, & OSHA in One Poster [read more...](#)

OSHA Workplace Poster : JOB SAFETY AND HEALTH: IT'S THE LAW [read more...](#)

Your Right to Know

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

TRANSPORTATION NEWS SUMMARY

▶ **DOT 2024 Regs Violation Penalty Increases** [read more...](#)

▶ **CDL Drivers Clearinghouse in "prohibited" status will lose their commercial driving privileges.**

November 18th compliance date coming soon [read more...](#)

▶ **Cargo Theft Continues to Rise Over 2023 Numbers**

Theft continued to increase in Q3 [read more...](#)

▶ **2024 CVSA Out-of-Service Criteria Available in the App** [read more...](#)



TRANSPORTATION NEWS SUMMARY cont'd

▶ **CVSA Releases 2024 Brake Safety Week Results** [read more...](#)

▶ **At Some Point in the Day, Everyone is a Pedestrian**

Unfortunately, pedestrian injuries and fatalities remain high. [read more...](#)

▶ **Construction Zones Can Be Dangerous** As you approach a cone zone: . . . [read more...](#)

▶ **Safety Belts Save Lives**

535 safety belt violations were issued during **International Roadcheck** in May. [read more...](#)

▶ **Truck History Reports** — Look up reported accidents, inspection violations, insurance claim, owner history and more. [read more...](#)

▶ **FMCSA Requests Comments on Medical Qualification Requirements ICR**

Comments are due by Nov. 18. [read more...](#)

▶ **CMV Safe Speed Campaign**

Speeding is a major contributor to crashes, injuries, and fatalities on our nation's roadways. [read more...](#)

▶ **How Fleets Use Custom Apps to Improve Communication and Solve Exceptions**

On the surface, trucking seems pretty straightforward: [read more...](#)

MSHA NEWS SUMMARY

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

▶ **DOL Completed Impact Inspections at 14 Mines with Repeated Health, Safety Violations** [read more...](#)

▶ **Health tool for miners...** provides quick access to health services tailored to miners' needs. [read more...](#)

▶ **Mine operators are required to Report Accidents & Hazardous Conditions** immediately [read more...](#)



MONTHLY SAFETY & HEALTH TIP NEWS SUMMARY

▶ **Strengthening Employees Against Future Injuries**

Dealing with workplace injuries can often feel like an endless struggle. [read more...](#)

▶ **How Often Should You Change Smoke Detector Batteries**

The NFPA recommends changing the batteries in your smoke alarm every 6 months. [read more...](#)

COVID/RSV/FLU INFORMATION/RESOURCES SUMMARY

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



“Training Spotlight”

(a different course will be featured monthly)

➤ 1ST AID / CPR / AED TRAINING

We offer several course offerings for 1st Aid/CPR /AED training through the Health and Safety Institute family of brands, including Medic 1st Aid and American Health and Safety Institute courses. Basic Plus, 1st Aid / CPR, Pediatric Plus 1st Aid / CPR, the ASHI BLS course for healthcare providers, stand alone First Aid, CPR / AED, Bloodborne pathogens training based on your specific needs. We also offer Emergency Oxygen and Wilderness Survival courses. Training should be renewed every 2 years. This course is offered in person as well as a blended learning course, with hands-on skills assessment.

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

Schedule of classes November 2024: • TRAINING CENTER - 1760 BROAD ST, UNIT H, MILLIKEN, CO 80543

- *PEC Safeland Basic Orientation: **NEW 2021 SAFELAND:** Nov 14, 25; 8 – 4:30;
- *First Aid/CPR/AED/BLOODBORNE PATHOGENS (We offer MEDIC FIRST AID): Nov 9, 12, 27; 8 – noon;
In Person Classes: This class is also available for blended learning (online) with remote or in-person skills assessment
- *Hydrogen Sulfide Awareness [ANSI Z390 -2017 Course]: Nov 12, 27; 12:30 – 4:30;
This class available via Instructor Led video conference

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

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

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

— FEATURED TRAINING PROGRAMS —

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

Order
First Aid
& other
Safety Supplies
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

- ISNetworkd
- 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 indefinitely. 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
 - MOTHERLY
 - FMCSA
 - ISHN
 - US DOL
 - NSC
 - OH&S
 - EHS Today
 - National Library of Medicine
 - CDC
 - NIOSH
 - CPWR
 - EFSI
 - NFPA
 - MSHA
 - NHTSA
 - Overdrive
 - First Alert
 - CCJ
 - CVSA
 - CDOT
 - GovInfo.gov



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

Drug Testing

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



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

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

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

OSHA Workplace Mental Health Bulletin

Mental health is an important component of overall well-being and is equally as vital as physical health for all employees. Mental health concerns due to work have the potential to adversely impact an employee's social interactions, productivity, performance, and absenteeism.

Stress affects people in a variety of ways such as muscle tension, headaches, stomach discomfort, high blood pressure, and heart disease. Ignoring workplace stress can have lasting harmful effects on individuals, families, co-workers, and communities.

Here's a link to the OSHA [Bulletin](#) (pdf)

**Take Care of your Mental Health!
A healthy mind is very important
for a healthy body!**

REPORT A FATALITY OR SEVERE INJURY

- [Federal law](#) requires all employers 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](#)

[Learn more about OSHA's severe injury report data, and the severe injury reporting requirement.](#)

Advancing PFAS-Free Hi-Vis Safety Apparel



Water-repellent and waterproof fabrics are critical for workers in many different industries, including first responders, oil and gas workers, public safety officers, rail workers and construction workers, among others. These workers rely on the effectiveness of these garments to stay safe and to be able to perform their job duties; however, many of these garments have traditionally contained hydrofluorocarbons, fluorine, and per- and polyfluoroalkyl substances (PFAS), also known as “forever chemicals.” Although these durable water repellent (DWR) finishes provide excellent protection against moisture and stains, PFAS-based repellents may

persist in the environment and can accumulate in human and animal tissues, potentially leading to adverse health effects. There is a need for new solutions.

The need for PFAS-free alternatives

PFAS are a group of synthetic chemicals commonly used in the textile industry to impart water-resistant properties to fabrics. These chemicals have been prized for their ability to create durable, waterproof coatings, making them a staple in the production of outdoor and protective clothing, including high visibility (*hi-vis*) garments. However, PFAS have come under intense scrutiny due to their persistence in the environment and potential to bioaccumulate in human and animal tissues. PFAS do not easily break down, leading to widespread environmental contamination.

While the direct risk to a person wearing a high-visibility garment made with PFAS is likely low, the broader health and environmental concerns stem from the manufacturing, environmental persistence, and breakdown of these chemicals, prompting regulatory actions and a push within the industry to find safer alternatives.

In response to growing concerns about PFAS, the textile industry has shifted towards alternative chemicals, such as C6 and C8 fluorocarbons, for water repellency. These alternatives were initially adopted because they were believed to be less harmful and more environmentally friendly than traditional long-chain PFAS. However, C6 and C8 chemicals share similar chemical structures and properties with PFAS, making them equally persistent in the environment. Despite being positioned as safer options, they still pose significant environmental risks and have the potential to bioaccumulate, leading to similar concerns.

Strict safety standards

Developing flourine-free hi-vis garments is a complex process. Hi-vis garments must not only align with growing regulatory requirements and consumer expectations for eco-friendly products, but also must adhere to stringent safety standards outlined by organizations such as the American National Standards Institute (ANSI) and the Occupational Safety and Health Administration (OSHA). To remain in compliance, these garments must meet specific requirements related to color, retroreflective tape, and color fastness.

High visibility colors must maintain their brightness and integrity over time, even after exposure to environmental factors such as sunlight, moisture, and washing. Water-repellent finishes must not interfere with the safety performance of these fabrics. Adhering to these standards is pushing the industry to redefine its commitment to both safety and environmental stewardship, ensuring that workers are protected while minimizing the ecological footprint of their protective gear.

Advancements in textile technology

One of the most **promising advancements** in textile **technology** is the development of **C0 durable water-repellent fabrics**. **C0 DWR fabrics** are designed using **non-fluorinated chemical** compounds, typically **incorporating silicone**, polyurethane, or **hydrocarbon-based** treatments. Unlike **PFAS-based fabrics**, which rely on **long-chain fluorocarbons** that persist in the environment and **pose significant health risks**, **C0 fabrics** use **materials that are both** effective in **repelling water** and safer for **human health** and the planet. These **non-toxic compounds** do not **bioaccumulate**, and they **degrade more readily** in the environment, **reducing their long-term** ecological impact. While **C0 treatments** may require more **frequent reapplication** to maintain their **water-resistant properties**, their **safety profile** and environmental **benefits make them** a superior choice for **industries committed** to sustainability and **reducing harmful chemical** use in **protective apparel**.

Although the **industry continues** to refine these **treatments to match** the oil and stain **resistance of PFAS-based** repellents, **C0 DWR fabrics already offer** sufficient **stain resistance** and reliable **water repellency**. This ensures that **outdoor workwear** and reflective **apparel maintain** their functional **performance without** the environmental and **health risks** associated with **PFAS chemicals**. Since 2023, **C0 DWR has been** the preferred **fabric used** on all **Reflective Apparel water-repellent** hi-vis apparel.

The future of eco-friendly

As the **industry moves forward**, the focus is **shifting from simply** replacing **PFAS to rethinking** the entire **approach to water** repellency. Research is **currently underway** to develop **bio-based water repellent** technologies that **harness the natural** properties of certain **plant-based oils and waxes**. These innovations **aim to create fabrics** that are **not only PFAS-free** but also **biodegradable**, further reducing the **environmental impact of hi-vis** garments.

In addition, **nanotechnology** is being **explored as a potential** game-changer for the **industry**. By **manipulating materials** at the molecular level, **researchers hope** to create **ultra-thin, PFAS-free coatings** that provide **superior water resistance** while being **virtually undetectable** in terms of **weight and feel**. These future **innovations**, though still in the **research phase**, **promise to** revolutionize the way we think about **waterproof clothing** and could soon **set new benchmarks** for performance and **sustainability** in the **hi-vis garment sector**.



50 Years of Protecting Workers from Retaliation



Five decades ago, the **Occupational Safety and Health Administration** was not only granted authority to protect employees when workplaces don't follow its regulations. But the agency also helps employees recoup losses after their employers turn against them in retaliation for exercising their rights under various laws.

OSHA's Whistleblower Protection Program enables the awarding of back wages, legal fees, job reinstatement, and damages to workers who suffer misconduct at the hands of their employer.

The impacts of the program are too many to name.
Follow the links below to see the history of the program.

[1970s](#) [1980s](#) [1990s](#) [2000s](#) [2010s](#) [2020s](#)

Remember, workers have the right to report injuries, safety issues, and actions taken against them for speaking up including being fired, demoted, or disciplined.

Workers have the right to file a [whistleblower](#) or [safety and health complaint](#), and in some instances both.

Employers are required to follow safety laws and keep you safe. Employers must also maintain a workplace free from retaliation for voicing concerns about hazards or violations of federal law.

Proposed Heat Rule Now Open for Comments

The Occupational Safety and Health Administration has proposed a [new standard](#) that would protect approximately 36 million workers from heat hazards.

Did You Know?

OSHA's [proposed rule](#) to protect workers from both [outdoor and indoor heat hazards](#) was [published in the Federal Register Aug 30th](#). The public is invited to [watch our overview of the rule](#) and [submit comments](#) by the **December 30 deadline**.

¿Sabías?

La [norma propuesta por OSHA](#) para proteger a los trabajadores de los [riesgos relacionados con el calor](#) tanto en espacios exteriores como interiores [se publicó hoy en el Registro Federal](#). Invitamos al público a [ver nuestro resumen de la norma](#) y a [enviar sus comentarios](#) antes de la fecha límite del 30 de diciembre.

OSHA's Top 10 Most Cited Standards for FY 2024

Here is a review of each standard on this year's list as well as OSHA's guidelines and requirements.

Although this data was not final and is subject to change, let's take a look at OSHA's Top 10 Most Frequently Cited Standards for Fiscal Year 2024 (FY24).



10) Machine Guarding

As in previous years, **Machine Guarding** rounds out the **OSHA top 10**, though the number of cited violations dropped from 1,644 in FY23 to 1,541 cited during FY24. The **OSHA standard 1910.212** outlines the requirements for machinery and machine guarding, including machines requiring guards such as power presses, portable power tools, guillotine cutters and. Use of such machinery can lead to hazards associated with “rotating parts” and “sparks.”

OSHA defines machine guards as “barriers which prevent access to danger areas.” This critical safety equipment—categorized as “fixed, interlocked, adjustable, and self-adjusting”—aims to shield employees from dangers posed by machinery. However, the absence or misuse of these tools can result in **OSHA** violations, as was likely the case with the incidents in this year’s report.

9) Personal Protective and Lifesaving Equipment—Eye and Face Protection

Still at number 9 on the **OSHA top 10**, **Eye and Face Protection** holds that position, with 1,814 violations cited in FY24. That’s a notable drop from the 2,074 violations reported last year. **OSHA Standard 1926.102** mandates employers to provide suitable eye and face protection for workers exposed to hazards such as “flying particles, molten metal, liquid chemicals, acids or caustic liquids, chemical gases or vapors or potentially injurious light radiation” that can cause severe injuries or blindness. In some environments, employers must provide side protection.

OSHA requires eye and face protection to align with one of the three designated American National Standards Institute (ANSI) standards. For employees wearing prescription lenses, employers must ensure that eye protection accommodates these prescriptions or fits comfortably over prescription glasses. Comfort, fit and ease of cleaning are continually shown to be key to compliance, and more and more employers are finally beginning to account for it.

8) Scaffolding

Dropping from number 4 last year to the eighth spot in FY24, **Scaffolding** saw the number of cited violations dip significantly from 2,859 to 1,873 in FY24. **OSHA standard 29 CFR 1926.451** outlines requirements for workers operating on scaffolds. For instance, every scaffold and its components must be able to bear its own weight and at least four times the maximum intended load without collapsing.

OSHA also mandates that the platform should have a minimum width of 18 inches and must be equipped with either a guardrail or a personal fall arrest system to protect workers from falling. However, guardrails aren’t always required. For instance, guardrails aren’t necessary when the gap between the edge of the platform and the working surface is less than 14 inches, ensuring that workers are adequately protected. These standards emphasize structural integrity and protective measures to prevent scaffolding-related accidents.

7) Fall Protection – Training Requirements

In FY23, **Fall Protection - Training Requirements** ranked eighth in the **OSHA top 10**. Now it’s moved up one spot, though it too has seen a decrease in citations. For FY24, **OSHA** reported 2,050 violations, a slight drop from last year’s 2,112 violations, as employers prioritize fall protection training. **OSHA’s standard on fall protection, 1926.503**, mandates that employers implement a training program that includes how to identify hazards, strategies to alleviate and mitigate these risks, and how to properly use fall protection and arrest systems.

Even after training is complete, employers are required to maintain a written certification record of employees’ participation and completion of the program. Retraining is also required if an employee demonstrates a lack of familiarity with the training content or if modifications in the workplace render the original training or particular fall protection equipment outdated.

6) Powered Industrial Trucks

In FY23, **OSHA** reported 2,561 violations were cited tied to **Powered Industrial Trucks**. Now that category drops one spot to number 6 on this year’s list, with 2,248 violations cited in FY24. **OSHA Standard 1910.178** addresses safety requirements tied to “fork trucks, tractors, platform lift trucks, motorized hand trucks and other specialized industrial trucks powered by electric motors or internal combustion engines” but not some other industrial trucks or farm vehicles.

However, this standard covers fire protection, design, maintenance and use of such equipment. **OSHA’s** mandate features comprehensive provisions that govern how employers and workers use these vehicles. Mandatory guidelines in the **OSHA** standards include in-depth operator training and certification, daily, pre-shift inspections, and operating environment restrictions.

5) Lockout/Tagout

Moving up one slot from the FY23 list — on which **OSHA** reported 2,554 violations — is **Lockout/Tagout (LOTO)**, which also drops slightly to 2,443 violations this year. A subset of controlling hazardous energy, **LOTO** falls under [OSHA's standard 1910.147](#), which outlines protocols for controlling hazardous energy, including implementing an energy control program.

The process of controlling hazardous energy prevents accidental activation of a machine during maintenance that can result in severe injuries or even fatalities. Lockout is mandated when an energy-isolating device can be locked out, ensuring complete de-energization. When this isn't possible, tagout may be employed if it assures full employee protection. Training in **LOTO** procedures is mandatory, with retraining introduced when necessary to ensure compliance.

4) Respiratory Protection

Respiratory Protection leaps to number 4 in FY24, up three spots from last year's **OSHA top 10**. Likewise, the agency cited significantly more violations this year, 2,859 compared to the previous year's 2,481. Selecting the appropriate respiratory protection for workers, according to [OSHA standard 1910.134](#), depends on the environmental hazards present. Potential solutions could range from an air-purifying respirator to an atmosphere-supplying model.

According to **OSHA**, the selection process should include an exposure assessment to identify the type and level of hazardous exposure workers might face. Additional considerations in selecting the right respirator include understanding the job site, worker characteristics, and other assigned protection factors. Before deciding, employers should know the work environment's oxygen percentage, contaminants and existing concentrations of specific hazardous substances.

3) Ladders

Ladders holds strong at number 3 on the latest **OSHA** list, though the number of violations dropped from 2,978 in FY23 to 2,573 this year. The **OSHA** standard regarding the use of ladders, [1926.1053](#), specifies guidelines for various types of ladders. For instance, non-self-supporting ladders must be positioned at an angle where the horizontal distance from the top support to the ladder's base is roughly one-quarter of the ladder's working length during use.

Ladders must not be loaded beyond their designated weight capacity, and the steps or rungs should be free of hazards like oil, grease or other substances that could cause slips. If a portable ladder is deemed defective, it should be promptly removed from service and clearly marked to alert workers not to use it. **OSHA's** safety protocols also dictate workers should always face the ladder while ascending or descending and maintain "at least one hand" on the ladder.

2) Hazard Communication

This year, **Hazard Communication (HazCom)** accounted for 2,888 violations — down more than 300 from FY23's 3,213 violations — though it remains in second place on the FY24 edition of **OSHA's** list. The **HazCom** [standard 1910.1200](#) provides comprehensive guidelines on hazard classification, establishing a **HazCom** program, proper labeling practices, worker training and the management of trade secrets. It also addresses **Safety Data Sheets (SDSs)**, a mandatory component in any professional environment where chemicals are used, produced or imported.

SDSs offer detailed information on chemicals, including their hazards, first-aid measures and guidelines for storage and transportation. The **HazCom** standard mandates that **SDSs** are available for every chemical in use and be accessible in English, comprised of 16 specified sections. To remain in **OSHA** compliance, chemical manufacturers need to update **SDSs** whenever chemicals change to prevent outdated data from creating potential safety risks.

1) Fall Protection – General Requirements

For the fourteenth consecutive year, **Fall Protection - General Requirements** remains in the top spot. Even so, the number of cited violations dropped significantly from 7,271 to 6,307, a decline of nearly 1,000 citations from FY23. Of course, [OSHA outlines several key standards](#) to address all the **fall protection-related safety risks** that can arise in the workplace.

Employers can adopt preventative actions such as the installation of guards for all holes, guardrails and toe-boards around elevated open-sided platforms, floors, or runways, and safety equipment such as harnesses, safety nets and railings where fall hazards are present.

OSHA mandates employers ensure work environments do not maintain any known dangers, keep work area floors as clean and dry as possible, provide necessary employees with PPE at no cost and make hazard training accessible to all workers. **OSHA** continually made efforts to combat fall protection issues, and this notable decline in violations may be an encouraging sign.

7 Best Practices for Walkway Protection Under Scaffolding



Scaffolding is a critical but hazardous component of many construction worksites. Safety managers must take several precautions when setting up and using this infrastructure for the workers on it and anyone passing underneath.

Fall injuries may be the most obvious scaffold-related hazard, but they're not the only one. Debris and objects falling from scaffolds can hit passersby underneath. Considering struck-by incidents caused [150 deaths and 14,000 injuries](#) in 2020 alone — and that does not include pedestrians passing through jobsites — these risks demand attention.

Thankfully, walkway protection under scaffolding is relatively straightforward once you know what to look for. Here are seven best practices to follow for safer worksites.

1. Secure scaffolding bases

Scaffolding safety begins before workers even erect these structures. The most important consideration for walkway protection is securing the base to minimize tipping hazards.

OSHA requires any scaffold with a height-to-base-width ratio of [four to one or higher](#) to have tipping restraints. That can include tying legs to sturdier infrastructure, bracing it against heavy weights or any equivalent method. Regardless of the specifics, you must be sure the scaffolding can withstand more force and weight than you expect it to encounter without falling.

Suspension scaffolds don't have bases to secure, but you should use enough support lines and inspect them to ensure they'll hold the structure. It's also best to use counterweights to further prevent tipping risks.

2. Set up guardrails and toeboards

As workers erect the scaffold, they must ensure it has the necessary guardrails and toeboards. **OSHA** requires such protections on [anything above 10 feet](#), but they're a good idea even on lower structures. Regulators may intend these guards as a way to stop employees from falling, but they serve an important secondary purpose of protecting people below from dropped objects.

A sufficient toeboard makes it harder for hand tools or materials to roll off the platform and drop onto a passerby. Along those lines, it's also best to address holes or gaps in the structure's flooring. Using planks instead of a metal grate ensures nothing will slip through the bottom and endanger anyone walking underneath.

3. Inspect scaffolds before the workday begins

As with most equipment, scaffolding requires a thorough inspection before use. A well-trained, experienced worker should look over the structure before anyone is allowed to climb or place anything on it. Reviews should include looking for rust, bent metal, broken fasteners, fraying support cables, and other signs of structural damage or weakness.

Teams need a formal process for reporting and responding to defects discovered in these checks. While specific protocols can vary between jobs, they must include a rule to fix the issue before anyone can use the scaffolding and a chain of command for communication.

It's also best to inspect scaffolding after the workday. That way, teams ensure no new hazards have arisen that may endanger pedestrians walking by during off hours.

4. Set up debris netting

Debris netting is another crucial factor in walkway protection. Accidents can still happen, even with toeboards and careful workflows, causing material to fall below the scaffold. A debris net will catch these hazards so they don't hit anyone walking below.

Even a [1-pound object can cause serious injury](#) if falling from a height of 6 feet or more. Consequently, safety netting is essential regardless of the size of a project's tools or materials.

Debris nets should extend several feet beyond the edge of the scaffolding to provide maximum coverage. They should also be able to withstand far heavier loads than you expect them to encounter during a normal workday. Any holes in the netting should be smaller than the smallest tools used, but ideally, worksites will use canvas or hard canopies instead of a simple net.

5. Use debris chutes

A similar protection to consider is the debris chute. Unlike safety nets, which catch unintentional falling objects, debris chutes provide a way for workers to safely dispose of excess material.

These chutes typically consist of a flexible tube running along the scaffolding and gently sloping toward a designated waste pile. Ideally, this should be a dumpster or movable container to enable easier cleanup. It could also be little more than a dumping zone, as long as workers clear it into dumpsters regularly.

Not every project needs such a system. For example, they're unnecessary for scaffold operations that don't involve removing material. However, any material-intensive workflow or demolition task should use debris chutes to minimize falling object hazards.

6. Train all employees

Employee training is also crucial, as it is in all construction workflows. Human error plays a role in almost all workplace safety incidents despite being relatively easy to address. Given that risk, all workers, regardless of experience, need a refresher on scaffolding best practices before work begins on a site.

Employees setting up scaffolding must review **OSHA** regulations and industry guidance for tipping prevention and safe construction practices. Likewise, anyone working on these structures should receive training on safely disposing of material and keeping objects away from the platform's edge. Reminding workers to keep an eye out when walking underneath scaffolding is also a good idea.

7. Post appropriate signage

Worksites must post clear signage indicating fall hazards near every scaffold covering a walkway. While warning signs are not a perfect solution, studies show they increase awareness around hazards. In the context of under-scaffold walkways, these are particularly important as a way to alert nonemployees who may pass through and be unaware of falling object risks.

Signs should indicate that materials may fall from the platform and be visible before passersby are below the scaffold. You can improve sign visibility by using larger lettering, bright colors and reflective paints to catch people's eyes.

Follow these best practices to secure your scaffolding

Scaffolding can be risky for those on top of it and anyone walking nearby. Consequently, construction sites must follow these seven steps to minimize falling objects and mitigate the damage they may cause.

Failing to abide by these guidelines could result in injuries, lawsuits or even, in extreme cases, death. Given those risks, any time and expense spent on proper protection is worth the investment.



Is Your Facility At Risk Due To Inadequate Electrical Testing?

Ongoing monitoring and maintenance are crucial to all areas of equipment safety. However, some inspections are easier to overlook or make errors in than others. Industrial electrical testing is a common culprit.

High-powered industrial machinery introduces considerable electrical risks. Still, many facilities do not follow best practices when inspecting and maintaining machinery, leading to unnoticed and unmanaged hazards.

Risks of inadequate electrical testing

Like in all inspections, inadequate testing of electrical systems leads to complacency. Facilities believe they are safer than they are, opening the door to behavior they'd otherwise avoid if they knew something was wrong.

This oversight quickly becomes dangerous when managing high-voltage tools. There were [126 electricity-related workplace fatalities](#) in 2020 alone. Such cases are also the most common form of death stemming from exposure to hazardous substances or environments. They're among the top four causes of all workplace fatalities in the construction sector.

It's also worth noting that [70% of all electrical fatalities](#) happen in nonelectrical occupations. While nonexperts may be more likely to make mistakes around high-powered equipment, this trend casts a troubling light on inspectors and electricians. Many of these incidents may result from a failure of electrical experts to perform their duty in ensuring circuitry is safe for others to use.

Common mistakes in industrial electrical testing

Preventing such consequences starts with recognizing where errors typically arise. Businesses should watch for a few common mistakes when optimizing industrial electrical testing.

Not inspecting frequently enough

One of the easiest electrical inspection errors to make is not performing it frequently enough. OSHA holds that energy control procedures [need inspection at least annually](#), but guidance over other powered equipment is less specific. The lack of firm regulatory guidance makes it all too easy to overlook testing for years on end.

Annual inspections are a good baseline for all electrical testing considerations but aren't strictly necessary for every system. Electricians should test building circuitry at least every three years, and frequently used power tools should have a basic review before each use.

Not considering all factors

When businesses perform industrial electrical testing, many don't consider all influencing factors. Ensuring proper voltage and gauging temperatures are among the most crucial considerations, so these are often the focus. However, less obvious steps like reviewing cable sizes and measuring insulation resistance may fly under the radar.

Employees often do not rush through inspections out of laziness or complacency. Rather, they forget about them or assume they may be less important due to high workloads and related stress. As understandable as the reasoning may be, such oversight is a dangerous error.

Not accounting for human error

Relatedly, some electrical inspectors may fail to account for errors in previous tests. Inspection records are necessary for any thorough examination, but taking them at face value is a mistake. Human error is far too common to assume a board schedule or previous test was entirely accurate.

Even professionals can make critical errors, as many missteps stem from overconfidence. Consider how more than 107,000 home improvement injuries involve manual tools, not powered alternatives. People make hazardous mistakes when working with things they're more confident in. Consequently, businesses must perform specific tests each time instead of relying on the accuracy of an earlier report.

Industrial electrical testing best practices

In light of **how easy it is to make** mistakes in **industrial electrical testing**, organizations must **practice greater care**. Here are some **best practices to embrace to prevent missteps and promote** a higher **standard of safety**:

Review applicable codes

The first step in better electrical testing is ensuring organizations understand the standards they must meet. Requirements vary widely depending on the type of machinery, industry and local government regulations, so businesses must perform thorough research ahead of time.

NFPA 70 is a reliable benchmark for general electrical guidelines, so inspectors can start with this code. Other potential applicable standards include NFPA 70E, NFPA 78 and ANSI C2. It's also important to consider state and city laws that may offer more specific guidance than federal or industry regulations.

Use the right tools for the job

Next, electrical inspectors must use appropriate equipment for each kind of inspection. Regulatory texts often outline the types of tools businesses should use for each test, but it's a good idea to look beyond such minimums.

Testers can gain a lot from using more sophisticated measuring devices than laws require. Igniter circuit testers are a great example, as their current is 1,000 times lower than conventional ohmmeters, offering far higher precision. Regulatory texts often outline the types of tools businesses should use for each test, but looking beyond such minimums is a good idea.

Test everything

Given how easy it is to overlook some considerations, industrial electrical testing should include specific tests for every influencing factor. That means inspecting every component within a circuit along all lines, including voltage, impedance, temperatures and environmental hazards.

Some tools can perform multiple tests simultaneously, making thorough inspection less time-consuming. Even in cases requiring several pieces of equipment, inspectors must not rely on the guidance of previous records. This documentation should serve as proof of regular testing, not a source of absolute truth or indication of a circuit's current condition.

Emphasize employee training

As in many safety processes, electrical inspections also require extensive employee training. Formal certification is not mandatory in all states, but most licensing programs ensure compliance with codes like NFPA 70, so they're a good idea. Businesses can encourage workers to achieve such standards by providing complimentary access to these courses.

Regardless of whether an organization requires certification, it should test employees' knowledge at least annually. Regular retraining will prevent complacency and ensure inspectors keep best practices and important steps at the top of their minds.

Capitalize on automation

Automating as much of the industrial electrical testing process as possible is also often beneficial. Human errors are too common to rely on manual testing, even with expert employees. Automation will also help organizations overcome the ongoing electrician shortage without sacrificing safety.

Smart meters and other Internet of Things (IoT) devices can monitor voltage, ohms and other electrical factors in real time. They then alert stakeholders as soon as any of these measurements exceed acceptable parameters. Consequently, inspections become faster and more reliable.

Getting electrical testing right is crucial

Extensive testing is important in many equipment considerations. However, the stakes are often higher in electrical systems than in other use cases.

Circuitry requires attention to multiple easy-to-miss considerations and can have dangerous consequences if testing is inadequate. That may be intimidating, but businesses that follow these best practices can ensure their employees' safety.

From past to present: ASBESTOS REMAINS A HIDDEN HAZARD

Asbestos, once hailed as a “miracle mineral,” has evolved into a persistent and insidious threat to public health. Originally celebrated for its resistance to heat, fire and chemicals, asbestos was widely used across various industries from construction to automotive manufacturing for many years. However, the same properties that made it so valuable have also made it a lingering danger.

According to a recent report, 38% of Americans have been exposed to asbestos in high-risk industries, while 47%, including women and younger generations, have experienced indirect exposure through family members.

Unfortunately, many still view asbestos as a problem of the past, ignoring the fact that its effects can lie dormant for decades before manifesting in serious health conditions. Asbestos is nothing short of a ticking time bomb continuing to endanger lives, and the issue of industries evading safety regulations persists.

The rise of asbestos & a well-orchestrated cover-up

Asbestos became an integral part of the industrial landscape during the 20th century, and its applications were extensive, ranging from use in boiler systems and insulation to automotive parts, textiles, cement, and even materials included in the space race. It was woven into the very fabric of American industry, found in many homes, factories, ships, vehicles, public facilities, and just about everywhere else imaginable.

As use became widespread, so, too, did knowledge of potential dangers. Many workers were developing respiratory illnesses, yet the industries that relied on asbestos were quick to cover this up. Even amid mounting evidence, drastic measures were taken to protect profits, including industry execs hiring scientists to downplay the dangers and creating front groups like the Asbestos Information Association (AIA) and the Industrial Hygiene Foundation (IHF). These organizations, masquerading as independent entities, produced misleading reports and testimony.

The industry's actions set a dangerous precedent that was also evident in the smoking and lead sectors at the time, and continues to influence certain industries even today, especially in chemicals and fossil fuels where corporate greed can sometimes overshadow safety concerns.

Asbestos remains a modern-day threat

The Environmental Protection Agency's (EPA) was eventually successful in restricting use during the late-1980s. But, despite this, and the agency's more recent ban on chrysotile asbestos, asbestos use persists, and its former legacy also remains.

Fibers are still present in aging infrastructure, and symptom latency offers a deceptive sense of security. While laws mandate the safe handling of asbestos during renovations or demolitions, they do not require the immediate removal of asbestos-containing materials (ACMs), particularly if they're able to remain tucked away.



Many individuals and organizations also attempt to cut corners in order to save on costs.

All of these factors combined can only mean one thing – asbestos remains a very real threat to public health, and it isn't going away anytime soon.

Devastating health effects

Mesothelioma is perhaps the most well-known asbestos-related disease. This develops when asbestos fibers lodge in the lining of the lungs, chest, or abdomen, causing chronic inflammation and, eventually, cancer. Beyond mesothelioma, asbestos is also the leading occupational risk factor for lung cancer and other respiratory diseases such as asbestosis and pleural thickening.

Many asbestos-induced illnesses involve the lungs, but fibers can quickly travel to other areas of the body as well, often leading to cancers of the digestive system, including throat, stomach, colorectal, colon, and ovarian cancers, among others.

The importance of screening & awareness

Alarmingly, only 8% of Americans undergo regular health screenings, leaving the majority of the public unaware of whether they have been exposed to asbestos or whether damage has occurred. This lack of awareness allows diseases to progress undetected, often until it is too late for treatments to be effective.

Catching these diseases in their early stages allows for more aggressive treatment options, which often improve one's chances for survival and improve overall quality of life. Regular screenings, by way of a simple chest X-ray or lung function test, particularly for those who may have been exposed in the workplace or at home, can be lifesaving.

Beyond the workplace: Protecting loved ones

The dangers of asbestos exposure extend beyond the workplace, affecting family members who may unknowingly be exposed secondhand. In 2021, the CDC reported an increase in mesothelioma rates among women, many of whom had no direct exposure to asbestos but were exposed through their loved ones who handled it on the job. This highlights the importance of education and preventative measures, not just for workers but for those they live with, including spouses and children.

The bottom line

Asbestos, once a celebrated innovation, remains a hidden hazard that continues to endanger public health. Despite increased awareness and regulation, the legacy of its widespread use persists, with many individuals unknowingly carrying the seeds of asbestos-related diseases. The hidden nature and symptom latency of asbestos has created a false sense of security for many, but the risks are very real and persist still today. By raising awareness, encouraging regular testing, and implementing stricter regulations, we can better protect ourselves and future generations.

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.

Yes, You Can Use FMLA for PPD and Other Postpartum Mental Health Conditions

Postpartum mental health conditions (PMHCs) affect many new mothers, with up to 85% experiencing some level of **anxiety or depression** in the weeks after giving birth. Often these feelings will resolve on their own, but for many new parents, these issues do not resolve quickly and require professional care. These conditions are more common than many parents realize. A crucial step in erasing the persistent stigma around **PMHCs** is helping new mothers understand the rights and resources available to them. One important area where there are protections and resources for new mothers, including those with **PMHCs**, is in the workplace.

The **Family and Medical Leave Act (FMLA)** provides many parents with job-protected leave, and there are provisions within the law that can help mothers who are dealing with **PMHCs**.

For more detailed information, access the many [Wage and Hour Division Family and Medical Leave Act resources](#) available online. [Federal Family and Medical Leave Act \(FMLA\) poster](#) (pdf)



UPDATED Colorado Labor Law Poster — State, Federal, & OSHA in One Poster

- [Pre-Order 2025](#)
- Shipments pending release of update(s) from the state Department of Labor

OSHA Workplace Poster: JOB SAFETY AND HEALTH: IT'S THE LAW

What is the OSHA poster and why do I need it?

The **OSHA JOB SAFETY AND HEALTH: IT'S THE LAW poster**, available for free from **OSHA**, informs workers of their rights under the **Occupational Safety and Health Act**. All covered employers are required to display the poster in their workplace. Employers do not need to replace previous versions of the poster. Employers **must** display the poster in a conspicuous place where workers can see it.

If you are in a state with an [OSHA-approved state plan](#), there may be a [state version](#) of the **OSHA** poster. Federal government agencies must use the [Federal Agency Poster](#).

Reminder - 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 2024 Regs Violation Penalty Increases

The Department of Transportation published a [final rule](#) in the *Federal Register*, Thursday, Dec 28, 2023, updating the civil penalty amounts (*effective immediately*) that may be imposed in 2024 for violations of certain DOT regulations, including **Federal Motor Carrier Safety Administration** regulations focused on in trucking-company audits.

This is an annual move required by the Federal Civil Penalties Inflation Adjustment Act Improvements Act.

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

reminder..... November 18th compliance date coming soon

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

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](#).

Drug and Alcohol

Clearinghouse Update

Cargo Theft Continues to Rise Over 2023 Numbers

Theft continued to increase in Q3

The recent trend of increasing cargo theft continued in the third quarter of 2024, according to cargo theft recording firm CargoNet. Their analysis of third-quarter cargo theft trends found a 14% increase over the same period a year ago, with 776 recorded cargo theft events across the U.S. and Canada. The total value of those stolen goods was \$39 million for the quarter.

While theft activity was up significantly year-over-year, the number of theft incidents did decrease slightly, by 1.6%, from the second quarter of the year. The firm noted, however, that it expects that gap to close with delayed reporting.

Compared to the third quarter last year, there has been a shift in targeted commodities. Thieves are not focusing as much on solar panels, motor oils and energy drinks as they were a year ago. There has been increased focus, however, on footwear, computers, high-end audio systems and hard liquor.



The primary drivers of cargo theft continue to be organized crime groups specializing in strategic forms of cargo theft that typically involve some form of document fraud, identity theft, and intent to steal the property they are being entrusted to transport, CargoNet added.

One tactic that has seen increased usage is sophisticated phishing schemes in which bad actors attempt to gain unauthorized access to motor carriers' email accounts. They then use those emails to bid on loads and bypass compliance checks. CargoNet said this method has grown in popularity in response to much of the industry instituting policies that rate confirmation documents should only be sent to official emails.

Cargo theft incidents in California, Texas and Illinois represent more than half of all theft recorded in the third quarter, CargoNet reported.

Another strategic cargo theft tactic being used is purchasing motor carrier authorities. Previously centered around recently purchased authorities in California, organized crime groups are now primarily interested in authorities in states not thought to be high-risk for cargo theft, after many companies have instituted policies that they will not accept new carriers from the California into their network.

Finally, organized crime groups are using enhanced evasion techniques, such as switching license plates, driver's licenses, and truck and trailer numbers between pickups to combat growing reliance on publicly available FMCSA vehicle inspection data. CargoNet said multiple pickups are being arranged in multi-day crime sprees, and stolen shipments are being staged at central collection points so that malicious actors can focus on obtaining as many loads as possible before the industry learns of their criminal activity.

2024 CVSA Out-of-Service Criteria Available in the App

The 2024 Commercial Vehicle Safety Alliance (CVSA) North American Standard Out-of-Service Criteria is available for purchase through the CVSA Out-of-Service Criteria app.

The out-of-service criteria app may be accessed anywhere, anytime via a mobile device. In addition to the out-of-service criteria, the app also contains inspection bulletins, photos of violations, inspection procedures, operational policies, access to the CVSA Learning portal and more.

To purchase the out-of-service criteria, search "CVSA" in the [App Store](#) or [Google Play](#) then select "CVSA Out-of-Service Criteria." Once you've downloaded the app, set up your account with your first and last name and email address, then purchase the 2024 criteria. If you already have the app, search and select "CVSA Out-of-Service Criteria" in the App Store or Google Play to update your app and purchase the 2024 criteria.

In addition, bulk orders of the app are available for jurisdictions and motor carriers. [Contact CVSA to place a bulk order.](#)

The app is just one of several ways you may access the criteria. The out-of-service criteria are also available as a spiral-bound [handbook](#), in an electronic format as a restricted [PDF](#), and as an 8.5" x 11" document in [French](#), [Spanish](#), and bilingual [English-French](#) and [English-Spanish](#).

CVSA Releases 2024 Brake Safety Week Results



Certified inspectors in Canada, Mexico and the U.S. conducted 16,725 inspections on commercial motor vehicles as part of the **Commercial Vehicle Safety Alliance's (CVSA) North American Brake Safety Week**, Aug. 25-31. **Approximately 87% of the commercial motor vehicles inspected did not have out-of-service violations and were deemed safe and permitted to proceed on roadways.**

Out of the **16,725 commercial motor vehicle inspections conducted, 2,149** of those vehicles had **brake-related out-of-service violations**, which is a **12.8% out-of-service rate**. A vehicle is **placed out of service** when critical vehicle inspection items are **identified during an inspection as conditions found** in the [North American Standard Out-of-Service Criteria \(OOSC\)](#). When a vehicle is placed out of service, it is **restricted from further travel until all out-of-service violations have been corrected**. **CVSA's out-of-service criteria identifies critical vehicle inspection items and details the criteria that prohibit a motor carrier or driver from operating a commercial motor vehicle until the violations have been addressed.**

Of the **2,149 commercial motor vehicles placed out of service, 1,355 (63.1%) had stand-alone out-of-service brake violations and 217 (10.1%) had steering axle brake out-of-service violations**. Also, **1,216 (56.6%) 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**. **Note: a vehicle may have more than one violation type.**

The **focus area for this year's Brake Safety Week was on lining/pad violations**. Throughout the week, **inspectors looked for loose, missing or worn brake lining/pads, as well as cracks, voids or contamination**. Inspectors found **382 lining/pad violations on power (tractor) units and 272 on towed (trailer) units, for a total of 654 brake lining/pad violations.**

Lining/Pad Violations			
	Power Unit	Towed Unit	Total
Contaminated	177	71	248
Cracks/Voids	103	77	180
Worn	85	87	172
Loose/Missing	17	37	54
Total	382	272	654

Sixty-one jurisdictions participated in this year's Brake Safety Week.

- *In Canada, inspectors conducted 1,926 inspections and discovered 243 brake-related out-of-service violations, which is a 12.6% out-of-service rate. Forty-four power units and 49 towed units had lining/pad violations.*
- *In Mexico, inspectors conducted 107 inspections and discovered six brake-related out-of-service violations, which is a 5.6% out-of-service rate. One power unit and five towed units had lining/pad violations.*
- *In the U.S., inspectors conducted 14,692 inspections and discovered 1,900 brake-related out-of-service violations, which is a 12.9% out-of-service rate. Lining/pad violations were found on 310 power units and 172 towed units.*

Eighteen states with performance-based brake testers (PBBT) participated in this year's Brake Safety Week by conducting 452 inspections using their PBBTs. There were 26 failures, which is a 5.75% out-of-service rate.

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. 24-30, 2025.

[View the results](#) from **CVSA's** previous brake-safety inspection and enforcement initiatives.

At Some Point in the Day, Everyone is a Pedestrian



Unfortunately, **pedestrian injuries and fatalities** remain high. In 2022, **7,522 pedestrians** were killed in traffic crashes (*that's one every 70 minutes*) and more than **67,000 pedestrians** were injured nationwide. NHTSA raises **awareness of the dangers** to pedestrians and **provides tips to keep** pedestrians safe.

Everyone has **different preferences** when it comes to transportation, but at **one time or another** everyone is a **pedestrian**.

When **drivers maintain safe speeds** and practice other **safe driving behaviors**, safer walking environments are created for you, your **loved ones** and others in **your community**.

Know the Basics—Pedestrian Safety

8 Safety Tips for Drivers

1. Look out for pedestrians everywhere, at all times.
2. Use extra caution when driving in hard-to-see conditions, such as nighttime or bad weather.
3. Slow down and be prepared to stop when turning or otherwise entering a crosswalk.
4. Yield to pedestrians in crosswalks and stop well back from the crosswalk to give other vehicles an opportunity to see the crossing pedestrians so they can stop too.
5. Never pass vehicles stopped at a crosswalk. There may be people crossing where you can't see.
6. Never drive under the influence of alcohol and/or drugs.
7. Follow the speed limit, especially around people on the street, in school zones and in neighborhoods where children are present.
8. Be extra cautious when backing up and look for pedestrians.

8 Walking Safety Tips

1. Follow the rules of the road and obey signs and signals.
2. Walk on sidewalks whenever they are available.
3. If there is no sidewalk, walk facing traffic and as far from traffic as possible.
4. Cross streets at crosswalks or intersections. Look for cars in all directions, including those turning left or right.
5. If a crosswalk or intersection is not available, locate a well-lit area where you have the best view of traffic. Wait for a gap in traffic that allows enough time to cross safely; continue watching for traffic as you cross.
6. Watch for cars entering or exiting driveways, or backing up in parking lots.
7. Avoid alcohol and drugs when walking; they impair your abilities and your judgment.
8. Embrace walking as a healthy form of transportation - get up, get out and get moving.

Construction Zones Can Be Dangerous

With every cone zone comes equipment, workers, and daily changes in the road and alignment you may be traveling.



As you approach a cone zone:

- **Slow down:** Obey the posted speed limit and reduce your speed when approaching a cone zone. Speeding is a major cause of work zone crashes.
- **Maintain a safe distance:** Leave at least two car lengths between you and the car in front of you.
- **Be aware of workers:** Keep a safe distance between your vehicle and construction workers and their equipment.
- **Follow signs:** Obey all construction signs, including flashing signs.
- **Avoid distractions:** Put away your phone and focus on the road.
- **Merge smoothly:** Avoid unnecessary lane changes and merge into traffic as soon as possible.
- **Respect barricades:** Barricades protect everyone, including you.

Safety Belts Save Lives

Another **driver violation** that was **captured** during this year's **International Roadcheck** was **safety belt usage**. A total of **535 safety belt violations** were issued during the event in **May**. According to **FMCSA**, **14%** of **commercial motor vehicle drivers** do **not wear their safety belt**. The agency [asked for comments](#) in an **online survey of commercial motor vehicle drivers** to understand their **perceptions and behaviors** regarding **safety belt usage** and **road safety**.



Safety belts are **not just for light-vehicle drivers** and occupants, but **must also be worn** by **Commercial Motor Vehicle (CMV) drivers**. Though **some drivers** may have **excuses for not buckling up**, such as thinking the **belt is uncomfortable**, the **data is clear** that wearing your **safety belt can save your life**.

What is the **FMCSA** seat belt rule?

[Section 392.16](#) of the *Federal Motor Carrier Safety Association (FMCSA) Regulations* indicates that **NO driver shall operate a commercial motor vehicle, and a motor carrier shall not require or permit a driver to operate a commercial motor vehicle, that has a seat belt assembly installed at the driver's seat unless the driver is properly restrained by the seat belt assembly.**

FMCSA Requests Comments on Medical Qualification Requirements ICR

On Sept. 17, **FMCSA requested** comments on **Medical Qualification Requirements Information Collection Request (ICR)**, which is for **ensuring that drivers, motor carriers and states are complying with the physical qualification requirements of CMV drivers**. **Comments are due by Nov. 18.**

CMVs (trucks and buses) are **longer, heavier, and more difficult to maneuver** than **automobiles**, making them a **threat to highway safety** if not **operated properly** by **qualified individuals**. The **public interest in, and right to have, safe highways** requires the assurance that **drivers of CMVs** can safely perform the **increased physical and mental demands** of their duties. **FMCSA's physical qualification standards** provide this **assurance by requiring** drivers to be **examined and medically certified** as physically and **mentally qualified** to drive. Therefore, **information used to determine and certify driver medical fitness** must be **collected**. **FMCSA** is the **Federal government agency** authorized to **require the collection** of this **information**. **FMCSA** is **required by statute** to establish **standards** for the **physical qualifications of drivers who operate CMVs** in interstate **commerce for non-excepted industries** ([49 U.S.C. 31136\(a\)\(3\)](#) and [31502\(b\)](#)). The **regulations discussing** this collection are outlined in the **Federal Motor Carrier Safety Regulations (FMCSRs)** at [49 CFR 390 through 399](#).

Comments on this **notice** must be **received on or before November 18, 2024**. You may submit **comments** identified by **Federal Docket Management System (FDMS) Docket Number FMCSA-2024-0158** at the [Federal eRulemaking Portal](#). Follow the **online instructions** for **submitting comments**.

Truck History Reports

Look up the full history of any truck, including: reported accidents, inspection violations, insurance claim, owner history and more.

[Find Report](#)

And learn more about truck history reports.

CMV Safe Speed Campaign

Speeding is a major contributor to crashes, injuries, and fatalities on our nation's roadways. **FMCSA's Safe Speed Campaign** supports commercial motor vehicle (CMV) drivers by reminding them of the importance of maintaining a safe speed. Share this life-saving message using the educational resources below, available for download and distribution.

[Access materials](#)



How Fleets Use Custom Apps to Improve Communication and Solve Exceptions

On the surface, trucking seems pretty straightforward: assign the closest available drivers and equipment to orders, send drivers instructions, and watch pickups and deliveries go as expected.

Unfortunately, nothing could be further from the truth. Exceptions are the rule in this business. When they occur, critical details must be quickly communicated with drivers to mitigate the impacts.

Calling drivers or sending messages through traditional in-cab fleet mobility systems complicates matters. Drivers can lose track of details and respond slowly or not at all. Uncertainty and confusion mount whenever drivers need more information to resolve issues and do their jobs.

Many fleets now use custom mobile apps that give drivers organized, transparent, rapid communications to prevent and manage exceptions and keep their drivers moving.

Streamlined driver communication

Traditional in-cab fleet mobility systems give drivers one inbox for all corporate communications. Messages from dispatchers enter the same queue as those from safety, human resources, and other departments. A single communication channel may cause drivers to miss or ignore essential details.

Custom driver apps can solve this challenge by delivering messages through multiple channels that drivers can access through a single interface. For instance, a fleet could have one channel for general messages, another for company news, and a third for to-do tasks.

One way to ensure drivers receive priority communications is with text-to-speech functionality. Important messages can be automatically read to drivers while in motion. Meanwhile, drivers can view lower-priority company news or messages when safely parked.

Instead of scrolling through an inbox full of messages, drivers use their fleet's app to quickly access priority items from personal and corporate devices, inside or outside the cab.

Simplifying trip planning

Fleets that use custom mobile apps can do more than send and receive essential communications. Apps that integrate with existing telematics and back-office systems can give drivers a single dashboard with one-click access to all their job tools, from truck-safe navigation to traffic and weather alerts, trailer locations, training content, performance and compliance data, and more.

The load planning and dispatch process is complete once drivers identify information crucial to their trip. Only drivers know their trip details, such as where to stop for fuel, rest breaks, maintenance, and other necessary tasks to deliver safely on time.

A custom fleet app can give drivers all the information they need to make trip-planning decisions. Fleets that use custom apps with an integrated trip-planning function can save office staff and drivers significant time and money.

A survey of truck drivers found they routinely spend at least 30 minutes each day on trip planning when using various smartphone apps for separate functions, like checking the weather, fuel prices, and planning route details. A single interface can solve this disjointed process.

A custom app can give drivers live traffic, weather, fuel, and other information on an interactive map display. It allows them to adjust their

planned routes and add stops easily — within 15 minutes or less — to get the best possible results.

Fleets gain better visibility and more accurate shipment ETAs, while drivers spend more time behind the wheel to maximize their earnings. In addition, effective trip planning gives drivers more autonomy and control over their day, leading to higher driver satisfaction and lower turnover.

Weather alerts boost safety

We all know how weather can impact a driver's day or week. K&B Transportation created a system that channels weather warnings through a separate newsfeed in its custom app. This helps the South Sioux City, Nebraska-based fleet, which has over 2,000 assets and is a leader in transporting perishable food products, improve safety and customer service.

"We put quick links to SafeTravel USA and other weather sites in the menu of our custom app so drivers are in tune with the weather and how long it's going to last," said Matt Fengler, an Operations Supervisor at K&B Transportation. *"It's improved our communication with our drivers. They appreciate that we're trying to communicate with them and doing what's in their best interest by keeping them in the loop as to what's happening."*

Before adding this feature, K&B's operations department called each driver and alerted them of weather incidents and road shutdowns. It was a time-consuming effort.

Today, in their custom app, the weather alert feature takes over the application dashboard to notify drivers when a severe weather issue requires action. The alert is read aloud to help prevent driver distractions. The warning can result in the driver pulling over until the weather passes or re-routing out of harm's way.

The driver must acknowledge the alert before they can access the dashboard's features menu. This ensures the message is noticed and addressed, and more importantly, it positively impacts safety.

"Being able to deliver that information quickly has reduced our DOT recordable accidents by about 80%," noted Fengler. The alerts also help office teams proactively communicate with customers about when their product will arrive or where it is along its route.

"We can relay delivery changes to customers, speed up getting everybody back on the road, and ensure products are delivered safely," Fengler added. *"It's been a game-changer."*

Custom apps: Driving success

Truckload operations demand real-time, efficient communications to manage exceptions. Traditional approaches create driver confusion and delays. Custom mobile apps streamline communications and improve safety by enabling drivers to make quicker, more informed decisions.

Traditional in-cab communication systems hold drivers and fleet operators back in an industry where every minute counts. Drivers benefit from having a single interface to access trip planning, communication tools, and centralized information from multiple sources, inside and outside the cab. Fleets also benefit from the positive impact on driver productivity, fleet safety, compliance, and profitability. And it's all made possible through a custom mobile driver app.



Connect with MSHA

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

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



MINE VIOLATIONS

DOL Completed August 2024 Impact Inspections at 14 Mines with Repeated Health, Safety Violations

Inspections identify 72 significant and substantial violations, 5 unwarrantable failures

The U.S. Department of Labor announced recently that the [Mine Safety and Health Administration](#) completed impact inspections at 14 mines in 10 states in August 2024, issuing 253 violations.

The agency began conducting impact inspections after an April 2010 explosion in West Virginia at the Upper Big Branch Mine killed 29 miners.

Since 2023, [MSHA's](#) impact inspections have identified 4,567 violations, including 1,261 significant and substantial and 87 unwarrantable failure findings. An S&S violation is one that could contribute in a significant and substantial way to the cause and effect of a safety or health hazard. Violations designated as unwarrantable failures occur when an inspector finds aggravated conduct that constitutes more than ordinary negligence.

"It is vital that miners play an active role in their safety and health by identifying hazards and reporting them to [MSHA](#) for investigation, appropriate enforcement action and abatement," said Assistant Secretary for Mine Safety and Health Chris Williamson. *"Impact inspections are a valuable enforcement tool to ensure hazards are corrected to keep all miners safe and healthy."*

The agency conducts impact inspections at mines with poor compliance history; previous accidents, injuries and illnesses; and other compliance concerns. Of the 253 violations [MSHA](#) identified in August 2024, 72 were evaluated as S&S and five had unwarrantable failure findings at mines inspected in Alabama, Arkansas, Indiana, Kentucky, Minnesota, Pennsylvania, South Dakota, Utah, Washington and West Virginia.

"Miners have the right to a safe and healthy workplace and should continue to exercise those rights to protect themselves and their coworkers."

[View MSHA monthly impact inspections results, including those for August 2024.](#)



Health tool for miners

Office of the Chief Information Officer worked collaboratively with the [Mine Safety and Health Administration](#) to develop a [new tool](#) that provides quick access to health services tailored to miners' needs.

Report Emergency

[Report Accidents & Hazardous Conditions](#)

[1-800-746-1553](tel:1-800-746-1553)

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.

Strengthening Employees Against Future Injuries

MIND BODY



Dealing with workplace injuries can often feel like an endless struggle. Injuries lead to costly downtime, financial setbacks, and emotional strain for both employees and employers. Rather than just reacting to these issues, we can take proactive steps to prevent them. This article explores strategies to enhance employees' physical and mental resilience, reducing the risk of future injuries.

Understanding employee resilience

Workplace injuries are a significant concern for organizations, both in terms of human impact and financial costs. According to the [National Safety Council \(NSC\)](#), workplace injuries cost U.S. employers over \$167 billion in 2022 alone. This figure includes expenses related to lost productivity, medical expenses, and administrative costs. Additionally, the [U.S. Bureau of Labor Statistics \(BLS\)](#) reported 2.8 million nonfatal workplace injuries and illnesses in the private sector in 2022. These statistics highlight the urgent need for effective injury prevention and resilience-building strategies to protect employees and reduce the financial burden on organizations.

Resilience in the workplace is the ability of employees to recover quickly from difficulties and adapt to changes while maintaining high performance. This resilience encompasses physical, mental, and emotional strength, allowing employees to handle stress, adapt to new situations, and recover from setbacks. In essence, resilient employees are better equipped to face challenges and continue contributing positively to their organization.

Building resilience is vital for several reasons:

- **Injury prevention:** Resilient employees are less likely to suffer from injuries because they can better manage stress and physical demands.
- **Enhanced well-being:** A resilient workforce enjoys better overall health, fewer sick days, and lower healthcare costs.
- **Increased productivity:** Resilient employees are more focused and motivated, contributing to higher productivity and efficiency.
- **Adaptability:** In a rapidly changing work environment, resilient employees can quickly adapt to new roles, technologies, and processes, ensuring smooth transitions and sustained performance.

With a solid grasp of the importance of resilience, we can now examine specific strategies for building this quality in employees.

Physical strengthening

Building physical strength is a foundational element of resilience. Wellness programs and strength building resources play a crucial role in enhancing employees' physical health.

Wellness programs

Wellness programs are comprehensive initiatives designed to enhance employees' physical health and well-being through various activities and resources that promote healthy lifestyles. For instance, a large manufacturer might offer gym memberships, on-site fitness classes, and health seminars as part of their wellness program. Studies on the [financial impact of worksite wellness programs](#) show that these initiatives can lead to reduced healthcare costs and provide a positive return on investment for companies.

Effective wellness programs often incorporate:

- **Fitness assessments:** Regular health check-ups to monitor physical fitness levels.
- **Personalized exercise plans:** Tailored fitness routines based on individual needs and capabilities.
- **Health education:** Workshops and seminars on nutrition, exercise, and healthy living.

The benefits include:

- **Improved physical health:** Regular exercise and health education lead to better physical condition and lower rates of chronic diseases.
- **Reduced injury risk:** Healthier employees are less prone to workplace injuries, particularly those related to physical exertion and repetitive tasks.
- **Enhanced productivity:** Healthy employees are more energetic, focused, and productive, contributing to the organization's success.

“Healthier employees are beneficial for everyone involved. When employees feel that the company values their health and promotes healthy lifestyles they are more likely to contribute positively to the work place.” — Sara Goeckner, DPT, Account Manager Atlas IPS

Stretching routines

Structured stretching routines are exercises designed to maintain flexibility, improve range of motion, and reduce muscle tension. For example, a manufacturing company might introduce daily stretching breaks for employees, particularly those working long hours at desks. These employees are likely to experience reduced neck and back pain, with [one study](#) showing that participants in a four-week stretching and flexibility program reported an average 58% improvement in their back pain.

Stretching routines can be easily incorporated into the workday through:

- **Daily stretching sessions:** Scheduled times for stretching, individually or in groups.
- **Stretch breaks:** Short, regular breaks to perform stretching exercises.
- **Guided stretching programs:** Instructional videos or in-person guidance to ensure proper technique.

The benefits include:

- **Increased flexibility:** Regular stretching helps maintain and improve flexibility, reducing the risk of injuries.
- **Reduced musculoskeletal discomfort:** Stretching alleviates tension and discomfort, particularly in jobs involving repetitive motions or prolonged static positions.
- **Lower incidence of injuries:** With better flexibility and reduced muscle strain, employees are less likely to suffer from work-related injuries.

Having established the benefits of physical movement, let's shift our focus to mental health. Strengthening the mind is just as important as strengthening the body.

Mental strengthening

Mental health is a critical component of overall resilience. Stress management techniques and employee support programs are vital to maintaining a healthy and focused workforce.

Stress management techniques

Stress management techniques, such as mindfulness practices and cognitive-behavioral strategies, are effective methods to help individuals cope with and reduce stress. According to research from the [American Psychological Association \(APA\)](#), introducing mindfulness training programs and encouraging weekly meditation sessions can lead to employees feeling less stressed and more focused, which in turn increases productivity.

Integrating stress management techniques into the workplace involves:

- **Mindfulness training:** Workshops or regular sessions where employees learn to focus on the present moment, reducing anxiety and increasing awareness.
- **Cognitive-behavioral strategies:** Training sessions that teach employees to reframe negative thoughts and behaviors into positive ones.
- **Relaxation exercises:** Incorporating breathing exercises, meditation, and yoga into daily routines.

The benefits include:

- **Improved mental clarity:** By managing stress, employees can think more clearly and make better decisions.
- **Better decision-making:** Reduced stress leads to more rational and effective decision-making.
- **Increased productivity:** Less stress means fewer distractions, allowing employees to focus better on tasks.

Employee support programs

Employee support programs, which offer mental health support through counseling, peer support groups, and other services, have been shown to significantly benefit both employees and employers. Research indicates that comprehensive wellness programs, including mental health support, contribute to lower absenteeism rates and higher productivity.

Making employee support programs accessible involves:

- **Counseling services:** Providing access to professional counselors either on-site or through an employee assistance program (EAP).
- **Peer support groups:** Establishing groups where employees can share experiences and support each other.
- **Mental health days:** Allowing employees to take time off to focus on their mental health.

The benefits include:

- **Enhanced emotional resilience:** Employees with access to support programs are better equipped to handle stress and emotional challenges.
- **Lower absenteeism:** When mental health needs are met, employees are less likely to take sick days.
- **Higher job satisfaction:** Access to mental health resources leads to happier, more engaged employees.

While mental strengthening is vital, addressing potential physical issues before they become serious is equally essential.

Early intervention

Early intervention strategies help manage and prevent musculoskeletal discomfort and other health issues before they escalate. This proactive approach is crucial for maintaining employee health and productivity.

Musculoskeletal discomfort management

Early intervention in managing musculoskeletal discomfort involves identifying and addressing signs of pain before they become severe. For example, envision a manufacturer that implements ergonomic assessments and workstation adjustments. According to the [Occupational Safety and Health Administration \(OSHA\)](#), they're likely to experience a reduction in musculoskeletal complaints and injuries among employees.

Managing musculoskeletal discomfort can be achieved through:

- **Ergonomic assessments:** Regular evaluations of workstations to ensure they are ergonomically sound.
- **Adjustments:** Making necessary changes to equipment and workstations to improve comfort.
- **Education:** Training employees on proper posture and ergonomic practices.

The benefits include:

- **Reduced healthcare costs:** Early intervention prevents minor issues from becoming major health problems, saving on medical expenses.
- **Minimized downtime:** Addressing discomfort early keeps employees at work and productive.
- **Faster recovery:** Quick identification and management of issues lead to quicker recovery times.

"Addressing discomfort early and working to improve ergonomic problem areas can really pay off. It helps reduce healthcare costs and helps improve your teams efficiencies." — Sara Goeckner, DPT, Account Manager Atlas IPS

Telephonic nurse triage

Telephonic nurse triage services provide employees with immediate access to medical advice via phone consultations, which can lead to significant benefits for both employees and employers. Implementing telephonic nurse triage services can lead to better and faster recovery for injured workers, resulting in decreased litigation rates and overall claim costs. This early intervention helps manage claims more effectively, facilitating quicker and more accurate compensability decisions.

The telephonic nurse triage process involves:

- **24/7 Access:** Offering round-the-clock availability of nurse triage services.
- **Immediate assessment:** Nurses assess the severity of injuries and recommend appropriate actions.
- **Follow-up:** Ensuring follow-up consultations to monitor the employee's condition.

The benefits include:

- **Immediate medical advice:** Quick access to medical advice helps employees promptly get the care they need.
- **Reduced workers' compensation claims:** Early intervention and proper guidance reduce the number of claims.
- **Lower overall costs:** By preventing unnecessary emergency room visits, telephonic nurse triage helps lower healthcare costs.

Strengthening workforce resilience

Building resilience involves both physical and mental strength. Proactive measures such as wellness programs, stretching routines, and early intervention services are essential in fostering long-term employee well-being. These strategies not only help in preventing immediate injuries but also contribute to overall health and productivity.

Encourage your organization to implement these strategies to build a more resilient workforce. Start with small steps, like introducing a stretching routine or setting up a wellness program. Gradually expand these initiatives to foster long-term employee well-being. Investing in resilience not only protects your employees but also enhances productivity and reduces costs, creating a healthier, more effective workplace.



How Often Should You Change Smoke Detector Batteries

The National Fire Protection Association (NFPA) recommends changing the batteries in your smoke alarm every 6 months.

On Sunday, Nov. 3 at 2 a.m. daylight saving time ends and the clocks will turn back one hour to standard time in Colorado. This transition is always a good time to check the batteries in your smoke detectors. The NFPA recommends this as part of their "**Change Your Clocks, Change Your Batteries**" campaign.

If you're in a state that doesn't make the time switch, schedule a date in the fall and again in the spring to check those batteries.

Here are some other tips for smoke detector maintenance:

- **Test monthly**
Press the test button on your smoke alarms at least once a month to ensure they're working.
- **Replace batteries**
If your smoke alarm uses regular batteries, replace them at least once a year. If your smoke alarm chirps, it's time to change the batteries.
- **Replace alarms**
Replace your smoke alarm at least every 10 years, even if it has 10-year batteries.
- **Install smoke alarms**
Install smoke alarms on every level of your home, including inside each bedroom and outside sleeping areas.
- **Reduce risk**
Properly installing, operating, and maintaining smoke alarms can help reduce the risk of fire.

Heading into fall, seasonal health issues will be here soon. For your convenience, we'll continue to provide links so that you can access the most updated information.

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](#)
- [OSHA FactSheet - AVIAN INFLUENZA \(Bird Flu\)](#)
- [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: A Guide for Employers

SINCE THE COVID-19 PANDEMIC BEGAN IN THE SPRING OF 2020, COVID-19 HAS IMPACTED PEOPLE IN MANY WAYS. Government reports estimate that millions of Americans have experienced prolonged, lingering symptoms, a condition known as Long COVID. These symptoms can be severe enough to affect an individual's ability to function, including the ability to work.

This [publication](#) (pdf - developed by EARN and the Job Accommodation Network) provides information and resources to help employers support employees with Long COVID.



From all of us at
MJS Legacy Safety...

Be safe out there!!