



AMERICAN SOCIETY OF SAFETY PROFESSIONALS

Next Meeting:

TOPIC: Scaffolding: set-up & safety

Presenter: Bob Madden w/Ryan & Assoc

When: January 24th @ noon

Where: Tri-City Electric

6225 N Brady St, Davenport, IA

Update Contact Information

Contact Diana Gilbert @ dlg1127@aol.com to up-date your e-mail address to receive the newsletter by e-mail, and emails from ASSE if you are not currently doing so.

We are always looking for input into the newsletter to better serve our members. Please send newsletter contributions to Diana Gilbert.

New Members!!

The Quad City Chapter would like to welcome our newest members: Jared Sneddon w/Grain Processing Corp, Ben Morgan, William Marshall, Elizabeth Frimel, Dorothy Bryant, & Sheillah Bentley!!

Welcome!!

If you know of someone who is interested in joining our chapter, refer them to the refer-a-member link on <http://www.asse.org/>

We are looking for someone who would be willing to take over as our webmaster for the local Quad City ASSP website. It will only require a few hours of time per month. If interested please contact Travis Keeney @ tkeeney@tricityelectric.com or Diana Gilbert @ dlg1127@aol.com or Diana.gilbert@fluor.com. Thank you so much for your assistance!!

WHAT DO YOU SEE?

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Incentive programs, post-incident drug testing not prohibited under electronic recordkeeping rule, OSHA says

Photo: Ridofranz/iStockphoto

Washington — Post-incident drug testing and safety incentive programs are not prohibited under the [anti-retaliation provisions](#) in OSHA's electronic recordkeeping rule, the agency has clarified in an [Oct. 11 memorandum](#) sent to regional administrators and state designees.

As part of its [Improve Tracking of Workplace Injuries and Illnesses final rule](#) issued in May 2016, OSHA states in [29 CFR 1904.35 \(b\)\(1\)\(iv\)](#) that employers “must not discharge or in any manner discriminate against any employee for reporting a work-related injury or illness.”

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In an [October 2016 memo](#), OSHA explains that drug testing employees who report injuries or illnesses is prohibited unless an employer has an “objectively reasonable basis.” In addition, the agency will “only consider whether the drug test is capable of measuring impairment at the time the injury or illness occurred,” and will “consider this factor for tests that measure alcohol use” but not tests for drug use.

According to the 2016 regulation's preamble, “evidence in the rulemaking record shows that blanket post-incident drug testing policies deter proper reporting” and indicates employers might run afoul of the rule's anti-retaliation provisions with such actions.

The most recent memo outlines five examples of acceptable drug testing, including the evaluation of “the root cause of a workplace incident that harmed or could have harmed employees.” Under this circumstance, employers who choose to test for drugs “should test all employees whose conduct could have contributed to the incident, not just employees who reported injuries.”

The other examples include random drug testing, testing unrelated to reporting an occupational injury or illness, testing under state workers' compensation laws, and testing under other federal law such as a Department of Transportation rule.

Incentives

The 2016 final rule cautions that incentive programs “might be well-intentioned efforts by employers to encourage their workers to use safe practices. However, if the programs are not structured carefully, they have the potential to discourage reporting.”

Incentive programs that seek reductions in the number of injuries and illnesses reported, or rate-based programs, are permissible if they do not discourage reporting, OSHA states in the Oct. 11 memo, adding that employers who withhold a prize because of an injury report are not in violation “as long as the employer has implemented adequate precautions to ensure that employees feel free to report an injury or illness.”

Further, “an employer could avoid any inadvertent deterrent effects of a rate-based incentive program by taking positive steps to create a workplace culture that emphasizes safety, not just rates.” Examples provided in the memo include:

- Incentive programs rewarding employees for identifying unsafe workplace conditions.
- Employee training programs that reinforce reporting rights and responsibilities and emphasize an organization's anti-retaliation policy.
- Taking steps to accurately evaluate workers' willingness to report injuries and illnesses.

In a [post](#) on his “Confined Space” blog, former OSHA Deputy Assistant Secretary Jordan Barab questions how that would work, providing a possible scenario.

“A worker suffers a serious cut on his hand while working on an unguarded machine the day before the lottery for a new riding mower ends,” Barab wrote. “Fearing that his co-workers will hate him for causing them to lose a chance for the prize, he sticks his bloody hand in his pocket and heads to the local urgent care to have it sewed up, telling them that he did it while working on his car.

“Even if OSHA finds out that the incentive program caused the worker to hide the injury, the employer is now home free if there was also a program that rewarded workers for attending safety meetings that identify unsafe conditions in the workplace.”

OSHA CHALLENGE

What is considered a steep roof for the purpose of OSHA's fall protection requirements?

- A) A slope greater than 3 inches of vertical rise for every 12 inches of horizontal length
- B) A slope greater than 4 inches of vertical rise for every 12 inches of horizontal length
- C) A slope greater than 6 inches of vertical rise for every 12 inches of horizontal length
- D) A slope greater than 12 inches of vertical rise for every 12 inches of horizontal length

Measuring the Effectiveness of Toolbox Safety Training

Nov 08, 2018

Construction work is some of the most hazardous of any industry sector. In 2015, [construction fatalities](#) accounted for 19% of the work-related deaths that year, more than any other industry. A challenge that contractors' large & small face, in addressing this issue effectively communicating to workers the hazards they face on the job site, and the measures they can take to prevent injuries.

A key to ensuring that construction workers are trained to understand & identify the hazards associated with their work so that they can be mitigated or eliminated. One widely used training method is the so-called "toolbox talks," where workers participate in 10- to 15-minute instructional sessions on different topics to learn the hazards associated with their work & the steps they can take to prevent incidents from occurring. This method is often a preferable training tool among smaller employers because they require minimal resources to deliver.

A [recent study](#) by [U.S. Centers for Disease Control and Prevention \(CDC\)](#) & [NIOSH](#) researchers examined the impact of toolbox talks, particularly those that include a narrative element, on the knowledge gain experienced by workers who participated. The study included toolbox talks on 8 common construction occupational safety & health concerns. These topics, developed by NIOSH for the purposes of the study, were determined based on the most high-risk activities in the construction industry: **1.** Preventing falls from roofs, **2.** Preventing falls from extension ladders, **3.** Preventing deaths from improper tool use, **4.** Preventing falls from equipment or loads (forklifts), **5.** Preventing falls through holes in roofs and floors, **6.** Preventing electrocutions: overhead power lines and boom cranes, **7.** Preventing deaths from crushing: building materials, **8.** Preventing deaths from skid-steer loaders

Working from these topics, the toolbox talks were presented in one of two formats. The first involved a more general discussion of the particular concern, followed by a list of appropriate safety measures & illustrations of relevant safety equipment. The second format supplemented the content of the first format with a short narrative & questions asking workers whether they had been involved in such an incident, its consequences & how they could help prevent it at their current work site.

In all, nine companies with 16 work sites agreed to participate in the study. Each company was assigned either the narrative or non-narrative format to carry out the study. The toolbox talks were presented one per week for eight consecutive weeks. In total, 351 workers completed a baseline questionnaire prior to the study, which was designed to gauge their perspective on workplace safety at their site, as well as their knowledge of safety best practices.

207 participants completed a post-intervention questionnaire to assess changes that were made relative to participating in the study. The study worked from the hypothesis that through the intervention participants would show significant gains in OSH knowledge & report an improved workplace safety culture. The researchers also hypothesized that participants in the narrative format would show greater gains in OSH knowledge, improvements in workplace safety culture & training impact compared to those in the non-narrative format.

The study found that both methods facilitated learning among the participants. However, it also found that including a narrative with discussion questions increased the overall knowledge gain when compared to those who received the non-narrative toolbox talks. The researchers recommend that future studies test the effectiveness of toolbox talks with companies that have less positive safety cultures to address concerns about a possible ceiling effect, wherein the training is no longer having an impact, or the impact is not measurable. In addition, they suggest that effectiveness be measured for several months following the intervention.

NYC Establishes Safety Training Requirements for Construction Workers

October 4, 2017

New York – The New York City Council, after eight months of bill editing, on Sept. 27 unanimously approved legislation establishing construction safety training requirements & programming. The bill was introduced in January in response to the high number of construction site deaths in the city, at press time, 40 since 2014, according to a New York Times report. The legislation was changed twice to satisfy stakeholders – including the city's real estate board, independent contractors & immigration officials who were worried that day laborers would not be able to afford the training. The bill was revised to include \$5 million to help fund their training.

Fines of up to \$25,000 will be levied on sites using untrained workers, & workers can keep working until December 2018 if they have at least 10 hours of training completed by March. Permits for work can be withheld or denied renewal if the employer cannot prove all workers on a project have the required training. Also included in the legislation, which went into effect immediately: •Workers must complete between 40 to 55 hours of safety training. The Department of Buildings will control the administration of the hours, •Workers can satisfy their training requirement with completion of an alternative training program, but only if DOB allows it after comparing it to the bill's established training program.

Mayor Bill de Blasio added, "This vote means that New York City hard hats will get the safety training they need for one of our city's most dangerous jobs, and that will help get them home to their families at night and keep construction sites safe for everyone."

safetyandhealthmagazine.com/articles/16249-nyc-establishes-safety-training-requirements-for-construction-workers

HELP WANTED

To view the job listing please place cursor on the job title and then control + click.

[Health & Safety Coordinator, Independence IA](#)

[Field Safety Representative, IA](#)

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[Corporate Safety Manager, Muscatine IA](#)

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[Safety Specialist, Princeton IL](#)

[Field Safety Manager, United States](#)

[EHS Specialist, Manchester IA](#)

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[Safety Compliance & Training Specialist, Carthage IL](#)

[Safety Manager, Peoria IL](#)

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[Construction Site HSE Officer, West Branch IA](#)

[EHS Manager, Rockford IL](#)

[HSE Manager, Galesburg IL](#)

[EHS & Quality Food Safety Manager, Mendota IL](#)

[Fire Safety Inspector, Iowa City IA](#)

See more job listings like these on the members' only page located at <https://jobs.assp.org/> or <http://qc.assp.org/jobs/>

Registration Opens for ASSP's Safety 2019 in New Orleans

PARK RIDGE, Illinois — Registration is open for the nation's largest conference for occupational safety and health professionals. The American Society of Safety Professionals (ASSP) expects to draw more than 5,000 attendees from 40 countries to its [Safety 2019 Professional Development Conference and Exposition](#). The event takes place June 9-12 at the New Orleans Ernest N. Morial Convention Center along the Mississippi River.

DOL Publishes Semiannual Regulatory Agenda for OSHA and MSHA

Department of Labor (DOL) has published its fall 2018 [semiannual regulatory agenda](#) covering OSHA and MSHA rulemaking activities forecast for the coming 12 months. The agenda contains no proposed rules for OSHA and lists no MSHA rulemaking items.

Following is a summary of key pending actions for these agencies, as compiled by our federal representatives at the Law Office of Adele L. Abrams P.C.

WEBINAR: Leadership for OSH Excellence with or without Direct Authority

What leadership qualities and skills are needed to improve an organization's safety culture and performance? Regardless of your position or authority, whether on the line or on the management team, you need to understand basic tools to lead and support others for OSH improvement. Learn how positive changes in safety and health performance, inside and outside of the workplace, can result from a leadership-driven improvement process. For more information visit <https://store.assp.org/PersonifyEbusiness/Events/ASSP-Educational-Events-Calendar/Meeting-Details/productId/182856315>

ASSP Introduces New Safety Podcast

PARK RIDGE, Illinois — The American Society of Safety Professionals, the world's oldest professional safety organization, has launched a biweekly [Safety Standards and Tech Pubs Podcast](#) to help occupational safety and health professionals stay informed of industry consensus standards and technical publications. The podcast debuted in October and has already covered helpful safety topics through six episodes.

Risk Assessment in the Real World

Check out these short videos, created by ASSP's [Risk Assessment Institute](#), that cover important risk assessment concepts.

OSHA Challenge Answer

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