AMERICAN SOCIETY OF
SAFETY PROFESSIONALS
Southern Oregon Chapter

March 2019

NEWSLETTER

Next Meeting—March 5th, 11:30 am at Black Bear Diner

Inside this issue:

March Chapter Meeting

Date/Time: Tuesday, March 5th, 2019
Executive Committee: 10:00 am
Regular Meeting: 11:30 am – 1:00 pm
Program begins at noon.

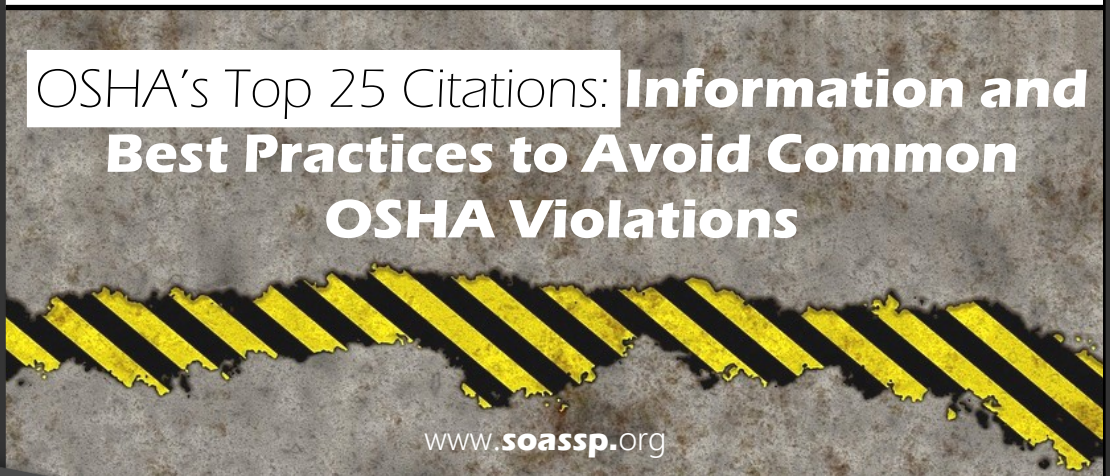
Location: Black Bear, 1150 E. Barnett Rd., Medford

Topic: OSHA's Top 25 Citations: Information and Best Practices to Avoid Common OSHA Violations

Speaker: **Lenny Reierson, Oregon OSHA**

Bio: Lenny Reierson started working for Oregon OSHA 33 years ago, after 10 years in the logging industry and having graduated from college with an American literature degree. He started with Oregon OSHA as a Safety Compliance Officer, and has spent the last 28 years as a Safety Consultant. He consults with Southern Oregon employers in general industry, construction, logging, and has been involved in Oregon OSHA's VPP and SHARP programs since the early 1990s. He is a training instructor for Oregon OSHA's Public Education Section, providing classes in a wide range of safety and health topics, and also provides safety presentations to safety conferences, associations, and employers.

Program description: When you look at the "OSHA top 25" over the years, you see that many of the "winners" show up year after year. By grouping these perennial winners into program, prevention, and hazard citations, we can look at possible solutions to prevent your company from making this list!



Effective Ergonomics Programs

May Just Be Lean

By Susan Murphey

Studies have shown that effective ergonomics programs can significantly reduce the risk for occupational injury across all professions. Yet a recent study on the work status of employees who filed claims for musculoskeletal disorders (MSDs) found that 65 percent of claimants return to work after the claim, but without any ergonomic improvements to the work environment. This oversight misses an ideal opportunity to retain valuable staff by the failure to employ simple ergonomic changes and training. The best scenario is to retain the employee at work or bring about an early return through whatever combination of task restructuring, light duty utilization, ergonomic interventions, and/or assistive technology.

The effective implementation of an ergonomics program involves some primary understandings on the part of management:

- **The success of the department is dependent on your employees.** Each member of your team plays an integral role in the larger process known as the department. Their ability to effectively "run" their part of the total process controls the success of the department as a whole.
- **A successful, efficient, and productive department requires the involvement of everyone in the department.** Through a team-based environment, employees can be empowered and have ownership in improving the process they perform on a daily basis.
- **Management support is critical to developing mutual trust and respect.** "Bottom up" management, instead of "top down," allows workers to have ownership of their solutions.

A proactive effort to address ergonomics is an important aspect of any department policy. Ergonomics programs are an absolute necessity, but how the program is developed and implemented is what makes or breaks a successful ergonomics process. The solution may not necessarily be found in the actual written ergonomics program, but in the application, implementation, and incorporation of the ergonomics program. Ergonomics should be a tangible item on the fiscal budget, as an integral part of the overall management strategy. This helps eliminate the mindset that ergonomics is separate from budgetary influences as just part of "the cost of doing business," but rather (ergonomics) clearly impacts the bottom-line success of the company and provides conviction to management's commitment to worker safety.

Making ergonomics attainable and openly involving staff in the process is an important aspect to the success of the program. Be aware that products themselves are not ergonomic. It's the relationship between the user, the task, and the equipment that will achieve successful intervention. Regular in-house training and orientation of existing and new personnel should be performed. Department policy should include a work safety program specific to the issues related to work-related musculoskeletal disorders (WRMSDs). Training workers how to identify high-risk activities, recognize the signs and symptoms of injury, and participate in developing solutions has value-added benefits, in addition to reducing worker injuries.

Ergonomics without the structure for continuous process improvement loses its momentum. Often, workers who have received ergonomics training, and were initially motivated to change, end up reverting to old behaviors after a period of time. Helping workers to develop ergonomic solutions within their own work environment creates higher level of commitment and longevity.

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NIOSH Updates

Strategic Plan

Excerpted from the Applied Ergonomics Society Newsletter, January 2019

National Institute for Occupational Safety and Health (NIOSH) recently updated its research and service goals for the next four years, aiming to address the changing demographic and work environment of the U.S. workforce. NIOSH will be funding the occupational health and safety research community to examine these issues. Two of the seven goals selected by NIOSH are directly linked to human factors and ergonomics issues, with specific objectives as outlined below.

NIOSH Goal: Reducing Occupational Musculoskeletal Disorders (MSDs)

- In the **agriculture**, **forestry**, and **fishing** industries - develop a better understanding of the impact of vibration and repetitive motion exposures.
- In **manufacturing**, **construction**, and **trade industries** - study the impact of workers using robots and exoskeletons.
- In **healthcare** - evaluate the effectiveness of interventions aimed to reduce MSDs.
- In **mining** - better identify risk factors for MSD development.
- Among **service industry** jobs - increase the understanding of risks for back injuries.
- In **wholesale and retail trade** - improve ability to reduce MSDs among older employees.

On the human factors side:

NIOSH Goal: Promoting Safe and Healthy Work Design and Well-Being

- In **construction** and the **services** industry - study the impact of non-standard work arrangements.
- In **healthcare**, **mining**, **public safety**, and in the **transportation**, **warehousing**, **and utilities** sector, as well as in **wholesale and retail trade** - improve understanding of the impact of work organizational factors.

We can expect to see more guidelines and solutions that address these areas in the future. More details about NIOSH's Strategic Plan can be found online.

Understanding Anthropometric Data

By Susan Murphey

Ergonomics involves fitting the task to the human (not the other way around). In order to effectively match the equipment, workflow, or work environment to the user, you must understand how to evaluate the physical characteristics of the worker. This is done using anthropometric data.

Anthropometry is the scientific study and measurement of human proportions. The data collected is used for a variety of applications from product development to nutritional status (think body mass index). In the ergonomics industry, anthropometric data is often used to set up workstations, recommend equipment, design work spaces, and set threshold limits. Using the correct data for the user population is important to getting it right. You wouldn't want to use data for the adult population to design equipment to be used by children.

The latest anthropometric research trends are incorporating 3D technology, resulting in larger data sets of more accurate information, which ultimately means a better fit between workers and their tools, systems, and work environments.

For more information on anthropometrics, visit https://www.cdc.gov/niosh/topics/anthropometry/default.html.

ASSP Members Launch Safety and Health Historical Society

Excerpted from www.assp.org

ASSP members Roger L. Brauer, Ph.D., P.E., Joel M. Haight, Ph.D., P.E., CSP, CIH, and Joseph Townsend, CSP, ARM, founded the Safety and Health Historical Society (SHHS), an educational organization devoted to documenting the historical accomplishments, events, and products that helped advance the protection of people, property, and the environment.

OSH professionals can get involved in SHHS by contributing to the Living History Program, which captures written, audio, or video accounts of the knowledge and experiences of individuals involved in OSH, along with historical literature on the topic. To develop the collection, SHHS relies on the donations of safety and health information such as documents, books, and artifacts that involve safety, industrial hygiene, fire protection, occupational health nursing and medicine, human factors, and related areas for industry, processes, equipment, people, and events. If you have a collection to archive, consider donating it to SHHS.

Effective Ergonomics Programs May Just Be Lean

By Susan Murphey

Continued from page 2

Sustainable work safety is achieved through an ongoing program for corporate culture change such as through the addition of Lean principles. Process improvement can bring about and sustain positive change, helping lead staff through the implementation of change by example and provide the tools they need to work more safely and effectively.

The Lean Approach

The Lean process is a management strategy for process improvement. It is about teaching people how to think differently about their work. Applying Lean principles provides a means for the elimination of waste so that a higher level of productivity can be provided in the most efficient and effective manner possible. From an ergonomics perspective, streamlining the production process has the added value of decreasing the duration of exposure to risk factors for WRMSDs for the worker.

A central concept of Lean practice is the use of a tool referred to as Value Stream Mapping. Value Stream Mapping is used to define the existing process or to evaluate the projected benefits of an improved process by identifying the value-added versus the non-value-added aspects of the process. Evaluating the entire process, from start to finish, along with all of the internal and external influences that affect the process is the first step in identifying areas of waste and, at the same time, exposure to risk for injury.

Value Stream Mapping provides the basis for evaluating the current route of delivery and identifying wastes in order to improve the outcome for the worker. Sometimes it's a matter of inappropriate decision-making criteria, and other times it is ineffective utilization of resources. Often, it results in the elimination of risk-producing tasks for the worker or the reduction in duration of exposure to risks for musculoskeletal disorders.

There's an App for That!

Lifting Assessment App

Free Ergo Assessment App for Lifting

Have you heard about the new mobile app, which is based on the popular NIOSH Lifting Equation? The National Institute for Occupational Safety and Health (NIOSH) has developed this tool, NLE Calc, to calculate its Lifting Index for both single and multiple manual lifting tasks (the Composite Lifting Index). This app is a means to provide estimates of low back injury risk to help in the design and evaluation of lifting tasks for reducing employee injuries.

Click here to find out more about this app, which can be downloaded for free onto your smartphone.

Celebrating **Our Members**

By Amy Stonehill

We'd like to recognize the following member for reaching a membership milestone this quarter. Congratulations on your commitment to safety and ASSP!

- Daniel Feramisco—40 years!

A Word from the **WISE**

By Tanya Haakinson

Careers in Gear

Southern Oregon ASSP participated in the 9th Annual Careers in Gear event at the Medford School District Education Center. Over 2,000 local high school students attended a career event to learn about the types of businesses and career paths available in Southern Oregon. ASSP, Southern Oregon Chapter staffed a booth to discuss safety as a career path. Many high school students stopped by to find out what safety was all about and how it might apply to their future careers. Women in Safety Excellence (WISE) information was discussed with the high school students, including how joining an industry-related organization, like ASSP and WISE, could help further careers with networking and professional skills development. Thank you to the Southern Oregon ASSP and WISE members who donated their time for this special event!

Optimizing Ergonomics for **an Aging Workforce**

By Susan Murphey

Nearly every employer has workers who are "chronologically gifted." These seasoned workers hold tribal knowledge gained from a lifetime of experience that is a significant asset to the organization. They are typically more motivated than their younger counterparts and tend to focus on quality. In addition, their understanding of *working smarter rather than harder* generally results in fewer workplace injuries. And their long tenure with a company often translates to increased loyalty and personal interest in the success of the organization.

If your company is struggling with a shortage of skilled workers (or even if it's not), you may want to ask yourself what is being done to protect the valuable older workers already on board. What is your strategy for recruiting and retaining an experienced workforce? Understanding the unique requirements of the older worker is essential to supporting their continued employment. The ergonomics of the work environment becomes critical in keeping the aging workforce safe and productive.

Assessing the effect of the work environment on the worker should be done with a holistic approach, encompassing the total worker. For the older worker, workplace factors affect the properties of vision, hearing, and cognitive ability. For example, understanding that we need significantly more lighting as we age may lead you to evaluate the workplace lighting to improve visual acuity and safety. The same is true of hearing: Is the work environment too loud? This may not only affect the recognition of hazards, but also speech intelligibility and information processing. Strength and mobility can decline with age—much sooner than you would imagine. Studies show that strength actually peaks at or near age 25 and begins to drop significantly after age 40. So, improvements made to support the older worker will protect the younger worker as well.

Ergonomics programs traditionally aim to fit the work to the worker. Implementing ergonomics initiatives with the added focus of addressing the needs of the older worker helps accommodate all workers, while maintaining a stable, skilled workforce.

NIOSH Reports on Risk of **Exertion & Frequent Standing** By Susan Murphey

Repeated exposure to ergonomic hazards in the workplace such as frequent exertion (repetitive bending or twisting) can lead to injuries. Furthermore, prolonged standing at work leads to adverse health outcomes, such as back pain, physical fatigue, and muscle pain. Ergonomic interventions must address the specific risk factors of a job in order to reduce work-related musculoskeletal disorders (WRMSDs). The frequency and duration of exposure to risk factors varies by occupation. NIOSH recently published data from the Occupational Health Supplement and the 2015 National Health Interview Survey that may help you identify exposure rates for your occupational group.

Responses related to the questions "How often does your job involve repeated lifting, pushing, pulling, or bending?" and "How often does your job involve standing or walking around?" were categorized by industry group. The highest prevalence of both frequent exertion and standing among major industry groups are:

- Agriculture, forestry, fishing, and hunting (70.9%)
- Construction (67.2%)
- Accommodation and food services (57.7%)

Other industry groups reported high rates of exertion and/or standing either separately or alone. NIOSH recommends that ergonomics programs be implemented, tailored to address specific hazards in order to eliminate injuries and musculoskeletal disorders associated with repeated tasks and overuse of soft tissues, muscles, and tendons. For NIOSH's ergonomics recommendations, go to https://www.cdc.gov/niosh/topics/ergonomics/default.html.

Workplace **Stretches**

Excerpted from the Journal of Diagnostic Medical Sonography; May/June 2001.

Bodyworks Program by Simon Frasier Health

The following activities are STRETCHES (with one exception*) that are to be performed at various times in your workday. They are arranged into groups so you can do all the stretches together.

- *Perform, **do both sides** (l and r), hold for **at least 20 seconds***
- *and above all else, **GO SLOWLY AND LISTEN TO YOUR BODY!***

Hands and Forearms

Thenar Stretch	Supinator Stretch	Pronator Stretch
Make your hand as flat as possible. Move your thumb away from your fingers as far as possible.	Use one hand to turn the other as far into pronation as possible	Use one hand to turn the other as far into supination as possible.
Forearm Extensor Stretch	**Forearm Flexor Stretch**	
With the elbow straight, pull the hand up until a stretch is felt on the anterior forearm.	With the elbow straight, pull the hand down until a stretch is felt on the posterior forearm.	

Cervical and Lumbar Spine

Cervical Spine Extensors Stretch	Cervical Spine Rotation Stretch	Cervical Spine Lateral Flexors Stretch
Slide chin back, then drop chin toward sternum to feel stretch in back of neck – from the bottom of the skull to between the shoulder blades.	Slowly turn your chin to your shoulder to feel a gentle stretch.	Put one arm behind you, the other on your head. Gently pull head away from other shoulder until a stretch is felt on side of neck.
Neck/Shoulder Stretch	**Lumbar Extension Stretch**	
Hold arm and pull gently down and away from shoulder, while leaning head away from shoulder.	Place hands on buttocks, next to hips. Gently push hips forward (don't lean back!) until you feel stretch in your lower trunk.	

Upper Trunk and Shoulder Girdle

Upper Back Stretch	Chest Stretch	Posterior Shoulder Capsule Stretch
Place hands together, bring to shoulder level, and push hands forward (keep head up) until stretch is felt between shoulder blades	Place hands behind your back, slowly raise them until stretch is felt in upper chest. (Or, while seated, place hands behind chair back and lean forward)	Bring arm up to shoulder level, push elbow in with other arm until stretch is felt in the back of the shoulder
Anterior Shoulder Stretch	**Inferior Shoulder Stretch**	**Shoulder Rolls***
Hold door or door frame, keep elbow at 90 degrees. Turn body away from hand until stretch is felt in front of shoulder	Grasp towel, drop it behind your back, and grasp with other hand. Pull up until stretch is felt in lower shoulder.	Make small circles with your shoulders, in both directions (This is to relax the joint and associated muscles). NOT A STRETCH.

New Online ASSP **Community Now Open**

Excerpted from Professional Safety Journal; January 2019

The new online ASSP community is now available to all members at http://community.assp.org. This tool is designed to help you connect with resources and people by sharing content and experiences and connecting with a virtual community of safety professionals.

Get started by logging in with your ASSP website username and password. Upload your picture to your profile and start connecting with fellow members. There are a variety of ways to participate, including sharing safety experiences and lessons learned as well as local community activities. Log in today and check it out!

AMERICAN SOCIETY OF SAFETY PROFESSIONALS COMMUNITY

Disclaimer: *The content and views included in this newsletter are for educational purposes only. The Southern Oregon Chapter of ASSP and its Executive Committee and affiliated organizations disclaim any and all liability for claims that may arise out of the use of this*

Free Trainings **Available!**

Course	***Location***	***Date***
Accident Investigation	Medford	04/23/2019
Safety Meetings and Committees	Medford	04/23/2019
Hazard Identification and Control	Salem	03/12/2019
Job Hazard Analysis (JHA)	Salem	05/29/2019

Online Courses

Hazard Identification and Control - Online	*Online/Internet*
Inspections: What to Expect from Oregon OSHA - Online	*Online/Internet*
Job Hazard Analysis (JHA) - Online	*Online/Internet*
Lead in Construction - Online	*Online/Internet*
Lockout/Tagout - Online	*Online/Internet*
Personal Protective Equipment - Online	*Online/Internet*

www.orosha.org
click on "Education"

Mail:
Oregon OSHA Public Education
P.O. Box 14480
Salem, OR 97309-0405
Fax: 503-947-7462

Call:
Salem office
503-947-7443
or toll-free in Oregon
888-292-5247, option 2

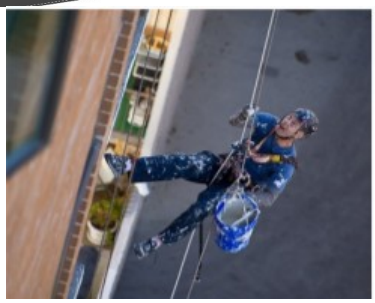
Training **Opportunities**

http://www.d2000safety.com/

Fall Protection Competent Person
Eugene, Oregon—March 26-27, 2019

Forklift Safety Train the Trainer
Medford, Oregon—May 14, 2019

Confined Space Train The Trainer
Eugene, Oregon—May 21-22, 2019



Employment Opportunities

Safety Specialist—Knife River—Medford, OR

The Medford operation seeks a Safety Specialist to help implement and coordinate the company's safety programs to reduce or eliminate occupational injuries, illnesses, and financial losses. Specific emphasis on transportation, DOT, and FMCSR.

https://jobs.mdu.com/PositionDetail.aspx?ID=17636

Safety Coordinator—Amy's Kitchen—White City, OR

Under direct supervision of the Safety Supervisor, the Safety Coordinator will assist in establishing and promoting a safe work environment in all company-wide safety programs. Helps maintain a safety culture that encourages safety awareness and self-responsibility. Assists in company focus on all aspects of occupational safety at the ground level. Assists business unit leaders in understanding policies, procedures, and safe work practices. May also work closely with employees and instruct on safety concepts, safe work practices, and safety-related materials.

https://www.indeed.com/viewjob?jk=4f0df6359cb04bb2&tk=1d1p572vm1e8t002&from=serp&vjs=3

Safety and Human Resource Coordinator—Murphy—Gold Hill, OR

The purpose of the Safety and Human Resource Coordinator is to support the Human Resource Department in our southern locations. This position will assist in all HR and Safety functions. Murphy Company takes safety seriously, and we require all of our employees to use the standard industry practices to keep everyone safe on the job. Trust and confidence is of the utmost importance in this key position.

https://secure4.entertimeonline.com/ta/6008572.jobs?ShowJob=201589635

For More Employment Opportunities, Please See Our Employment Page at: http://soassp.org/employment.

Mark Your Calendars

Redwood Safety Association

Check out our website at:

www.redwoodsafety.org.

General meeting:
Thursday, March 7th, 2019 12:00 noon - 1:00 pm
No-host lunch

NEW LOCATION
Grants Pass Black Bear Diner
1900 NW 6th St, Grants Pass, OR 97526

This month's topic:
Combustible Dust

Presenter:
Tim Capley
This session explores the dangers surrounding combustible dust, conditions that should raise your attention, and the control measures required to mitigate the potential for a fire or explosion. Applicable Oregon OSHA requirements, case studies, and guidance is included along with the recommended NFPA provisions.

The RSA — Providing Quality Safety Training for the Price of Lunch!

PLEASE JOIN US!! Membership **not** required.

Executive Committee 2018-2019

President: Michael Hill, SAIF Corporation—michil@saif.com
Vice President: David Hanson, SAIF Corporation—davhan@saif.com
Past President: Pam Ahr, SAIF Corporation—pamahr@saif.com
Secretary: Roy Harper, Medford School District—roy.harper@medford.k12.or.us
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Conference Chairs: David Hanson, SAIF Corporation—davhan@saif.com
Chris Lawrence, Boise Cascade—chrislawrence@BoiseBuilding.com
Membership Coordinator: Amy Stonehill, Independent Safety Professional—amystonehill@yahoo.com
Program Coordinator: Tanya Haakinson, Timber Products—thaakinson@timberproducts.com
Communications Coordinator: Susan Murphey, Essential WorkWellness—
info@essentialworkwellness.com
Governmental Affairs Coordinator: Gary Robertson, Oregon OSHA—gary.l.robertson@oregon.gov
Operations Coordinator: Chris Lawrence, Boise Cascade—chrislawrence@BoiseBuilding.com
Delegate to HOD (House of Delegates): Michael Hill, SAIF Corporation—michil@saif.com
Newsletter/Web Designer: Ethan Hill, Light Symphony Productions—ethan@lightsymphony.pro

Chapter Star
ASSE Chapter Recognition 2011-2012

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