

Safety Lines

Employee safety, health: Young workers deserve our attention, training

Thousands of teens enter the workforce each year. For many, it's their first time working and they are unfamiliar with their rights and responsibilities under existing labor laws and Minnesota Occupational Safety and Health Administration (MNOSHA) safety and health standards.

All workers have a right to a workplace free from recognized hazards that are causing or are likely to cause serious injury or harm.

Employers can help promote safety

Employers must provide workers with the information, orientation and necessary tools and equipment to guide the workers in making appropriate choices when performing their work. Employers can help promote worker safety by:

- providing adequate job orientation and training, setting expectations early about how work will be performed;
- maintaining a clean, organized work area;
- providing and maintaining necessary machine safeguards and personal protective equipment; and
- providing adequate supervision.

Actively preventing occupational injuries and illnesses not only adds value for the business, it also sets a good example for young workers who may not otherwise think about their safety when working. Supporting efforts to reduce workplace injuries and illnesses among young workers can guide them to a successful and rewarding work experience throughout their lifetime.

More susceptible to workplace accidents

Some of the reasons why young workers are more susceptible to workplace accidents include:

- unfamiliarity with the work and lack of adequate job-orientation and training;
- pressure to accept the job assignment – doing what is asked of them, working fast, just getting the job done;
- inadequate supervision;
- hazardous equipment and work environments; and
- being assigned work that is not age or skill-level appropriate.



Young workers, continues ...

Young workers, continued ...

Resources

Labor laws that affect Minnesota's young workers – www.dli.mn.gov/LS/TeenWorkers.asp

Young workers: You have rights! – www.osha.gov/youngworkers

NIOSH Alert: Preventing deaths, injuries and illnesses of young workers – www.cdc.gov/niosh/docs/2003-128/pdfs/2003128.pdf

AgriSafe: Young agricultural worker training course – www.agrisafe.org/young-workers-training-options

MNOSHA Compliance hazard alert: Grain Bin safety – www.dli.mn.gov/OSHA/Pdf/hazalert_grainbins.pdf

Free safety and health services from MNOSHA Workplace Safety Consultation – www.dli.mn.gov/Wsc.asp

MNOSHA fatality, serious-injury investigations summaries online

Each month, Minnesota OSHA (MNOSHA) Compliance publishes current, updated summaries of its fatality investigations and serious-injury investigations.

For the federal-fiscal-year that began Oct. 1, 2017, MNOSHA Compliance has investigated 14 workplace fatalities and 22 serious injuries through March 28.

The information provided about each investigation is: the inspection number, date of incident and worksite city; the type of business and number of employees; a description of the event; and the outcome of the MNOSHA Compliance investigation.

The summaries, plus other helpful workplace safety and health information from Minnesota OSHA, are available online at www.dli.mn.gov/OSHA/Information.asp.

Worker rights, DLI services discussed at Consulate of Mexico event



Department of Labor and Industry (DLI) staff members spoke to a group at the Consulate of Mexico in St. Paul, March 26, about worker rights and available DLI services.

The DLI staff members represented work units that regulate Minnesota workplace wage and hour, safety and health, and injured worker laws.

Learn more about DLI services at www.dli.mn.gov.

– SAFETY AND HEALTH OBSERVANCES, 2018 –

Excavation Safety Stand-down

Make a plan to protect workers
and prevent accidents

April 16-20, 2018



Minnesota OSHA, with other safety professionals, is participating in a second annual statewide **Excavation Safety Stand-down**, April 16 through 20, to raise awareness among employers and workers about preventing excavation accidents, which have resulted in three fatalities to Minnesota workers since 2015, due to trench collapses.

Learn more: www.dli.mn.gov/OSHA/Excavation.asp

For the fifth year, Minnesota OSHA joins federal OSHA and others to participate in the **National Safety Stand-down to Prevent Falls in Construction**, May 7 through 11, to raise awareness among employers and workers about preventing falls, which account for the highest number of deaths in the construction industry. During the stand-down, employers and workers are asked to pause their day to talk about fall prevention in the construction industry and discuss topics such as ladder safety, scaffolding safety and roofing work safety.



Learn more: www.osha.gov/StopFallsStandDown



Minnesota Safety Council is hosting its **84th Annual Minnesota Safety and Health Conference**, May 8 through 10, at the Minneapolis Convention Center – three days of training, networking, inspiration, products and awards.

Representatives from Minnesota OSHA Compliance and Minnesota OSHA Workplace Safety Consultation will be at the exhibit hall booths and leading various sessions.

Learn more: www.minnesotasafetycouncil.org/conf

Safe + Sound Week, Aug. 13 through 19, is a nationwide event to raise awareness and understanding of the value of safety and health programs that include management leadership, worker participation and a systematic approach to finding and fixing hazards in workplaces.



Learn more: www.osha.gov/SafeAndSoundWeek

Safety committees required for many employers

Resources available to create, maintain committees

State law requires all employers with more than 25 employees to establish a joint labor-management safety and health committee for their workplace. Some employers with 25 or fewer employees that meet specific workers' compensation requirements must also establish a joint labor-management safety and health committee.

Minnesota OSHA Workplace Safety Consultation (WSC) can help employers develop an effective safety committee and help maintain the effectiveness of an existing safety committee. Services include interpretation of OSHA standards, training in self-inspection techniques, help in preparing and presenting specific training and education programs, accident investigation and more.



Learn more

Web: www.dli.mn.gov/Wsc/Lmsc.asp • Email: osha.consultation@state.mn.us • Phone: (651) 284-5060

Free on-site safety and health consultations available

MNOSHA Workplace Safety Consultation offers free consultation services, where employers can find out about potential hazards at their worksites, improve safety management systems and apply for grants to abate safety standards.

The program targets small, high-hazard businesses. It is separate from Minnesota OSHA Compliance inspection activities and no citations are issued as part of a consultation visit.



Learn more and request a consultation

Web: www.dli.mn.gov/Wsc/Assistance.asp • Email: osha.consultation@state.mn.us • Phone: (651) 284-5060

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- apprenticeship
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- labor standards
- prevailing wage
- permit technicians
- rulemaking
- workers' compensation
- and more

LABOR AND INDUSTRY



Sign up at

www.dli.mn.gov/EmailLists.asp

OSHA log recordkeeping topics:

Exposures to blood and other potentially infectious material

By Brian Zaidman, Research and Statistics

Workers who get splashed or exposed to blood or other potentially infectious material are usually quite concerned and employers and safety professionals may want to show their concern by entering these incidents on their OSHA log. However, unless it involves a needlestick or a cut from a sharp object contaminated with blood or other potentially infectious material, exposure to another person's blood or to other potentially infectious material does not, in itself, constitute an injury or illness. Potentially infectious materials are defined in the OSHA Bloodborne Pathogens standard to include human bodily fluids, tissues and organs, and other materials infected with the HIV or hepatitis B virus, such as laboratory cultures or tissues.

If the worker is splashed or exposed to blood or potentially infectious material without being cut or scratched, even a splash in the eyes, mucous membranes or non-intact skin, then the incident is recorded on the OSHA 300 log **only** if:

- it results in the diagnosis of a significant illness;
- a positive blood test indicates seroconversion; or
- it meets one of the other recording criteria, such as a job transfer, work restriction, day away from work or medical treatment beyond first aid.

Otherwise, these exposure incidents are considered only to involve exposure and do not constitute an injury or illness (Recordkeeping Requirements section 1904.8). For example, if a first responder is scratched by a person and that person's blood drips on the first responder's scratched area, the event is not recordable on the OSHA log unless it meets at least one of the three reasons for recordability.

The diagnostic medical services employed to detect the presence of any illness do not constitute medical treatment and do not make the case recordable. These diagnostic medical services would be covered as workers' compensation medical care. However, workers who, following the exposure, are administered a shot or given prescriptions to prevent a disease are receiving medical care beyond first

aid and the exposure incident then becomes a recordable case.



Recordkeeping requirements related to exposures resulting from contaminated needlesticks and sharp objects are covered in Recordkeeping 201, Part 5 (www.dli.mn.gov/OSHA/PDF/rcdkpg201_5.pdf). The special recordkeeping requirements for needlesticks and sharps only apply when these objects are contaminated with blood or other potentially infectious materials.

Free seminars from the Department of Labor and Industry

Introductory-level recordkeeping, May 10

The ability to maintain an accurate OSHA log of recordable work-related injuries and illnesses is an important skill that benefits employers, workers, safety professionals and government agencies. Recording the correct cases and accurately including the required information leads to higher quality injury and illness rates that enable employers to better understand their relation to the benchmark rates and help government agencies to properly direct resources.

This free introductory-level training session about OSHA recordkeeping requirements will be Thursday, May 10, from 9 to 11:30 a.m., at the Minnesota Department of Labor and Industry (DLI), 443 Lafayette Road N., St. Paul, MN. Register now at www.dli.mn.gov/OSHA/Recordkeeping.asp.

Topics will include a review of the fundamental requirements of OSHA recordkeeping and will expose the most common OSHA log errors. If you have questions about the training session or about recordkeeping, call the DLI Research and Statistics unit at (651) 284-5025.

Asbestos in construction, May 15

The next Construction Seminar – Asbestos in construction – is Tuesday, May 15, 7 to 9 a.m. Asbestos is well-recognized and its use is highly regulated by many state agencies. Attendees at this seminar will get overviews about regulatory requirements for asbestos from speakers from Minnesota OSHA, the Minnesota Department of Health and the Minnesota Pollution Control Agency.

The Construction Seminar series is a great opportunity to get answers directly from Minnesota OSHA Compliance, citation-free. The seminars are designed to help those who work in the construction industry to re-energize their company's safety and health practices. The Construction Seminar series is free and takes place at the MnDOT Training and Conference Center, 1900 W. Cty. Road I, Shoreview, MN. Learn more online at www.dli.mn.gov/OSHA/ConstructionSeminars.asp.

How to prepare for an armed intruder, June 27

Minnesota OSHA Workplace Safety Consultation (WSC) invites employer representatives to a free presentation, June 27, 9 to 11:30 a.m., about how to prepare for an armed-intruder situation. WSC will facilitate this meeting to spark an open discussion and sharing of information to improve outcomes.

Presenter Mark Marturano, safety officer, St. Luke's Hospital in Duluth, Minnesota, will explain: what a hazard assessment is; how to develop a written armed-intruder plan; how to set up a violence response team; when to bring in law enforcement; options to run, hide, fight; and why you need a good employee assistance program for your staff's recovery.

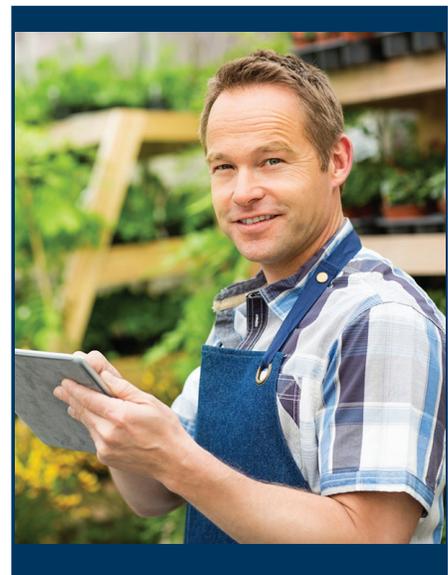
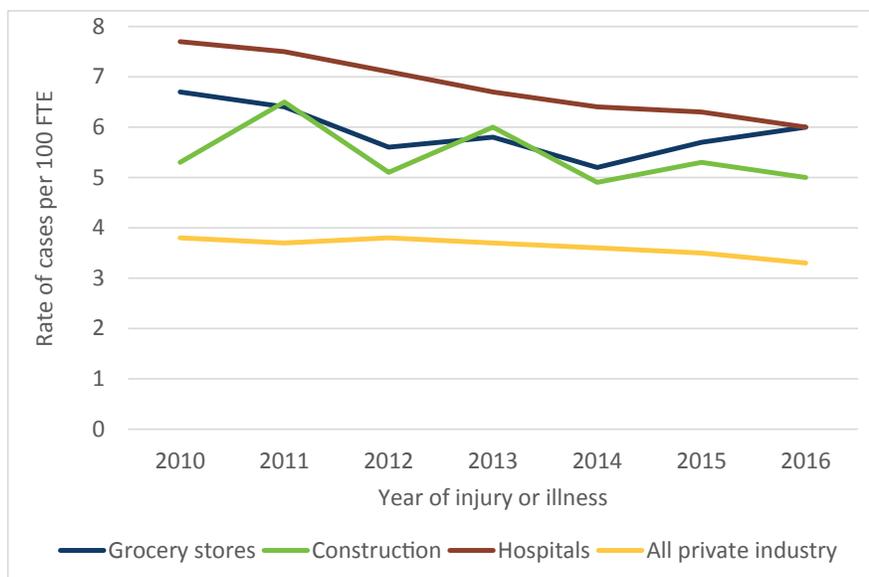
There is no charge to attend, but participants must register in advance at <https://secure.doli.state.mn.us/events/events.aspx>. The seminar is at the Department of Labor and Industry, 443 Lafayette Road N., St. Paul, MN.

Grocery store injury trends

By Brian Zaidman, Research and Statistics

Workplace safety in the retail industry does not regularly receive the amount of attention construction and health care receive, but some parts of the retail industry are just as hazardous as these other industries. As shown in Figure 1, the grocery store industry group, which includes stores retailing a general line of foods, ranging in size from convenience stores (that don't also sell gasoline) to supermarkets, has had an injury and illness rate comparable to construction and hospitals. During the period from 2010 through 2016, the estimated injury and illness rate has averaged 63 percent higher than the estimated rate for all privately owned establishments.

Figure 1. Injury and illness total case rates for grocery stores and comparable industries, Minnesota



The worker and injury characteristics for 2016 grocery store injuries and illnesses cases resulting in one or more days away from work demonstrate the wide variety of workers and injuries that occur in these familiar establishments.

- Female workers accounted for 60 percent of the injured workers.
- Workers age 24 and younger were 20 percent of the cases and workers age 55 and older were 36 percent of the cases.
- Workers injured in their first year of employment accounted for 28 percent of the cases and workers, 36 percent worked one to five years, and 34 percent worked longer than five years for the employer.
- Twenty percent of the injuries were due to falls on the same level, 22 percent were due to being struck by an object or equipment, and 38 percent involved overexertion and bodily reaction.
- The most common sources of the injuries were containers (24 percent), floors and other walking surfaces (20 percent) and the worker's own bodily motion or position (16 percent).
- The most common injuries were sprains, strains and tears (34 percent), soreness and pain (22 percent) and cuts (16 percent).

OSHA answers

frequently asked questions

As part of its continual effort to improve customer service and provide needed information to employers and employees, Minnesota OSHA (MNOSHA) Compliance answers the most frequently asked questions from the previous quarter.

Q. I'm a construction worker and have been told by a contractor that I need an "OSHA 10" class. What is it and does Minnesota OSHA provide it?

A. The OSHA Outreach Training Program is a voluntary program designed to promote workplace safety and health by providing training about various training topics for four groups: construction industry, general industry, maritime industry and disaster-site worker.

These courses are designed to train employers and employees about the recognition, avoidance, abatement and prevention of safety and health hazards, as well as about their rights and responsibilities under OSHA.

There are both 10- and 30-hour versions of the classes for the general, construction and maritime industry groups, which are designed for supervisory personnel or those who have some job responsibility for workplace safety. The disaster-site worker courses are 7.5- and 15-hour courses, and are designed for workers new to the field.

Minnesota OSHA (MNOSHA) Compliance does not provide this training. However, MNOSHA Workplace Safety Consultation has conducted a limited number of these classes for trade associations and as part of larger consultation projects. For more information, call MNOSHA Workplace Safety Consultation at (651) 284-5060 or 1-800-657-3776.

There are several private organizations that offer this training. Trade unions often provide these classes for their members. Minnesota State South Central College provides this training through its Center for Business and Industry. And the Minnesota Safety Council is a host site for the National Safety Education Center. For information about how to find a training class, visit www.osha.gov/dte/outreach/courses.html.



Do you have a question for Minnesota OSHA? To get an answer, call (651) 284-5050 or send an email message to osha.compliance@state.mn.us. Your question may be featured here.

MNOSHA Compliance signs safety, health partnerships



M.A. Mortenson and Parsons Electric – Discovery Square
Rochester, Minnesota



Shingobee Builders, Inc. – Residence Inn by Marriott
Eagan, Minnesota



Lyon Contracting, Inc. – Lake Jonathan Flats
Chaska, Minnesota

Minnesota OSHA (MNOSHA) Compliance recently signed four Level 3 Cooperative Compliance Partnerships with four companies working on three projects. Level 3 is the peak level of MNOSHA Compliance partnerships, with applicants striving to be an industry leader with very comprehensive safety and health programs.

M.A. Mortenson and Parsons Electric signed partnerships for the Discovery Square project in Rochester, Minnesota, scheduled for completion March 1, 2019. The partnerships are under the Construction Health and Safety Excellence (CHASE) Minnesota program with Associated General Contractors (AGC) of Minnesota.

Partnerships were signed under the Minnesota Chapter of Associated Builders and Contractors (MN ABC) program by: **Shingobee Builders, Inc.** for its Residence Inn by Marriott project in Eagan, Minnesota, scheduled for completion Dec. 1, 2018; and **Lyon Contracting, Inc.** for its Lake Jonathan Flats project in Chaska, Minnesota, scheduled for completion June 1, 2019.

Information about MNOSHA's partnerships is available online at www.dli.mn.gov/OSHA/Partnerships.asp.

Minnesota OSHA's calendar of events

April 2018

- April 3** *Logger training – Cloquet*
www.dli.mn.gov/Wsc/Logging.asp
- April 5** *Logger training – Two Harbors*
www.dli.mn.gov/Wsc/Logging.asp
- April 11** *Logger training – Cloquet*
www.dli.mn.gov/Wsc/Logging.asp
- April 18** *Logger training – Tower*
www.dli.mn.gov/Wsc/Logging.asp
- April 25** *Logger training – Bemidji*
www.dli.mn.gov/Wsc/Logging.asp

May 2018

- May 1** *Logger training – International Falls*
www.dli.mn.gov/Wsc/Logging.asp
- May 2** *Logger training – Baudette*
www.dli.mn.gov/Wsc/Logging.asp
- May 3** *Logger training – Blackduck*
www.dli.mn.gov/Wsc/Logging.asp
- May 4** *Occupational Safety and Health Advisory Council*
www.dli.mn.gov/Oshac.asp
- May 10** *OSHA recordkeeping basics seminar*
www.dli.mn.gov/OSHA/Recordkeeping.asp
- May 15** *Construction Seminar: Asbestos in Construction*
www.dli.mn.gov/OSHA/ConstructionSeminar.asp

June 2018

- June 1** *Occupational Safety and Health Review Board*
www.dli.mn.gov/Oshrb.asp
- June 27** *How to prepare for an armed intruder*
www.dli.mn.gov/Wsc/Wvp.asp

See more at www.dli.mn.gov/EventsOSHA.asp