

SOUTH DAKOTA SAFETY COUNCIL

# MEMO TO MEMBERS

## By Member Request: Active Shooter Training Session, February 2

In light of recent events, the threat of violence in the workplace has become an even stronger concern for most workplaces. We know that it's a critical issue for our members and based on your requests, we've scheduled two sessions of an active shooter training on February 2.

**C**had Sheehan, Sheehan Strategic Solutions, Sioux City, IA, will educate and train you to recognize and survive work place violence. Learn how this specialized training will empower you, your supervisors and your employees to recognize and manage warning signs and, when needed, to make decisions that will increase their chances of surviving a violent encounter. Chad developed the "S.A.V.E. Yourself" program and is a certified instructor in rapid response, conflict resolution, and tactical communication.



Choose either a morning or afternoon session — we've scheduled two sessions because of strong demand, but we know they'll fill fast. (Space is limited, so sign up early.)

▶ To reserve your space, e-mail Moira at [moira@southdakotasafety-council.org](mailto:moira@southdakotasafety-council.org) or call her at 605-361-7785/800-952-5539.

### S.A.V.E. Yourself Active Shooter Training

**February 2, 2016**

Sioux Falls Arena & Convention Center

CHOOSE YOUR TIME:

**Morning Session**  
9:30 – 11:30 a.m.

OR

**Afternoon Session**  
1:00 – 3:00 p.m.

(Our annual membership meeting luncheon will be held in conjunction with this training, from 11:30 – 1:00.)

Course only: \$50.00

Course fee plus lunch: \$68.50

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**SAFETY COUNCIL**  
CHAPTER OF THE NATIONAL SAFETY COUNCIL

[southdakotasafetycouncil.org](http://southdakotasafetycouncil.org)

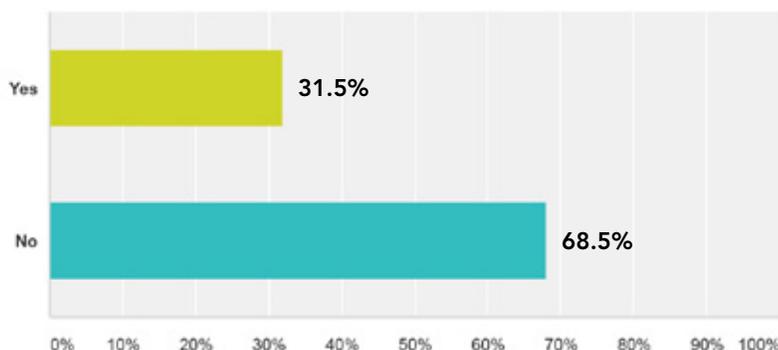
## Increased OSHA Fines Included in Federal Budget

OSHA fines will increase significantly by next summer for the first time since 1990. OSHA was one of a handful of federal agencies exempted from a 1990 bill requiring that penalties keep up with inflation; that exemption was struck down in the new federal budget. At current inflation levels, fines would rise by about 80 percent and must be in place by August 1, 2016, for states regulated by federal OSHA. State OSHA plans are expected to follow suit. In subsequent years the penalties will rise with the inflation rate. Here's a sampling of comments and coverage about the change:

- ▶ **National Law Review:** “While OSHA has the option of implementing an adjustment less than the maximum amount, Assistant Secretary David Michaels has pushed for years to increase maximum penalties so it seems unlikely that they would not take full advantage of this increase. . . . employers are well advised to audit their compliance with applicable OSHA regulations to ensure that programs, policies and training are all up to date.”
- ▶ **ISEA Protection Update:** “This change adds yet another powerful weapon to OSHA’s growing enforcement arsenal. OSHA under the Obama administration has made liberal use of the General Duty Clause, weighted inspections, and new reporting requirements — all of which have resulted in OSHA inspection of industries and employers that it has never targeted before.”
- ▶ **Wall Street Journal:** “. . . even after an expected increase of as much as roughly 80%, OSHA fines will remain tiny compared to those issued by many other regulatory agencies, such as the Environmental Protection Agency. . . . The average fine last year for an incident in which a worker died was \$7,000, reduced to \$5,050 following settlement talks, according to the AFL-CIO.”

### Will the increase in OSHA fines lead to safer workplaces?

(responses as of December 16, 2015)



—Safety+Health Magazine

## OTHER FEDERAL OSHA NEWS:

### OSHA regulatory agenda released

**National Safety Council reports** that federal OSHA’s final rule on silica could come as early as February, according to the agency’s recently released regulatory agenda. Other final rules expected in early 2016 relate to procedures for obtaining employee medical information, improved tracking of injuries and illnesses, eye and face protection, and slips, trips and falls.

### Final rule for handling retaliation complaints

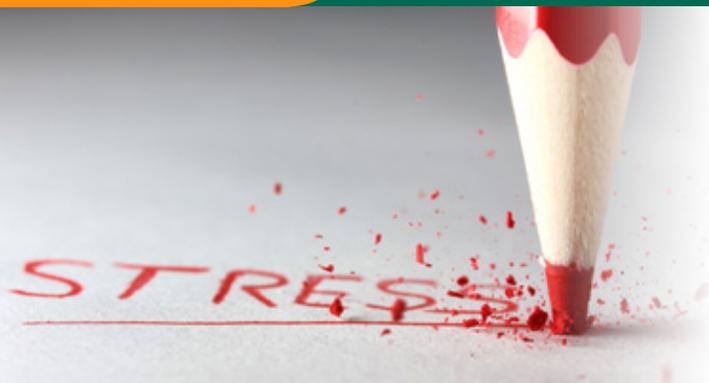
OSHA has issued a **final rule** establishing procedures and time frames for handling employee retaliation complaints under the National Transit Systems Security Act and the Federal Railroad Safety Act.

### OSHA delays enforcement of new PSM policy

Federal OSHA has **announced** that it will delay enforcing a **new interpretation** of its Process Safety Management Standard to allow retail facilities that had previously been exempted more time to come into compliance. The exemption, originally intended only for retailers selling small quantities of hazardous chemicals, had also been applied to those making more than half of their income from direct sales of the chemicals. Through July 22, 2016, OSHA will focus on providing compliance assistance and is unlikely to issue citations to those newly covered, barring extreme circumstances.

### Protecting whistleblowers: recommended practices

You can **provide input** on an OSHA draft whistleblower protection program. It’s designed to help employers protect employees from retaliation when they raise concerns about workplace conditions or activities that could harm workers or members of the public.



## Resource Round-up

### VIOLENCE IN HEALTHCARE SETTINGS

Workplace violence in healthcare settings accounts for nearly as many serious violent injuries as all other industries combined. Federal OSHA has launched a [new webpage](#) to provide employers and workers with strategies and tools to prevent those incidents. The website complements [OSHA's Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers](#), updated in 2015. The guidelines describe the five components of an effective workplace violence prevention program, with extensive examples.

#### Creating an active threat safety plan

Every active threat incident will vary in its details but a recent article in [OHS Online](#) discusses common threads that can form the basis of an effective safety plan.

- Overcome reluctance to conduct active threat training.
  - Develop flexible response plans with key principles that support effective decision making in the face of varied threats.
  - Be proactive in providing employees with the knowledge and tools to identify and communicate possible high-risk indicators in advance of an actual incident.
  - Build the plan on clear language to support communication before, during and after an incident. Include emergency communication options for both employees and customers.
- **Find sample workplace violence-related policies and plans on [our website](#).**

### DRAFT GUIDANCE ON TEMP WORKER INJURY AND ILLNESS PREVENTION

[National Safety Council reports](#) that a newly released draft guidance from an OSHA advisory committee recommends that staffing firms and host employers implement a safety and health program describing the responsibilities of both entities to protect temporary workers.

In related news, [a new video](#) from OSHA stresses the responsibilities of both employers and staffing firms in protecting temporary workers. The six-minute video features OSHA administrator David Michaels and Stephen Dwyer, general counsel of the American Staffing Association.

### EHS RESOURCE GUIDE FOR SMALL BUSINESS

The National Institute for Occupational Safety and Health (NIOSH) has updated its [Small Business Resource Guide](#), which provides plans, tools, tips, and information from across the web on how to keep workers safe.

### AGING WORKFORCE

Within five years, one out of four workers will be ages 55 and over. The new [Productive Aging and Work](#) initiative from NIOSH provides information to support the safety and health of an aging workforce.

### WITNESSING WORKPLACE TRAUMA: HELPING WORKERS COPE

[A recent article](#) in *Safety + Health* online discusses how to help workers cope after they witness the death or serious injury of a co-worker. Among the article's key points:

- After a workplace incident, experts recommend conducting a supervisor meeting with every employee to gauge their responses and determine whether more help is needed.
- OSHA offers a ["Critical Incident Stress Guide"](#) to help emergency responders who witness deaths, injuries and other traumatic events; this guide can be used with other types of workers as well.
- Experts say individuals who witness a co-worker fatality or injury often respond with shock, horror and disbelief — and sometimes feel guilt, remorse or rage.

## HOW TO REACH US SOUTH DAKOTA SAFETY COUNCIL

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## UPCOMING TRAINING

# Build Your Skills and Support Your Safety Program!

### ► January 4

#### HAZWOPER Emergency Response Refresher, 8-hour

**8:00 a.m.–5:00 p.m. | South Dakota Safety Council**

This eight-hour class fulfills the annual training requirement for responders to chemical emergencies in OSHA 1910.120(q) (HAZWOPER). It covers: Introduction to Regulations and Standards, Chemical Physical Hazards, Health Hazards and Information Sources.

Employees and employers covered by the OSHA HAZWOPER standard are required to take the initial HAZWOPER training which consists of a 24 or 40-hour course. Every year after the initial training requirement has been met, workers are required to take an 8-hour refresher course. This HAZWOPER refresher course is designed to meet the annual training requirement for hazardous waste operations and emergency response workers.

Our instructor, Shawn Burress of Burress Advisory Group, has over 25 years' experience in the hazardous materials and emergency response industries.

**Members: \$135 + tax | Nonmembers: \$185.00 + tax**

### ► January 6

#### Defensive Driving Course, Basic (4-hour)

**12:30 p.m.–4:30 p.m. | South Dakota Safety Council**

DDC-4 is a fast-paced, four-hour driver improvement program that also makes an ideal refresher course. It's designed for employees who have already been through the eight-hour course, employees who have had traffic violations, or those who drive a company vehicle or their own vehicle on company time. This course also meets DOT regulations for special transportation services driver training.

The National Safety Council's newly revised DDC-4, 5th edition, offers a fresh look into contemporary driving issues that impact our behavior and safety on the road way.

It includes these expanded course topics:

- Aggressive driving and road rage
- Fatigue and drowsy driving
- How driver behavior and mental conditions affect driving
- Defensive driving techniques
- The crash impact on passengers
- How to avoid a collision and case study scenarios
- Personal driving style evaluation
- Hazard recognition and collision avoidance
- Emotional impairment, common driving irritation
- The "Fatal Four" causes of a crash
- Driving skills inventory and assessments
- Occupant protection laws and graduated driver's licensing

**Members: \$75.00 + tax | Nonmembers: \$95.00 + tax**

### ► January 8

#### First Aid/CPR/AED Training, Hands-on

**8:30 a.m.–4:00 p.m. | South Dakota Safety Council**

Be prepared and be in compliance. Learn the skills to maintain the life of a victim until emergency medical personnel arrive. The CPR/AED portion covers basic life support, emergency scene assessment, CPR and rescue breathing and choking. The AED segment covers operating characteristics of AEDs and shows you proper precautions and maintenance techniques. Upon course completion, attendees receive National Safety Council First Aid/CPR/AED certificates. *We will train up to eight people at your workplace for only \$490 (plus expenses).*

**Members: \$70.00 + tax | Nonmembers: \$80.00 + tax**

### ► February 2

#### S.A.V.E. Yourself Active Shooter Training

**9:30–11:30 a.m. OR 1:00–3:00 p.m.**

**Sioux Falls Arena and Convention Center**



## BLS: Rate of Severe Cases Down; Recovery Time Up

The overall rate of nonfatal cases requiring days away from work fell in 2014, but the median days away needed to recuperate increased, according to a new report from the Bureau of Labor Statistics (BLS). The rate of severe occupational injuries and illnesses decreased to 107.1 cases per 10,000 full-time workers in 2014. The median days away from work to recuperate — a key measure of severity of injuries and illnesses — was 9 days in 2014, one day more than reported in 2013.

### OTHER KEY FINDINGS:

The rate of falls on the same level increased in transportation and warehousing, wholesale trade, health care and social assistance, and manufacturing in 2014. For all occupations, the incidence rate for public sector workers was 167.4 cases per 10,000 full-time workers, compared to the rate of 97.8 for all private sector workers.

## Preventing Hazardous Noise and Hearing Loss

A new “Prevention through Design” (PtD) publication from NIOSH, [“Preventing Hazardous Noise and Hearing Loss during Project Design and Operation,”](#) describes case studies involving noise controls. An estimated twenty-two million workers are exposed to potentially damaging noise each year. Although any worker can be at risk for noise-induced hearing loss in the workplace, workers in agriculture, mining, construction, manufacturing and utilities, transportation, and the military are at greater risk.

NIOSH recommends considering PtD concepts and incorporating engineering noise controls during the project design phase of processes and operations. PtD lays the foundation for a sustainable culture of safety with lower workers’ compensation expenses, fewer retrofits, and improved productivity. When PtD concepts are introduced early in the design process, re-resources can be allocated more efficiently.

## THIRD ANNUAL SAFETY STAND-DOWN SLATED FOR MAY

Federal OSHA will host the third-annual national Fall Safety Stand-Down May 2-6, 2016, to raise awareness of preventing fall hazards in construction. Last year’s Stand-Down reached more than 2.5 million workers. This year, OSHA’s goal is to reach 5 million workers — more than half of the construction workers in the country.

OSHA emphasizes that anyone who wants to prevent falls in the workplace can participate in the Stand-Down. In past years, participants included commercial construction companies of all sizes, residential construction contractors, sub- and independent contractors, highway construction companies, general industry employers, the U.S. military, other government participants, unions, employer’s trade associations, institutes, worker interest organizations, and safety equipment manufacturers. Learn more about the [National Safety Stand-Down](#) on the federal OSHA website.

### ► What is a Safety Stand-Down?

A Safety Stand-Down is a voluntary event for employers to talk directly to employees about safety. This Stand-Down focuses on fall hazards and reinforcing the importance of fall prevention.

## GLOBAL TRENDS IN OCCUPATIONAL SAFETY AND HEALTH

A recent ASSE blog post highlights five global trends affecting the occupational safety and health profession:

- A renewed interest in prevention through design.
- Release of the ISO 45001 management standard, expected in early 2017, which will provide a framework for linking occupational safety and health to overall organizational strategy.
- Development of a professional framework that includes an emphasis on the ability to “communicate, influence and lead.”
- Integrated financial reporting that includee elements such as risk management in the calculation of value.
- Responsibility for comprehensive risk assessment, part of a critical transition in communicating safety performance, “because risk is the language understood by CEOs, CFOs, directors, investors and operational leaders.”

Source: ASSE’s Professional Safety, November 2015

## New National Guidelines for First Aid/CPR Training

National guidelines detailing how rescuers should perform first aid and CPR have been updated, based on most current medical research, and will be incorporated into training materials. We're waiting for *final* details and will keep you posted.

If you have safety budget dollars remaining in 2015, consider using them to add the safe, reliable and easy-to-use [Philips HeartStart AED](#) to your safety program — we'll include free accessories (a \$400 savings): wall cabinet, carrying case, fast response kit and extra adult pads! Remember that for every minute that passes without CPR or defibrillation, chances of survival decrease by up to 10 percent.



- ▶ Learn more about our [First Aid programs/training](#), including the effective, affordable Instructor Training Course. Questions? Contact Moira, 605-361-7785/800-952-5539; [moira@southdakotasafetycouncil.org](mailto:moira@southdakotasafetycouncil.org).

## SAY "THANK YOU" WITH SOME OF THESE MEMBER FAVORITES

Use those year-end dollars to promote your safety program! Check out these ideas for employee gifts that are fun to receive and also reinforce your organization's safety culture.

- [Think Safety Chocolate Bars](#) – \$60.00/box
- [Winter Emergency Kit](#) – \$39.95 (New Kit!)
- [Portable Weather Radio](#) – \$34.95
- [Carbon Monoxide Alarm](#) – \$34.95
- [121-piece First Aid Kit](#) – \$24.95

These items also make great gifts for your family and your employees' families!

- ▶ Contact Moira at [moira@southdakotasafetycouncil.org](mailto:moira@southdakotasafetycouncil.org) or 605-361-7785/800-952-5539 for more information or to purchase yours today!



## CO POISONING: Protect Yourself and Your Family this Winter

In the excitement of the holiday season it's important to remember safety basics at home, like treating icy spots on walkways, keeping an eye on stovetop cooking and putting a winter emergency kit in your car. As we head into the heart of winter, be aware of a big one: the increased risk of carbon monoxide (CO) poisoning. Share the reminders and resources below to help protect yourself, your family and your co-workers.

### WHAT IS CARBON MONOXIDE?

Carbon monoxide is a gas you cannot see, taste or smell. CO poisoning can occur when a fuel-burning appliance or machine, such as a furnace, heater or generator, isn't working or vented properly. Breathing in CO at high levels can cause severe side effects or even death. According to the Centers for Disease Control and Prevention, unintentional carbon monoxide poisoning sends thousands to emergency rooms each year in the U.S., and kills more than 150 people.

Symptoms of carbon monoxide poisoning vary depending on the level of CO and length of exposure, but can include headache, fatigue, nausea, disorientation and dizziness, and can sometimes be mistaken for the flu.

### REDUCE YOUR RISK

- Have a trained professional inspect, clean and tune-up your central heating system (furnaces, flues and chimneys) annually.
- On the outside of your home, make sure vents for the dryer, furnace, stove and fireplace are clear of snow and other debris.
- Remove vehicles from the garage immediately after starting.
- Don't use a grill, generator or camping stove inside your home, garage or near a window.
- Never use your oven or stovetop to heat your home.

### ALL ABOUT ALARMS

If you don't have a carbon monoxide alarm, please go out and get one! A variety of UL-listed carbon monoxide alarms, both plug-in and battery-powered, are available at hardware, home and discount stores, and [through the South Dakota Safety Council](#). Install alarms on every level of your home and keep them at least 15 feet away from fuel-burning appliances.

If the alarm goes off, immediately go outdoors or to an open window or door for fresh air. Make sure that everyone inside your home is safe. Call 911 or the fire department. Stay outside or by an open window until emergency personnel arrive to assist you.

- ▶ **For more information on reducing CO poisoning in the workplace, see [federal OSHA's carbon monoxide fact sheet](#).**

*Sources: Safe Kids Worldwide;  
National Safety Council*

### January is Radon Action Month

Radon is an indoor health hazard with a simple solution. Test. Fix. Save a Life.

- ▶ **Learn more at [epa.gov/radon](http://epa.gov/radon).**



## Snowmobile Safety

South Dakota has thousands of miles of snowmobile trails, ranging from open prairie to the ponderosa pines of the Black Hills. As with any motor vehicle, driving a snowmobile requires alertness, skill and common sense. A few reminders:

- Always pre-trip your machine before heading out. Know what specific equipment is required in South Dakota when operating on public lands, waters or highways.
- Watch the weather and check [snow and trail conditions](#). Ride only on the groomed portion of designated trails or on private land where you have permission. Stay to the right, slow down and avoid riding on lakes and rivers.
- Always ride with another snowmobiler, so you'll have options if there's a problem with one of the sleds.
- Dress for safety and survival. Wear insulating layers, warm boots and mitts. Always wear a helmet and face mask.
- A snowmobile is subject to many of the same kinds of laws as other motor vehicles, including speed and impairment. Law enforcement personnel can pull you over if they have good reason to suspect you're operating under the influence of alcohol or other drugs.

► **For more information, see [gfp.sd.gov/to-do/snowmobile/](http://gfp.sd.gov/to-do/snowmobile/).**

## Winter is on the way . . . Are your employees prepared?

In addition to the basic safe driving habits we practice all year long — buckling up, driving alert and sober, and driving at a safe and legal speed — follow these special precautions for the winter months:

- Have a plan before you travel.
- Prepare your vehicle.
- Be aware of weather conditions.
- Adjust your speed to the conditions.
- Increase your following distance.
- If you find yourself stranded, stay calm and stay put.

**Free downloadable resources:**

- [Winter Storms fact sheet](#)
- [Winter Driving Tips fact sheet](#)

### MEMO to Members is a publication of the South Dakota Safety Council.

The information in the Memo to Members is compiled from sources believed to be reliable. We've exercised reasonable care to assure its accuracy, but make no guarantees. The South Dakota Safety Council makes no representation or guarantees of results and assumes no liability in connection with the information contained in the Memo, including whether such information or suggestions are appropriate in all circumstances. Statements attributed to other sources do not necessarily reflect the opinion or position of the South Dakota Safety Council.

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