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SAFETY NEWS ALERT

Safety News Alert, part of the Catalyst Media Network, keeps safety pros up to date on the latest OSHA news, safety training ideas, workers' comp cases and injury cases from other companies. Read what more than 334,000 safety pros turn to regularly for occupational safety information. Safety News Alert's editorial staff is lead by veteran Editor-in-Chief Fred Hosier.

5 most effective safety controls when it's *finally* time to re-open

■ Break out a tried-and-true safety guide

How do you work together when everyone is farther apart?

It's the question employers are struggling with in the wake of the coronavirus.

While the National Safety Council says 72% of its surveyed member companies are at least partially open, many more employees were forced to work at home or were furloughed. Sometime, they'll return.

Use hierarchy of hazard controls

Once upon a time, working close together meant assembly lines.

With the recent trends toward open

office formats, it now means office workers, too.

So, just as we use the hierarchy of hazard controls in manufacturing, construction, transportation, etc., use the same hierarchy to return workers to their facilities safely.

The most effective control, **elimination**, won't happen until there's a vaccine in 12 to 18 months.

As for the rest of the hierarchy, from more to less effective:

- **Substitution:** Traditionally, this is replacing hazardous substances with ones that aren't. For coronavirus, some employees substituted their

(Please see Re-open ... on Page 2)

PANDEMIC

Walmart facing coronavirus wrongful death lawsuit

A coronavirus-related wrongful death lawsuit has been filed against Walmart following the death of an employee at an Illinois store.

A relative of the worker is claiming the retail giant didn't do enough to protect employees at the store from the coronavirus.

Wando Evans, 51, was found dead in his home two weeks after mentioning coronavirus symptoms to managers.

Did store ignore employee report?

The lawsuit alleges the store's management ignored Evans' claims of having contracted the disease until he was finally sent home two days before his death.

Another worker at the same store died days later, also due to complications related to the coronavirus, the lawsuit claims.

The suit claims Walmart was negligent in failing to implement, promote and enforce social distancing guidelines, failed to provide employees with PPE and antibacterial soaps and wipes and failed to clean the store to prevent the spread of COVID-19.

On March 31, the company began to implement new safety measures for its workers, including performing temperature checks before allowing employees to start work.

Walmart declined to comment on the lawsuit, but a spokesperson told ABC News "the company was 'heartbroken' over the deaths and had implemented new safety and sanitizing measures at all stores amid the coronavirus pandemic."

Info: tinyurl.com/walmart595 and tinyurl.com/lessons595

COMPLIANCE

Good-faith efforts taken into consideration

OSHA inspectors will consider employer good-faith efforts in complying with safety and health regs during the COVID-19 pandemic.

Because the pandemic could limit the availability of essential safety and industrial hygiene services, the agency is asking its inspectors to assess an employer's good faith efforts.

Compliance after re-opening

Current infection control practices may limit the availability of third parties who normally provide training, auditing, equipment inspections, testing and other such services.

With that in mind, OSHA is asking its inspectors to assess an employer's efforts to comply with standards requiring annual or recurring audits.

Compliance officers are asked to evaluate if the employer:

- explored all options to comply with applicable standards
- implemented interim alternative protections, such as engineering or

administrative controls, and

- rescheduled required annual activity as soon as possible.

Employers that can't comply with requirements because the workplace was closed should make a good faith attempt to do so soon after re-opening.

This guidance will remain in place until further notice.

Info: tinyurl.com/goodfaith595

Re-open ...

(continued from Page 1)

company offices for working at home. That will continue.

- **Engineering:** These are physical barriers. In the case of COVID-19, it's office and cubicle walls. Also included are no-touch fixtures, removing some chairs from conference rooms and eating areas to keep employees six feet apart, and installing sneeze guards in open seating areas.
- **Administrative:** These controls modify schedules and tasks. Workers can use teleconferencing, emailing and instant messaging rather than face-to-face contact. Reduce the number of visitors to your facility. Rotate employees' in-office days. In open-seating areas, use every other desk in a diagonal pattern.
- **Work practices:** Employees should wash their hands with soap more often and use hand sanitizer when washing isn't convenient. Prop open interior doors so employees don't have to touch them.
- **PPE:** Here's a reminder: This is the least effective type of control.

Most companies will use something from all the control categories.

What about recommendations from government about when employees should return? Just as some companies look at OSHA regulations as the bare minimum for safety, the VP for corporate services of computer giant Intel told *The Washington Post* they're being more conservative than whatever the current local restrictions are.

Info: Access this article on our website for links to more resources.

SHARPEN YOUR JUDGMENT

This feature provides a framework for decision making that helps keep you and your company out of trouble. It describes a recent legal conflict and lets you judge the outcome.

■ WAS COMPANY RESPONSIBLE FOR DRIVER'S FALL?

Safety Manager Pete Travers was looking over his coronavirus plan.

OK, I have sufficient space between work stations, and we've staggered breaks, he thought. We're cleaning more frequently, ventilation systems are ...

His phone rang, cutting off his thoughts.

"Hey, Pete, it's John," Attorney John Jenkins said. "Sorry to bother you, but we're facing a lawsuit."

Not wearing slip-resistant shoes

"We're being sued?" Pete asked.

"Yes, by that driver from another company who fell getting out of his truck," John replied. "Can you refresh me on the details?"

"Yeah, sure," Pete said. "He slipped when he stepped down from his truck onto the concrete surface around our scales. It was a wet, rainy morning and he wasn't wearing slip-resistant shoes like our guys wear."

"He's saying we didn't clean our walking surfaces of residue from our product and that's why he fell," John said.

"We've had a very regimented, regular cleaning schedule in place for years," Pete said. "Our supervisors check to make sure loose product is swept up and all the surfaces are pressure washed every night. No way residue caused his fall."

"If that's the case – and if we can prove it – then we can probably get the court to dismiss the lawsuit," John said.

The company filed to have the case dismissed. Did it convince the court?

- *Make your decision, then please turn to Page 6 for the ruling.*

SAFETY COMPLIANCE *Alert*

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PANDEMIC

New task force on COVID-19 for employers

■ DIVERSE GROUP COMES TOGETHER TO HELP COMPANIES THROUGH CRISIS

The National Safety Council (NSC) will lead a new task force that will guide employers through the process of resuming work in the wake of the coronavirus pandemic.

The Safe Actions For Employee Returns (SAFER) task force includes Fortune 500 companies, safety organizations, government agencies and trade associations, including:

- American Chemistry Council
- American Industrial Hygiene Association
- American Society of Safety Professionals
- American Trucking Association
- Grainger
- McDonald's
- NASA
- NIOSH-CDC
- Owens Corning
- Uber
- U.S. Chamber of Commerce
- US Steel, and
- Walgreens.

The task force will issue recommendations and guidance for

employers, including small and mid-size companies.

Playbooks with policies, procedures

“The team that’s gotten together ... will really be focusing on what we’re calling playbooks – instructions for how employers can come back into operations safely,” Lorraine Martin, CEO of the NSC, told Safety Compliance Alert in an interview.

“This includes policy and procedure templates, recommendations they can consider for their employees with healthcare, mental health, with all the things that go along with working through the pandemic today,” Martin told SCA.

The NSC says guidance will include general and sector-specific playbooks, and will help align worker safety with business objectives. Resources will also be risk-specific.

“The manner in which employers bring people back to work will define our national response to the pandemic,” said Martin.

Info: tinyurl.com/SAFER595 and nsc.org/work-safety/safety-topics/coronavirus

REQUIRED TO WORK

OSHA gets thousands of coronavirus complaints

Federal OSHA has received thousands of COVID-19 complaints from workers required to work despite the hazards posed by the pandemic.

Workers in healthcare, construction, grocery stores, pharmacies and shipping companies filed more than 3,000 complaints claiming their employers aren’t keeping them safe from exposure to the coronavirus.

Complaints ranged from PPE shortages to lack of proper social distancing to being forced to work with employees who were visibly ill, according to the *Washington Post*.

Lack of PPE, soap/sanitizer

One complaint from an employee at a call center involves employees having

to work within two feet of each other, while another concerns four different bathrooms in one facility being out of soap and hand sanitizer.

Many of the complaints were from healthcare workers who were given things like plastic ponchos and masks made from paper towels to use as PPE.

The COVID-19 pandemic has affected workers in a variety of industries across the country, including:

- infection of more than 500 workers at the Smithfield Foods plant in Sioux Falls, SD, and
- deaths of workers at a Trader Joe’s in Scarsdale, NY; a Giant in Largo, MD; and a Walmart in Chicago.

Info: tinyurl.com/complaints595

TRENDS TO WATCH

Watch what’s happening in various states. Some actions indicate trends.

■ GUIDELINES FOR TAKING EMPLOYEES’ TEMPERATURES

The U.S. Equal Employment Opportunity Commission has OK’d employee temperature screening in response to the COVID-19 pandemic.

In its *Screening Employees for COVID-19* publication, the Ohio Department of Health recommends:

- Use touchless thermometers. If oral or other thermometers must be used, be sure to clean them thoroughly after each use.
- Follow manufacturer directions for disinfecting. If no directions are available, rinse the tip of the thermometer in cold water, clean it with alcohol then rinse again.
- Have employees take their temperatures at home if there are no thermometers at the worksite. Those with a fever should stay home
- If there are no thermometers at the workplace and employees don’t have their own, a screening can be done on each employee with a basic questionnaire.

Info: tinyurl.com/Ohioguide595

■ WORKERS WERE EMPLOYEES: FINE FOR NO INSURANCE

A California employer must pay a \$9,000 fine after failing to provide workers’ compensation insurance.

The employer claimed four massage therapists and two assistants were independent contractors, not employees.

Contracts provided to the court indicate the employer provided work space and tools, paid the rent and utilities, and determined the prices for services provided by the therapists.

The owner collected payments from customers and paid the workers in cash, further establishing an employer-employee relationship.

A court upheld the fine.

Info: tinyurl.com/nowcomp595

Roundup of most recent OSHA citations

2 contractors fined after worker is killed on jobsite

Two Florida construction contractors were fined after one employee was killed and another injured while working on a highway improvement project.

A concrete beam struck an aerial lift, killing one employee who was working on the lift and injuring another.

In a separate incident, the contractor was cited after a large metal pipe struck an employee, requiring hospitalization.

Fines: \$188,913 (SGL Constructors); \$12,145 (Universal Engineering Sciences)

Companies: Skanska-Granite-Lane A Joint Venture, doing business as SGL Constructors, Orlando; Universal Engineering Sciences, Orlando

Businesses: Highway, street and bridge construction (SGL); Testing labs (Universal Engineering Sciences)

Reasons for fines:

SGL Constructors:

One willful violation for failure to:

- stack cylindrical materials properly

Four serious violations for failure to:

- provide employment free from recognized struck-by hazards likely to cause death or serious physical harm
- train employees in recognition and avoidance of unsafe conditions
- ensure employees didn't walk under suspended loads
- ensure only employees needed to receive loads were within fall zone when loads were landed

Universal Engineering Sciences:

One serious violation for failure to:

- provide employment free from recognized struck-by and caught-between hazards likely to cause death or serious physical harm

Worker suffers amputation while cleaning machine

A New Jersey manufacturer was cited after an employee suffered an amputation while cleaning a machine.

Fine: \$151,329

Company: BWay Corp., doing

business as Mauser Packaging Solutions, Lawrence Township, NJ

Business: Plastics material and resin manufacturing

Reasons for fine:

Two repeat violations for failure to:

- conduct annual inspection of energy control procedures
- ensure lockout/tagout procedures were performed in sequence

Two serious violations for failure to:

- train authorized employees to recognize hazardous energy sources
- use group lockout procedures

Note: OSHA cited the company for similar violations at multiple facilities between 2016 and 2019.

Worker killed when forklift overturned: \$90K

OSHA cited a concrete factory after an employee was fatally injured when the forklift he was operating overturned due to an unstable load.

The employee was using the forklift to move a 3,200-pound bag of cement.

Inspectors returned to the factory three times and found the company continually failed to ensure employees handled stable or safely arranged loads.

Fine: \$90,217

Company: High Quality Concrete, Christiansted, U.S. Virgin Islands

Business: Poured concrete foundation and structure contractors

Reasons for fine:

One willful violation for failure to:

- ensure only stable or safely arranged loads were handled

Three serious violations for failure to:

- provide a place of employment free from recognized crushing hazards likely to cause death or physical harm
- ensure forklift operators were trained on composition of loads and load stability
- ensure only stable or safely arranged loads were handled

One other-than serious violation for failure to:

- report death of employee due to work-related incident within 8 hours

WORKERS' COMP DECISIONS

Can he collect even if doctor didn't give opinion?

A worker with multiple injuries filed for benefits before his doctor declared him at maximum medical improvement. Can he collect?

What happened: A worker suffered injuries to both knees and the cervical spine in three separate incidents and was compensated for all of them. After the last injury, he had knee surgery, but his doctor didn't declare if he reached maximum improvement.

Company's reaction: Your request is premature since the doctor hasn't weighed in on your condition.

Decision: No, he couldn't collect. The court said his decision to file for permanent total disability was premature without his doctor's opinion on his condition.

Cite: *Loranger v. Montana State Fund*, Workers' Comp Court of MT, No. 2019-4762, 12/18/19.

Mental problems after head trauma: Benefits?

A worker suffered mental disabilities after being struck on the head at work. Can he collect?

What happened: A construction worker was struck in the head by a metal pipe that fell from a scaffold's upper level. He required the services of a guardian after later being diagnosed with vertigo, depression and severe psychotic symptoms.

Company's reaction: You had mental health problems before the injury.

Decision: Yes, he could collect. The evidence of his gradual mental decline was consistent with a traumatic brain injury, according to the court.

Cite: *Rocha on behalf of Cuadra v. Ace Property and Casualty*, LA Court of Appeals, No. 19-CA-173, 12/18/19.

WHAT'S WORKED FOR OTHER COMPANIES

SCA subscribers include a broad range of small, medium and large firms involved in all types of economic activity. In this regular section, three of them share a safety success story.

1 Training overload led us to find 'experts'

I was responsible for training employees on all our operations.

But it was getting impossible to keep up.

We frequently made process updates, and I didn't have time to give employees enough training on those changes.

Emails didn't work

To handle the workload, I sent employees emails with instructions

they needed to read on their own time.

As a result, they simply kept doing the work the old way.

The answer to this problem was going to have to go beyond just what I was able to do.

Needed help from whole team

I convinced my company to let me pull employees off the production floor to train workers.

Their co-workers listened to them, and they were able to take more time to show them step-by-step changes.

It was such a success, we were able to make some of these inside experts full-time trainers.

Now, everyone follows the most up-to-date processes, so they're working more efficiently and safely.

Finding our inside experts and getting them to share their knowledge with their co-workers was the key to making sure all of our employees got all the training that was required.

(Cathy Cox, Operations Training Supervisor, Holly Frontier Refining, El Dorado, KS)

**REAL
PROBLEMS,
REAL
SOLUTIONS**

2 Technology and data helped choose best PPE

Our employees were suffering knee injuries. Their jobs required lots of kneeling.

So our question was: What are the best kneepads on the market?

It's a difficult question to answer if you don't know how to collect data, because everyone will claim they're the best on the market.

Effect on employees

We conducted a study of how pressure was distributed across our

workers' knees when they're kneeling and using nine different knee pads.

There was quite a range, from only nine pounds per square inch (psi) to 18 psi.

The best kneepads put 50% less pressure on our workers' knees.

The typical kneepads with the 18 psi were \$5-6.

The injected gel kneepads with the nine psi were about \$45.

When you're ordering 8,000 kneepads and you're trying to figure out whether more expensive ones will reduce injuries, you need data.

The technology we used to measure the pressure on our workers' knees was a real advantage because

it gave us the data we needed to do a cost-benefit analysis.

Having that objective risk data helped us make a better decision to reduce this type of injury our workers were experiencing.

(Adapted from a presentation by Scott Smith, Director of Ergonomics, Aon Global Risk Consulting, Newport Beach, CA, at the Applied Ergonomics Conference 2020)

3 Fun and creativity keys to good engagement

Getting good employee engagement is something more and more companies are striving to get and maintain. After all, engaged workers care more about the quality of their work along with their own and others' safety.

However, figuring out the best way to effectively engage employees can be difficult.

Sometimes, just having fun and being creative together can foster that engagement.

At our plant, we wanted to do something really different, so we came up with some fun games to play.

Game time inspires camaraderie

Our HR manager thought of something really fun to do around the same time the Olympics were being held. We held our own Olympic games. They were completely voluntary. Employees just had to sign up to participate.

We do Winter and Summer Olympics with different challenges and activities depending on the season.

There are leaf blowing contests,

spelling bees and a Connect Four tournament.

Around the holidays we have a Christmas tree decorating competition that requires you to make decorations from materials in the plant. A winner from a few years ago had an old hardhat for the topper and yellow safety pylons throughout the tree.

All of these things inspire camaraderie and really increased engagement at our plant.

(Adapted from a presentation by Michael Smith, Compound Mixer, Sherwin-Williams, Elkhart, IN, at the 2019 VPPPA Safety+ Symposium)

OSHA INFO

Guide for used PPE disposal during coronavirus pandemic

With all the guidance on the use of respirators and face masks during the COVID-19 pandemic, here's a question: How should used PPE be disposed of during the outbreak?

OSHA, the Centers for Disease Control and Prevention and other federal agencies have issued guidance on PPE, but there has been little to no mention of how used safety equipment should be disposed of.

Normal waste

In healthcare settings, where there are established medical waste streams, disposing of potentially contaminated masks or gloves isn't a problem, but other employers may be left wondering what to do with used safety gear.

The simple answer right now is that masks or gloves worn by the public at home or in most non-medical workplaces is considered normal household or business waste.

Updated OSHA guidelines suggest waste disposal workers handle office and home solid waste "with potential or known COVID-19 contamination like any other non-contaminated municipal waste."

Such waste typically requires no special precautions beyond those already used to protect waste disposal workers

from the hazards they face while carrying out their normal job duties.

Precautions to consider

If exposure to COVID-19 is possible, employers should follow the guidance of agencies like the World Health Organization and ensure employees practice proper hygiene before putting on, removing and disposing of PPE.

After removal, used PPE should be placed in a bag, which is tied off to seal it tightly, and then placed in a more sturdy garbage bag before putting it out for waste disposal pickup.

Employees should clean their hands with either soap and water or alcohol-based hand sanitizer immediately after handling used PPE.

Also consider cleaning the handles of trash bins with disinfectant before and after garbage day – if not more frequently – to help protect the workers who pick up the waste and others in the workplace from possible spread of COVID-19.

Medical facilities more regulated

Medical facilities have a different process where COVID-19 contaminated material is considered "medical waste," despite not being classified as a Category A infectious

substance by the CDC and OSHA.

Some medical facilities take steps to make sure waste like used PPE is double-bagged, boxed and labeled as COVID-19 before being transported to a waste management facility permitted to dispose of the material.

Dedicated healthcare facilities have more complex standards to adhere to, requiring more fact-specific advice.

Info: tinyurl.com/waste595

Respirator decon options

OSHA has issued interim guidance on the healthcare industry reusing disposable N95 respirators that have been decontaminated due to coronavirus-related PPE shortages.

If respiratory protection must be used and acceptable alternatives listed in previous coronavirus-related guidance aren't available, OSHA says federal research suggests these methods offer the most promise:

- vaporous hydrogen peroxide
- ultraviolet germicidal irradiation, and
- moist heat.

If these methods aren't available, microwave-generated steam or liquid hydrogen peroxide could be suitable.

Info: tinyurl.com/ppedecon595

SHARPEN YOUR JUDGMENT – THE DECISION

(see case on Page 2)

Yes, the company was able to provide enough evidence to get the case dismissed.

Pete's company claimed it wasn't guilty of negligence since it thoroughly swept up loose product on all walking surfaces and pressure washed those surfaces every night.

The driver argued the company should have known the wet weather combined with residue from its product caused slippery conditions and was an obvious danger he was forced to encounter while making pickups there.

Supervisors and employees testified to the cleaning procedures performed on a nightly basis, so the court determined there was no evidence the company should have known of the slippery conditions.

Further, the driver had no evidence supporting his claims and admitted the shoes he was wearing at the time of the incident did not have slip-resistant soles.

■ ANALYSIS: THOROUGH, REGULAR CLEANING

Safety professionals know keeping a worksite clean and free of debris is an important task that is directly connected to safety.

However, it isn't always easy convincing workers and supervisors that clean-up is a major factor in keeping them and any visitors to the workplace safe from hazards such as slips, trips and falls.

Despite protests to the contrary, regular cleaning is an absolute must for keeping the workplace safe.

Cite: *Escue v. Riceland Foods*, AR Court of Appeals, No. CV-19-451, 4/15/20. Dramatized for effect.

Government notices on workplace safety

Here's SCA's digest of key notices that appeared recently in the Federal Register (FR) or on OSHA's website concerning workplace safety issues.

OSHA released alerts with safety tips for protecting crews in specific industries from coronavirus exposure. Here are specifics for three industries:

MANUFACTURING

- Practice sensible social distancing. Maintain six feet between workers.
- Establish flexible work hours, such as staggered shifts, if feasible.
- Train workers how to properly put on, use, wear, take off and maintain PPE.
- Allow workers to wear masks over their nose and mouth.
- Monitor public health coronavirus recommendations for the workplace and make sure workers have access to the information.
- Promote personal hygiene. If workers don't have access to soap and water, provide alcohol-based hand rubs containing at least 60% alcohol. Provide disinfectants and disposable towels for cleaning workstations.

CONSTRUCTION

- Encourage workers to stay home if they're sick.
- Train workers how to properly put on, wear, take off and maintain PPE.
- Allow workers to wear masks over their nose and mouth to prevent spread of the virus.
- Continue to use normal control measures and PPE to protect workers from on-the-job hazards.
- Advise workers and visitors to practice social distancing.
- Promote hand washing. If workers don't have access to soap and water, provide alcohol-based hand rubs containing at least 60% alcohol.
- Use EPA-approved cleaning chemicals from List N (tinyurl.com/EPAListN) or

that have label claims against coronavirus.

MEATPACKING

- Configure communal work environments so workers are spaced at least six feet apart.
- Use physical barriers, such as strip curtains, plexiglass or similar materials, or other impermeable dividers or partitions, to separate workers from each other, if feasible.
- Consult with a heating, ventilation and air conditioning engineer to ensure adequate ventilation in work areas to help minimize workers' potential exposures.
- Implement additional clock in/out stations which are spaced apart to reduce crowding, and consideration of alternatives such as touch-free methods or staggering times for workers to clock in/out.
- Encourage single-file movement with a six-foot distance between each worker through the facility, where possible.
- Stagger break times or provide temporary break areas and restrooms to avoid having groups of workers during breaks. Shift arrival and departure times could also be altered to avoid congregations of workers in parking areas, locker rooms and near time clocks.
- Provide visual cues, such as floor markings or signs, as a reminder to maintain social distancing.
- Wipe down tools and equipment at least as often as workers change workstations. Also, frequent cleaning of push bars and handles on any doors that don't open automatically as well as handrails on stairs or along walkways.
- Consider screening workers before entry into the workplace, along with criteria for return to work of exposed and recovered employees and for exclusion of sick workers. This should be coordinated with local public health officials.
Info: osha.gov/pls/publications/publication.html

WHERE TO GET HELP

■ WHICH STATES REQUIRE MASKS? CHECK THIS LIST

A national law firm has published a list detailing which states are either mandating or suggesting people wear face masks both at work and when in public due to the coronavirus pandemic.

This list, published April 22 in a blog post by law firm Littler Mendelson, identifies the jurisdictions where face coverings are recommended or required.

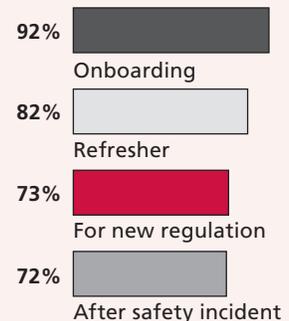
Some states have directives regarding masks for employers as well as the public in general, while others specify one or the other. A few have no directives on masks.

The list does not include guidance at the local level, so employers should check news outlets or with their legal counsel for details on other orders that could apply.

Info: tinyurl.com/statemasks595

What safety pros say

When do you provide safety training to employees?



Source: Association for Talent Development

Government-required training should be viewed as the bare minimum. Additional training helps workers buy into your safety culture.

Info: tinyurl.com/training595

Each issue of SCA contains an exclusive survey to give safety professionals insight into what their peers nationwide are thinking and doing.

WHAT WOULD YOU DO?

Here's a challenging scenario you could encounter. We've asked three of your peers what they'd do. How would you handle it?

Too many near misses, but safety meetings are out due to the pandemic

The Scenario

Manager Mike Kelly finished reading through the safety reports on his desk.

Too many near misses, he thought.

He sighed into his face mask and instantly regretted it as his glasses fogged up.

"I'm so tired of this pandemic," Mike said.

"Everyone is, Mike," Supervisor Janet Costello, who was sitting a safe distance away, said.

"People are out sick or are home taking care of family, so we have lots of employees doing jobs they're not used to," said Mike. "It's led to so many near-miss incidents."

"I know, but everyone's doing the best they can under the circumstances," Janet replied.

"Their best isn't good enough,

and someone's going to get hurt," Mike said. "We need to have a safety meeting and get everybody on the same page."

No large gatherings

"How do you propose we do that, Mike?" Janet asked. "Social distancing, remember. No large gatherings and all that."

"I don't know," Mike said with a big sigh, fogging his glasses yet again. "But something has to be done."

"What about an email or handouts?" Janet asked. "There are plenty of ways to communicate to groups."

"Those work for some things, but they're also easily ignored," Mike said. "We need to make sure our point is getting across."

If you were Mike, what would you do?

Reader Responses

1 Roy McConnell, H&S Coordinator, Veolia North America, Johns Creek, GA

What Roy would do: I would invest in a sound system with speakers and microphones that could be used to have gatherings in an outside parking lot or other safe area.

Reason: I would also use emails with information that needed to be reinforced and follow it up with a quiz all personnel, including management, would have to complete.

2 Elise Allen, EHS Program Manager, Jergens Inc., Cleveland

What Elise would do: I am setting up things with smaller groups.

Reason: We have a large break area where we can be "socially

distanced" enough and still be able to be "together" while seeing whatever screen I end up using.

We are also running a hybrid shift that needs to be remembered and informed in the same way.

I did a different new-hire orientation recently, and the physical spacing made it easier, I think.

3 Christopher McGowan, Safety Supervisor, Biolab Inc., Adrian, MI

What Christopher would do: We've been holding weekly conference calls reviewing investigations and corrective actions.

We had great safety performance in March, but did have a lot of "near miss" incidents captured.

Reason: I think it's important to reinforce the fundamentals of root cause corrective actions in every department.

OUTSIDE THE LINES

■ HOA: NURSE CAN'T PARK RV IN DRIVEWAY DURING COVID-19

To prevent bringing the coronavirus home to their families, healthcare workers have been using their RVs to self-quarantine in during the pandemic.

Some home owners' associations (HOAs) aren't liking it.

In Florida, a nurse was threatened with a \$100/day fine by her HOA if she didn't get her RV out of her driveway, according to FindLaw.com.

Sarah Lynch said she brought her family's RV into her driveway in case she needs to self-quarantine.

Then the threat of fines came.

Lynch moved the RV while she was working at home, but plans to move it back if she's called into work.

The HOA couldn't be reached for comment.

Info: tinyurl.com/IHOA595

Did you know ...

Preventing coronavirus spread



Discourage workers from using other workers' tools and equipment.

Source: OSHA

When tools and equipment need to be cleaned, use EPA-approved cleaning chemicals from List N.

Info: tinyurl.com/tools595 and tinyurl.com/EPAN595

This feature in each issue of SCA charts trends in national workplace safety and health to help safety professionals perform their jobs.