



January 2010

Table Of Contents

Table Of Contents	
1.	Happy New Year Greetings!
2.	Welcoming Our New 2010 NSMS Members
3.	Election is Underway This Month for NSMS Board of Directors Openings
4.	NSMS 2010 Membership Renewal Notices Have Been Distributed
5.	The ISHM Certified Safety and Health Manager (CSHM) Accreditation Has Been Achieved!
6.	NSMS' Certified Safety Supervisor (CSS) Credential Now Accepted Towards Associate Safety Health Manager (ASHM) Designation
7.	Upcoming Special Professional Development Workshop
8.	The NSMS "Blog" is Here
9.	FREE ACCESS: Online Certified Safety and Health Manager (CSHM) Educational and Exam Preparation Reference Materials
10.	OSHA Director Sworn In
11.	2000-2009: The Decade in Safety & Health
12.	Government Moves to Clean Up Under-Reporting
13.	Big Appropriations Bill Passed
14.	Two Dozen Tips to Reduce Ergonomic-Related Injuries
15.	When Shortcuts Become the Norm
16.	Job Safety Panel Seeks Tougher Penalties
17.	Singapore Task Force Unveils Fatal Falls Prevention Plan
18.	Safety Training Strategies: Using Video to Make Your Workplace Safer, Part 1 of 2 Disclosure
19.	Why You Need To Deliver a Fall Prevention Safety Talk
20.	Lessons Learned: California Labor Commissioner Secures \$232,435 Judgment in Retaliation Suit
21.	Lessons Learned: Laid-off Whistleblower Files Complaint
22.	Safety Tidbits

Happy New Year Greetings!

Welcome to 2010! On behalf of the National Safety Management Society President Roosevelt Smith, Executive Director Jeffrey Chung and the entire Board of Directors, we want to take this opportunity to wish everyone a Happy New Year, and peace and safety for all of you in 2010. We congratulate all who have worked so hard and passionately in 2009 to ensure a safe and healthy workplace, not only for your companies, clients and workers, but also for your families and friends. Thank you for reading the NSMS Safety Digest, visiting our Website and for being part of our Society. We hope to continue to add value to your professional development and work lives this calendar year and beyond.

Welcoming Our New 2010 NSMS Members

On behalf NSMS President Roosevelt, the NSMS Executive Committee and the NSMS Board of Directors, we like to thank all members who have proactively renewed their 2009 National Safety Management Society memberships. We would also like to acknowledge, recognize and welcome the following new members to our professional organization:

- **Gary L. Bailey**, Safety Consultant – Baileys Safety Consultants (Sterling, Alaska)
- **Colby A. Child, Jr.**, Corporate Health and Safety Officer – R. Christopher Goodwin & Associates, Inc. (Frederick, Maryland)
- **Larry J. Curtis**, Executive Director – Institute for Safety and Health Management/ISHM (Yuma, Arizona)
- **James W. Evans**, Corporate Safety/ISO Manager – JWE (Yorktown, Virginia)
- **Richard J. Kattar**, Vice President Safety – Greenstar, NA (Houston, Texas)
- **Jeevan Kumar Kodamassery**, Project Safety Officer – Depa Interiors, LLC (Dubai, United Arab Emirates)
- **Brad W. Kuchnicki**, Student – Eastern Kentucky University (Knoxville, Tennessee)
- **Victor M. Rincon**, Industrial Engineer & Occupational Safety and Health Specialist – Foster Wheeler Energy, UK (Singapore)
- **Brian C. Shelton**, ES&H Specialist – Street Legal Industries (Oak Ridge, Tennessee)
- **Frank J. Stasik**, Safety Manager – Greenstar, NA (Pittsburg, Pennsylvania)

We appreciate your interest in furthering your skills, knowledge and abilities in the management of safety and risks, as well as your interest to networking and professional development. Welcome again to NSMS!

Election is Underway This Month for NSMS Board of Directors Openings

Nominations have been received and we appreciate our members' interest and commitment to help serve on the Board and contribute to the Society's growth and needs of our membership. This leadership role is critical to help chart the strategic direction for our Society and address members' professional development. The two newly elected and/or re-elected Board members will be serving a two-year calendar term (2010-2012). The electronic ballots will be emailed to all current dues-paying members this month. Please complete your voting before the end of January 31, 2010.

NSMS 2010 Membership Renewal Notices Have Been Distributed

By now, you should have received your membership renewal letter in the mail. NSMS is very grateful for your membership throughout the years and looks forward to continuing our association together. For the 8th consecutive year, there is **no dues increase**. Please renew by January 31, 2010. Your dues will support a number of critical initiatives, both new and ongoing. NSMS will strive to further: engage in outreach activities, maintain the website, offer online and live technical and management training workshops (with significant course fee reductions for current members), maintain certification programs for safety technicians and supervisors, prepare for annual conferences, offer CSHM exam preparation workshops, support the establishment of new state chapters and student chapters at higher educational institutions, and any other initiatives based on member needs and recommendations. These are ambitious goals and it will take a group of dedicated members stepping up and volunteering to help NSMS achieve them. Please consider offering your expertise and time to these important initiatives. ***For those of you who are non-members or past member, and are regularly receiving this monthly online publication, we encourage you to go online to our website (<http://nsms.us>) and join our organization and not miss out on future distributions.*** Thank you.

The ISHM "Certified Safety and Health Manager" (CSHM) Accreditation Has Been Achieved!

The vision of our early NSMS founders to develop a safety management-focused credential to recognize professional competence in safety leadership has culminated in the official accreditation of the NSMS-created Certified Safety and Health Manager credential by the Council on Engineering and Scientific Specialty Boards (CESB). CESB is a self-sustaining, independent body which accredits certification programs organized and operated consistent with sound credentialing practices tailored to the needs of engineering and technology specialties. CESB is the recognized accreditation body for engineering and scientific certification and specialty certification programs for professional credentials such as the Board Certified Environmental Engineer, Certified Industrial Hygienist and Certified Hazardous Materials Manager.

Our sister organization, the Institute for Safety and Health Management (ISHM) and its Board of Directors deserve all the credit for their leadership, diligence, determination and perseverance in marshalling this monumental effort to fruition. Our CSHM credential holders deserve our gratitude for their patience as this initiative effort went through many trials and tribulations over the years. The Institute for Safety and Health Management is the credentialing organization which administers the

CSHM to recognize safety and risk management professionals who, through demonstrated professional experience and the passing of a comprehensive exam, have met ISHM's requirements for mastering the safety management body of knowledge.

The CSHM credential recognizes safety and health professionals who demonstrate knowledge of health and safety management skills and techniques through examination and experience.

The CSHM certification program promotes the integration and practice of safety management principles throughout all levels and activities of an organization. In addition to technical knowledge of safety and industrial hygiene, a successful safety and health manager must possess working knowledge of a broad range of business and financial principles and an understanding of related issues such as hazard analyses, accident/incident investigations, safety audits/surveys, workers' compensation, risk management, product safety, human factors, environmental laws, quality, and labor relations. The CSHM program is designed to provide recognition of those who can apply such a broad range of health and safety management tools. NSMS offers to be a resource and facilitator to help those interested in pursuing such a certification.

NSMS' "Certified Safety Supervisor (CSS)" Credential Now Accepted Towards Associate Safety Health Manager (ASHM) Designation

Associate Safety and Health Manager (ASHM) designation is intended to recognize those individuals who possess some combination of formal training and experience listed below that prepares them for safety and health management responsibilities. The ASHM serves to let potential employers and current employers know that these individuals have been formally educated to address workplace safety and health issues or are ready to step into entry level positions in safety management.

Individuals who receive the ASHM designation have a period of six years to pass the accredited Certified Safety and Health Manager (CSHM) certification examination. The ASHM designation will permanently expire six years after the date of issue or when replaced by the CSHM designation, whichever comes first. For more information, please visit the ISHM website: <http://www.ishm.org/pages/associate.html>

Upon completion of the application package, approval by the review committee, and payment of the appropriate fees, a candidates who does not have a college degree, but is a holder of a safety certificate recognized by the ISHM Board (<http://www.ishm.org/pdf/certprograms.pdf>), plus nine years of qualifying work experience is eligible for the ASHM designation:

SPECIAL ADVANCED ANNOUNCEMENT:
NATIONAL SAFETY MANAGEMENT SOCIETY
Upcoming Special Professional Development Workshop
Now Tentatively – Spring 2010
Houston, Texas Area

Many emails have been coming in recommending to NSMS that we offer an interdisciplinary two-day professional development workshop that will enable safety professionals/managers sharpen their skills, knowledge and abilities in interacting with employees and company leadership. We are considering a pilot workshop beginning in the Houston, Texas area and going forth to other regions where our membership would like to have it presented. If we come to your locale or college campus, we hope this will be a more cost-effective opportunity to learn and expand your skills, knowledge and abilities (SKAs).

The tentative workshop fee (early, pre-registration) for NSMS members is \$125 and \$250 for non-members and an on-site (or late) registration of \$160 for NSMS members and \$275 for non-members (includes lunch and program materials). College students majoring in this field of study are also invited to attend (NSMS Student (Affiliate) Members workshop fee is \$100). We need a minimum of 50 attendees to cover the cost/break even on this 2-day training event. (We currently have 25 respondents – half way there!) Please email us at nsmsinc@yahoo.com if you are interested in possibly attending so we can begin to establish a headcount. Thank you.

“Enhancing Safety Management SKAs: 2-Day Professional Development Workshop”

Instructor: Dr. Jeffrey Chung, CSHM CHFP – NSMS Executive Director

Day One –

- Administrative Business, Introductions and Workshop Overview
- Safety Management Principles and Practices
- Safety Attributes for Best-in-Class Organizations
- Emerging Safety and Health Issues – Aging Workforce, Green Jobs and Special Needs of Foreign Workers
- Psychology of Safety – A Behavior-based Approach; Human Performance Improvement
- Developing Effective Training/Presentation Skills
- Role of Safety Committees; Conducting/Facilitating Effective Meetings

Day Two –

- Understanding Self/Others/Your Organization – SMART Profile
- Strategic Planning Concepts and Process
- Problem Solving and Analytical Tools
- Performance Metrics for Continuous Improvement
- Corporate Communication Strategies for Safety/Risk Management Professionals
- Ethics for the Safety Practitioner and Manager
- Stress and Health Management for the EH&S Professional
- Wrap-up and Workshop Evaluation

The NSMS “Blog” is Here

Steve Geigle has created and launched the “NSMS Blog” on the NSMS website. It will allow members and others to post comments, remarks and initiate discussions about a variety of safety management topics and issues. You can participate in the Blog by going to the NSMS website (<http://nsms.us>) and look for the link on the home page along the left-hand column of navigation areas. The NSMS Blog can only thrive with the enthusiasm and expertise of its members and readership. We encourage and invite everyone who has an interest in workplace health and safety to be a part of the NSMS Blog and help create a community that helps all organizations be safer, healthier and compliant places to work.

FREE ACCESS: Online Certified Safety and Health Manager (CSHM) Educational and Exam Preparation Reference Materials

As a benefit for our current and future dues-paying members, NSMS is **permanently** offering free access to the Certified Safety and Health Manager (CSHM) preparation and educational materials. The online resources, created by NSMS member Steve Geigle, can be found at www.cshmprep.com and the only action an NSMS member needs to take is to email Steve requesting access from that website. You will need to include your current NSMS member number (found on your membership card and certificate). Once the number is verified, you will be granted a username and password to access the online reference materials. This is a great opportunity to brush up on your safety management and technical knowledge and prepare for a successful passing of the CSHM certification examination.

OSHA Director Sworn In

(Workplace HR & Safety – Safety Email Report, December 15, 2009)

Dr. David Michaels has been confirmed and sworn in as the new assistant secretary of labor for OSHA. Although some business groups questioned his previous stance on scientific evidence of workplace safety hazards, confirmation went forward.

Michaels will start the year with a full agenda, trying to close rule making on combustible dust, diacetyl and crane and derrick safety. More controversial standards, such as an ergonomics rule, appear to be on the back burner for the moment. In a live chat on the Department of Labor Web site last week, Assistant

Secretary for OSHA, Jordan Barab said that although the agency is adding a column for employers to record musculoskeletal injuries on OSHA record keeping forms, the agency is not forging ahead on a standard at this time.

Michaels served under the Clinton administration as Assistant Secretary of Energy. His responsibilities included protecting workers and the public from nuclear hazards.

Throughout his career and in his current position at the George Washington University School of Public Health and Health Services, Michaels has been an advocate for employee compensation chemical risk exposure. In addition, he has been outspoken about employers' attempts to disregard scientific research on health risks in the workplace. Michaels is the author of "Doubt is their Product," a book that discusses the use of public relations campaigns to squelch public concern about health risks.

The American Society of Safety Engineers (ASSE) issued a statement on Michaels' confirmation: [ASSE] looks forward to working with Assistant Secretary Michaels. He brings unique capabilities and an outlook that seems willing to try new approaches to advancing occupational safety and health and an interest in reaching out to safety, health and environmental professionals, which ASSE members appreciate. ASSE is pleased that the leadership team at OSHA is now in place so our members can understand the directions OSHA will be moving," ASSE President C. Christopher Patton, CSP, said.

2000-2009: The Decade in Safety & Health

(By Jerry Laws and, Ronnie Rittenberry – OH&S Magazine, January 1, 2010)

Summing up a decade of major developments in safety and health is guaranteed to omit many important items. We can begin by saying almost no one worried about texting while driving as a safety hazard on Jan. 1, 2000, and Jordan Barab, who recently moved from acting OSHA chief to deputy OSHA director, would not launch his Confined Space blog until early 2003. High-quality safety and health blogs are much more numerous now.

The event for which the decade will forever be remembered occurred on Sept. 11, 2001. Besides killing almost 3,000 people, including more than 350 New York City emergency responders, the terrorist attacks on that day left a lasting, in some ways devastating impression.

The U.S. Department of Homeland Security soon was formed to focus the nation's defenses and preparedness. Thousands of responders at Ground Zero exhibited some loss of pulmonary function years after their exposure to dust at the site, according to a 2007 summary by the WTC Medical Monitoring & Treatment Program of the New York City Fire Department's Bureau of Health Services. (The NYC fire department's surveys indicated few responders had worn protective respirators during the first week of the response, but most were wearing them by Oct. 1, 2001.) Years of investigations and numerous reports by the National Institute of Standards and Technology analyzing the incident have not silenced conspiracy theorists who claim the fires started by two airliners could not have caused the World Trade Center towers to collapse.

Voters in the *ohsonline.com* online poll ranked the H1N1 pandemic as 2009's biggest safety and health story, with OSHA's blockbuster \$87 million fine in second place – both were more important, our voters said, than Dr. John Howard's return as NIOSH director, the federal and state crackdown on distracted driving, or the letter provided to ISEA by Acting OSHA Assistant Secretary Thomas Stohler stating the OSH Act and OSHA regulations should preempt tort claims against respirator manufacturers. For all of the attention paid last year to these stories and to tower crane safety, combustible dusts, crumbling

infrastructure, and a jobless recovery, the biggest safety and health story of the full 2000-2009 decade was the impact of Sept. 11, 2001's terrorism. One of the falling towers destroyed OSHA's Manhattan Area Office, which was located on the top floor of the World Trade Center's Building 6, and OSHA personnel spent weeks on site assisting rescue and recovery workers.

Americans and the rest of the world became familiar with H1N1 flu in spring 2009. By summer, the World Health Organization declared it the first pandemic of the 21st Century. For the safety and health industry, the many stories related to the pandemic -- campaigns to vaccinate health workers and the general public against the disease, a dwindling stockpile of Tamiflu, and a shortage of N95 respirators to prevent the spread of the virus -- made national headlines in a year when a "not since the Great Depression" recession spiked unemployment past 10 percent. Companies halted 401(k) matches and slashed salaries; foreclosures soared.

By December, WHO reported more than 207 countries and overseas territories or communities had reported laboratory-confirmed cases of H1N1 influenza and recorded at least 8,768 deaths.

Aside from 9/11 and H1N1, arguably the biggest safety stories of 2000-2009 occurred at each end of the decade:

- On Nov. 14, 2000, OSHA issued a standard requiring employers to address ergonomics hazards, only to see Congress vote March 7-8, 2001, to repeal it. President George W. Bush's signature on March 20, 2001, completed the demise of the standard, which remains the only OSHA standard to be repealed in this way.
- OSHA enforcement reached a new plateau on Oct. 29, 2009, with \$87,430,000 in penalties issued to BP Products North America Inc. -- one more chapter in the agency's oversight following the March 2005 explosion at the Texas City, Texas, refinery, in which 15 people died.

What else happened during the decade? Plenty.

Jan. 17, 2001: OSHA issued a steel erection standard, the first safety standard in its nearly 30-year history to be developed through a negotiated rulemaking process. Completing the standard took seven years.

Jan. 29, 2001: Elaine Chao became secretary of Labor, a job she kept until Jan. 20, 2009, throughout the presidency of George W. Bush. She held the post longer than all but a handful of the secretaries in the history of the department, whose first secretary, William B. Wilson, began his eight-year tenure March 6, 1913.

Sept. 11, 2001: Terrorists hijacked four commercial jetliners and crashed two into the World Trade Center towers in New York City and a third into the Pentagon, killing 2,976 people. These included 341 NYC Fire Department firefighters and 23 NYC Police Department officers.

Sept. 23, 2001: Thirteen coal miners died in two explosions at the Jim Walters Resources #5 Mine near Brookwood, Ala., with 12 of them killed by the second explosion while trying to rescue a miner who had been incapacitated by the first blast.

July 24, 2002: Water pouring in from an adjoining mine trapped nine coal miners inside the Quecreek #1 Mine in Somerset County, Pa. Three days later, all were safely rescued.

Feb. 20, 2003: One hundred people died in a fire at The Station, a nightclub in West Warwick, R.I., after pyrotechnics set off during a performance ignited foam decorations around the stage.

Sept. 22, 2005: OSHA announced a settlement in which BP Products North America Inc. agreed to pay \$21,361,500 in connection with the Texas City explosion. The amount included \$20,720,000 in penalties for what OSHA had classified as egregious willful violations.

Jan. 2, 2006: Twelve miners died in a methane explosion in the Sago Mine near Buckhannon, W.Va. Another miner, Randal McCloy Jr., survived. On June 15, 2006, President Bush signed a law requiring better preparation for underground coal mine emergency evacuations and rescues.

Aug. 24, 2006: OSHA issued a final Assigned Protection Factors rule that completed its 1998 revision of the Respiratory Protection Standard, 29 CFR 1910.134.

June 18, 2007: Nine Charleston (S.C.) Fire Department firefighters died while battling a blaze inside the Super Sofa Store. Investigators identified numerous management, equipment, and procedural failings by the department; the city soon appointed a new chief and made major changes in departmental training, staffing, and equipment and in its building inspections.

Aug. 1, 2007: A multi-span I-35W bridge in Minneapolis collapsed at rush hour, killing 13 people and injuring 145. The National Transportation Safety Board concluded a design flaw in the bridge caused the collapse. The following year, the Federal Highway Administration awarded a contract worth up to \$25.5 million to the Rutgers University Center for Advanced Infrastructure and Transportation to carry out the initial research for the Long-Term Bridge Performance program, which will collect and analyze data from selected bridges nationwide during a 20-year period.

Oct. 4, 2007: U.S. District Judge Terrence Kern issued a permanent injunction blocking enforcement of an Oklahoma law that would have made employers in the state criminally liable for prohibiting employees from storing guns in their locked vehicles on company property. On Feb. 18, 2009, the 10th U.S. Circuit Court of Appeals reversed Kern, ruling that guns in the workplace are not a "recognized hazard" and so the state law is not preempted by the general duty clause of the OSH Act.

Feb. 7, 2008: An explosion and fire destroyed much of Imperial Sugar's Port Wentworth, Ga., sugar mill, causing the deaths of 13 workers. OSHA later fined the company \$8,777,500, then the third-largest fine in OSHA's history, and some members of Congress began urging the agency to issue a combustible dust regulation.

March 15, 2008: A tower crane collapsed onto an adjacent building in midtown Manhattan, killing seven people. The city stepped up crane inspections, and OSHA fined three contractors a total of \$313,500. Several states' legislatures enacted new crane inspection/registration and crane operator certification laws because of this and other high-profile crane incidents.

Sept. 21, 2008: Voting members of the International Code Council voted 1,282 to 470 in approving a proposal for the 2009 International Residential Code to require fire sprinklers in all new one- and two-family homes and townhouses. On Dec. 11, 2008, the ICC board of directors unanimously denied an appeal by the National Association of Home Builders claiming there were procedural errors in the September vote.

Now, to 2009

In many ways, 2009 was an exceptional year. As noted above, the recession and the impending pandemic dominated the headlines, causing the decade to end on a dubious note and leaving many of us reeling. The following were the other noteworthy safety stories during the year.

Jan. 9, 2009: OSHA gave respirator manufacturers such as MSA, Moldex-Metric, North, and Sperian Protection a potentially important assist with hundreds of thousands of asbestos and silica state court cases against them. Responding to an ISEA request, then-Acting OSHA Assistant Secretary Thomas Stohler signed a letter of interpretation stating the OSH Act and OSHA regulations should preempt such tort law claims when the respirators in question are NIOSH-certified. "To allow juries to enforce their own views of respirator design specifications and labeling for which NIOSH, as an expert agency, has already created standards and requirements, would directly conflict with OSHA's mandate that employers only use respirators designed and manufactured in accordance with NIOSH requirements," Stohler wrote.

May 26, 2009: OSHA cited Wal-Mart Stores Inc. for the recognized hazard of being crushed by a crowd of shoppers. This followed an employee's death on Nov. 28, 2008 – the "Black Friday" following Thanksgiving – and 11 other injuries in the same incident at a store in Valley Stream, N.Y. The citation carried a proposed fine of \$7,000, the maximum penalty allowed under law for a serious violation. OSHA said the store should have given its employees training and tools to safely manage the crowd. Wal-Mart was spared criminal charges by agreeing in a settlement to set up a \$400,000 victims' compensation fund and improve crowd control at its New York stores.

Aug. 19, 2009: Responding to a sobering FBI report that DUI arrests of women surged 28.8 percent from 1998 to 2007, U.S. Transportation Secretary Ray LaHood kicked off a nationwide anti-drunk driving enforcement campaign. He released a study by NHTSA indicating more women were driving under the influence of alcohol.

Aug. 25, 2009: The safety industry lost its congressional champion when U.S. Sen. Edward M. Kennedy succumbed to his battle with brain cancer, dying at his home in Hyannis Port, Mass. Kennedy was chairman of the U.S. Senate Health, Education, Labor and Pensions Committee at the time and had served in the Senate since 1963. The list of his legislative accomplishments included his introduction of the Americans with Disabilities Act, along with Sen. Tom Harkin of Iowa; giving the FDA authority to regulate tobacco products; and involvement in a long list of safety issues such as airline deregulation, labeling of food allergens, mental health parity, funding for job training, medical error reporting, and support of the MINER Act.

Aug. 5, 2009: OSHA posted a letter of interpretation saying high-visibility warning garments are required safety attire for highway and road construction workers. The agency had said as much in 2004, but the Occupational Safety and Health Review Commission subsequently ruled high-vis garments are required only where the Federal Highway Administration (FHWA)'s Manual on Uniform Traffic Control Devices (MUTCD) mandates their use. On Dec. 16, 2009, FHWA adopted the new MUTCD, which says all highway and road construction workers must wear high-vis apparel.

Sept. 3, 2009: John Howard, M.D., MPH, J.D., LL.M, was reappointed as NIOSH director after being not reappointed by CDC's director a little more than a year earlier, even though many safety and health organizations vocally supported reappointment. A former head of Cal/OSHA, Howard is board certified in internal medicine, legal medicine, and occupational medicine and is credited with focusing the institute on nanotechnology and emerging hazards. He also is HHS's coordinator of World Trade Center Programs.

Oct. 1, 2009: At the conclusion of a Distracted Driving Summit in Washington, D.C., the Department of Transportation announced a crackdown on texting while driving, showcasing a new executive order signed the previous evening by President Obama. The order tells federal employees not to text while operating a government vehicle or a private vehicle on government business and asks federal contractors to set similar policies. DOT Secretary LaHood said the summit was "probably the most important meeting in the history of the Department of Transportation."

Oct. 30, 2009: OSHA announced it had issued the largest fine in its history, \$87,430,000, to BP Products North America Inc. for the company's alleged failure to correct potential hazards at its Texas City refinery. BP contested the case.

Dec. 3, 2009: Five months after being nominated, David Michaels, Ph.D., MPH, an epidemiologist who formerly chaired the Department of Environmental and Occupational Health at George Washington University in Washington, D.C., was confirmed by the Senate to lead OSHA as assistant secretary of Labor. Jordan Barab, who had been acting assistant secretary most of the year, remained with the agency as deputy director.

Health issues that took center stage during the 21st Century's first decade were MRSA and health care-acquired infections, rising prevalence of black lung among underground coal miners, bills in Congress to ban all uses of asbestos in the United States, obesity and the problem of millions of Americans lacking health insurance, obstructive sleep apnea among truck drivers, and fatigue affecting transportation workers. As recently as November 2009, the National Transportation Safety Board determined that the driver's falling asleep at the wheel caused a January 2008 bus crash near Victoria, Texas, in which a passenger died and 17 passengers sustained major injuries. Since 1972, NTSB has issued more than 100 recommendations regarding fatigue in all transportation modes.

Earlier in 2009, Rep. Lynn Woolsey, chair of the U.S. House Education and Labor Committee's Subcommittee on Workforce Protections, introduced an OSHA reform bill, H.R. 2067. Known as the Protecting America's Workers Act, the bill proposes increasing penalties for willful violations of OSHA regulations and criminal penalties for employers found to have committed willful violations that lead to a worker's death. The bill also would strengthen protections for whistleblowers and expand OSHA's jurisdiction to cover some workers not currently under the protection of its standards. The companion bill, S. 1580, was one of the last bills sponsored by Sen. Kennedy before his death. As 2010 dawned, neither bill had budged.

Government Moves to Clean Up Under-Reporting

(By Ralph Sampsill – Safety-X-Change, December 18, 2009)

Under-reporting of workplace injuries and even fatalities in the U.S. has been going on for years. OSHA has known of the situation but looked the other way. But now, at long last, the government is acknowledging the problem and taking steps to do something about it.

Garbage In, Garbage Out – Poor Data and Under-Reporting

The under-reporting problem is in some ways the product of the failure of OSHA, the U.S. Department of Labor (DOL) and the Bureau of Labor Statistics (BLS) to capture adequate data on workplace injuries and fatalities. According to some estimates, government counts underestimate actual injuries and illnesses by as much as 69%.

One problem is that certain kinds of illnesses and injuries don't have to be reported. Another is that the data excludes so many categories of workers, such as the self-employed, farms with fewer than 11 employees, employers regulated by other federal safety and health laws, private household employees and federal, state and local government agencies. These exemptions result in the exclusion of more than 1 in 5 workers from the BLS survey.

Lack of Transparency and Under-Reporting

The lack of transparency has also made the current under-reporting problem worse. Given the importance of the public's right to know, you'd think that members of the public would have access to statistics on workplace fatalities from any public agency that collects them.

Sadly, however, this hasn't been the case. Under previous administrations, there were only two divisions of the health department that posted such pertinent data online or made it readily accessible to the general public.

OSHA Moving to Greater Transparency on Injury Statistics

But things are starting to change. As part of an Obama Administration initiative to improve government transparency at all levels, the DOL is implementing a series of changes to provide the public more access to its data. Among other things, the DOL has ordered OSHA to:

- Publish workplace fatality data on its web site;
- Make this data available for easy download; and
- Publish detailed weekly reports online.

The hope is that making this information available will give employers more incentive to prevent fatalities and lead to better overall safety for all workers.

Two other government agencies that provide statistical data about workplace injuries and fatalities have also been ordered to furnish more data online and make it easier for the public to access including via use of social networking sites like Twitter and Facebook. Examples:

- The BLS is upgrading its database and updating its policy on posting data online; and
- The DOL's Employment and Training Administration website is asking companies and entrepreneurs for input on safety tips and proposed regulatory changes.

Conclusion

The fact that the government has moved to fix the transparency problem by taking steps to improve the way it reports and collects information on workplace injuries, illnesses and fatalities is certainly a step in the right direction. But greater access to data will only help to the extent that the data is accurate, complete and reliable. The bad news is that the data inadequacies that cause under-reporting in the first place still aren't being addressed. And ultimately, we won't get an accurate count on workplace incidents until we ensure that all incidents get reported.

Big Appropriations Bill Passed

(OH&S Magazine – December 12, 2009)

The U.S. Senate has passed a \$446.8 billion package of six federal FY2010 appropriations bills, including the bill that funds the Labor, HHS, and Education departments, meaning the measure faces a final Senate vote on Sunday. With the fiscal year having begun Oct. 1, 2009, the committees combined the spending bills to get them passed.

If the bill is signed into law as expected, OSHA would get about \$558 million, a \$45 million boost from its FY2009 funding level, while MSHA would get about \$357 million, a 3.1 percent increase from FY2009. The Centers for Disease Control and Prevention's discretionary budget would be funded at about \$6.8 billion, a \$128 million increase.

The Labor Department's FY2010 funding would include \$1.6 billion to support more than 600 new full-time enforcement and compliance personnel for OSHA, MSHA, the Employment Benefits Security Administration, and the Employment Standards Administration. The Wage and Hours Division's chief said Tuesday that her division has hired 250 new inspectors recently.

Key numbers in the Labor-HHS bill include \$31 billion for the National Institutes of Health (\$692 million above FY2009), \$2.5 billion for the Substance Abuse and Mental Health Services Administration (\$18.5 million above FY2009), and \$190 million for programs to address health care-associated infections (\$28 million above FY2009). Of the \$190 million, \$15 million would go to expand CDC's National Healthcare Safety Network to increase surveillance of health care-associated infections at hospitals, according to the summary posted by the House and Senate appropriations committees.

CMS, the Centers for Medicare and Medicaid Services, would get \$347 million (\$54 million above FY2009) for inspecting nursing homes and other medical facilities where health care-associated infections are increasing, the document states.

Two Dozen Tips to Reduce Ergonomic-Related Injuries

(By Ken Oswald – Safety-X-Change, September 21, 2009)

As most safety professionals know, injuries related to ergonomics are those caused by over-use, impact, vibration, repetition and forceful exertion. These injuries can be reduced by improvements in equipment and work practices. Here are some quick and easy work practices you can share with your workers to help them reduce their risk of ergonomic-related injuries.

1. If you can see the imprint of your watch on your wrist, the band is too tight and you may be causing damage to your wrist. Loosen the band.
2. Grab a large rubber band and put it around all your fingertips, cup your hand so your fingertips are touching each other. Now use the force of the rubber band and try to spread your fingers out as wide as possible. Repeat 10 times with each hand 3 to 5 times a day. This will strengthen your inner hand ligaments and tendons.
3. While driving use cruise control if possible and weather permitting. It will take the pressure off the right side of your body, your accelerator and brake pad side.
4. For those who sit at a computer all day, check that your body is properly aligned when typing; align the "B" key on your keyboard with your belly button (only on standard keyboard designs)
5. A footrest will not only support your feet, it also helps support your back. But it should only be enough to raise your knees to slightly above your hips.
6. When working at the computer for a long period of time, force yourself to yawn. This both moistens your eyes and reduces the tension by relaxing and exercising your facial muscles.
7. Use the 20-20-20 rule, When working at the computer for a long time, take a break every 20 minutes and look at an object at least 20 feet away for at least 20 seconds.

8. Have a lot of stuff on your desk? Place the items you use most frequently closest to you to avoid repeated extended reaches.
9. Do you sometimes wear a backpack? Check its weight. The weight of a backpack should not exceed 15 percent of your weight. Exceeding this increases your risk of back injury.
10. Avoid daily activities that place the arm above shoulder level. This will significantly decrease the risk of a shoulder injury.
11. When placing items on shelves, store the heaviest items on the middle shelves and the lightest objects on the top and bottom shelves.
12. Design or modify your workstation so that all lifts are in the lifting strike zone (i.e., the beginning and end of your lift are between mid-thigh and chest level and close to your body at all times).
13. What difference do a couple of inches make? Your back works at least 30 percent harder when you lift a 25-pound item 4 inches away from your body versus holding it close to your body.
14. Lift with your legs—they are designed to provide a mechanical advantage to the body. Lifting with the back places the body at a mechanical disadvantage.
15. When lifting, break larger loads into smaller, lighter loads. Repetition is better than heavier weights.
16. Use manual movement devices such as carts, dollies, or forklifts to move items, even if it takes longer to perform the task.
17. Plan the lift ahead of time especially if there is more than one lifter.
18. Always position yourself in front of an object being lifted to reduce reaching or twisting.
19. Pushing is the easiest form of manual material handling. Try to convert lifting and lowering activities to pushes.
20. Try to use hand tools that are as light as functionally possible. It will reduce the amount of force needed to operate the tool.
21. For heavier hand tools, ensure two hand use.
22. Bent angled tools are not necessarily ergonomically designed. Match the task being performed with the right tool so that the wrist is not bent.
23. Hand tool handles should be compressible and stay captive in the hand. Otherwise the hands and fingers are subject to pain due to soft tissue damage and reduced blood circulation.
24. Glove selection is important. Wear work gloves that fit, are flexible and come with grips. Otherwise extra effort is needed to perform tasks.

Conclusion

And here's a final ergonomics tip for you: quit smoking. What does smoking have to do with ergonomics? Smokers have higher back injury and carpal tunnel syndrome rates than non-smokers.

When Shortcuts Become the Norm

(By John Wetstein, Safety-X-Change, July 29, 2009)

Most workplaces require workers to follow a series of pre-defined steps when performing certain tasks. From time to time, workers may stray from the established procedures and take shortcuts. Unless there are negative consequences, the shortcuts get repeated until they eventually become the “norm.” This situation, known as the “Normalization of Deviance,” is a safety hazard you must stop. Here’s why and how.

The Normalization of Deviance Creeps Up On You

Initially, the deviation by workers from set standards is incremental, barely noticed, and is therefore easily accepted. In most cases, we only become aware of “Normalization of Deviance” when an incident results.

To demonstrate this phenomenon, let’s use a Lockout/Tagout (LOTO) procedure for above 750 Volts electrical energy as an example.

General LOTO steps consist of:

- Isolating the electrical energy,
- Tagging (and locking if possible),
- Testing for potential, and
- Applying worker’s protective grounding.

I believe that well-designed procedures allow for the human element. In other words, you should be able to miss a step in a well-designed procedure and one of the other steps should be the check. In the case of the LOTO steps, in theory, if one of these steps were missed, one of the other steps would act as a check and there should be no consequence.

From Shortcut to Accepted Procedure

However, when a step is missed and there’s been no negative consequence to the shortcut, it’s now possible that some workers – and supervisors – actually view missing the step as a positive. Perhaps missing the step allows a worker to save time or maybe the sub-standard procedure requires fewer tools or fewer people. If this is the case, it’s very likely that the same shortcut will be repeated, particularly in a pressure situation.

By repeatedly missing the step, the shortcut gains credibility and the outcome supports the experience. Over time, this leads to a belief that this behavior is now the “norm” or acceptable standard. In most cases, the result is positive.

The Slippery Slope of Shortcuts

However, in the worker’s mind, what was once a four-step procedure has now become a three-step procedure. The margin for human error has now increased, since one of the steps/checks has been removed from the procedure, adding to risk of incident.

Now what happens if this same worker is mentoring or training an apprentice or inexperienced worker? He’s now teaching a three-step instead of a four-step procedure, again increasing the risk of incident.

Let's take another example: Speeding. Most of us do not consistently go 20 miles an hour (32 kilometres an hour) over the speed limit in one fell swoop. We start by going three or five MPH (8 kilometres an hour) over the limit, as this seems to be an acceptable speed based on the other drivers around us who have already become "normalized". For many of us the speed slowly creeps upwards. Eventually the consequences catch up, leading to an incident (collision, speeding ticket) and then we revert back to the standard.

Conclusion

When we look at the regulations, standards or procedures, we realize that most were "written in blood" or designed as a result of a loss. Complying with those standards is the best way to avoid "Normalization of Deviance."

Job Safety Panel Seeks Tougher Penalties

(By *Jeremy Pelzer*, Casper Star-Tribune – December 9, 2009)

Insufficient penalties and Wyoming's proud culture of independence and toughness are major reasons the state has the highest workplace fatality rate in the nation, members of a state task force told legislators Tuesday.

In the most comprehensive study in years investigating deaths on the job in the state, the Wyoming Worker Fatality Prevention Task Force also found that almost 65 percent of workplace fatalities in Wyoming from 2003 to 2007 were transportation-related.

Wyoming's occupational death rate of 17.1 fatalities per 100,000 workers is more than four times the national average. And although the number of workplace fatalities in the state dropped from 48 in 2007 to 33 in 2008, the overall state workplace death rate is trending slightly upward, said Paul Anderson of the National Institute for Occupational Safety and Health.

Of the 210 workplace deaths in Wyoming recorded from 2003 to 2007, 136 were transportation-related — mainly involving vehicle crashes on highways — the task force found. Another 35 died on work sites from being struck, crushed or caught in equipment. Electrocution, falls, fire and assault were additional causes of death.

Almost half of the workers killed during that five-year span worked either in the transportation or oil and gas industries, the task force found. Construction and agriculture deaths made up about an additional quarter of work-related fatalities during that time.

In almost every recorded workplace fatality studied, proper safety rules either weren't in place or weren't being followed, task force members told the Joint Labor, Health and Social Services Committee.

To change that, task force members said harsher penalties — including stricter workplace safety rules and tripling the fine for being caught without a seat belt to \$75 — are needed to combat Wyoming's traditional culture.

"From all the data sets we looked at, it came back to one glaring problem, and that is the culture we embrace here in Wyoming: independence, ingenuity, toughness," task force member Paul Ulrich of EnCana Oil and Gas told the legislative committee. "You got a lot of carrots (in state law), and you need a few hammers."

The task force also recommended that the state hire an epidemiologist — a scientist who studies factors affecting the health and illness of populations — to create a centralized database to study workplace fatalities in the state. Such a system already in place in Alaska has prevented an estimated 564 deaths since 1991, Anderson said.

Singapore Task Force Unveils Fatal Falls Prevention Plan

A new, three-pronged plan to reduce fatal falls from heights at workplaces in Singapore has been released by the National Work at Height Safety Taskforce, which was created in August 2009 by the Ministry of Manpower (MOM) and the Workplace Safety and Health Council. Chaired by Wong Weng Sun, president and CEO of Sembcorp Marine Ltd, the task force of government, industry, and supplier representatives issued its plan Dec. 2. MOM said fatal falls have decreased by 60 percent in the past decade, from 44 then to 19 in 2008, and the plan is intended to reduce them further.

Targets set in the plan are:

- Halving current fall fatality and injury rates by 2013 and reducing them further by 2018
- Implementing Fall Protection Plans at all construction work sites and shipyards by 2012 and at all workplaces by 2015

The task force worked with the two agencies to analyze the contributing factors in 126 fatal falls, including a lack of safe work procedures and inadequate fall prevention or protection systems.

Recommendations by the task force are:

- 1) Build strong capabilities by having companies implement a Fall Protection Plan that ensures all reasonable fall protection measures and procedures are taken before work begins. The task force will be exploring new technologies or work methods that can eliminate the risks of work carried out at heights during projects' design and planning phase. A new Code of Practice for Working Safely at Height has been introduced with a kit containing educational materials for supervisors and workers. National competency standards are under development, and stakeholders are being urged to seek training from outside sources or provide in-house training to their supervisors and workers.
- 2) Promote the benefits of safe work at heights by highlighting the consequences of failure. The task force will develop a new FALLPROTECT Certification/Recognition Scheme to certify or recognize companies for their Fall Protection Plans and their commitment to safety.
- 3) Maintain an effective regulatory framework for better work-at-height standards.

"In the last few months, the task force has been working hard with the WSH Council to develop quick wins, such as the Code of Practice on Working Safely at Height and the Work at Height kit," Sun said. "We urge industry stakeholders to tap on these materials to start developing and putting in place proper Fall Protection Plans. Beyond this, the task force will be working on longer-term solutions to provide a sustainable approach to work-at-height issues. This will include developing the national competency framework for work-at-height training."

Safety Training Strategies: Using Video to Make Your Workplace Safer, Part 1 of 2 Disclosure

(By Catherine Jones, Safety-X-Change – February 22, 2007)

Getting workers to pay attention is the first and perhaps greatest challenge any safety trainer faces. For those of you struggling with this problem, we have a one-word solution: video. In this world of You Tube and reality TV, video is the medium to which most of us relate. Take advantage of this fascination with things video to make your workplace safer.

Starting a Video Program

One of the great things about video is that it's easy to use. For one thing, the price of admission is low. To create a video, all you need is a camera - about \$100, access to editing software and a willing cast. Many companies have video cameras. Check with training personnel, the sales staff or other departments that might have one you can borrow. Also try to locate a computer you can use for editing the tape.

The other enormous advantage of video is that it's democratic, both technically and aesthetically. By that we mean that anybody who has a camera is "qualified" to crank out a video that merits attention. Video is not Hollywood. Production quality is acceptably low. People know that the camera will shake and the sound might be grainy. They understand that the people on the screen aren't trained actors and that the action is unrehearsed.

Far from being a detriment, the amateur quality of video accounts for its power and allure. Video is like a mirror to the "real world." As such it's fascinating and as compelling as any movie or TV show. If you don't believe it, you should check out the enormously popular website, You Tube, www.youtube.com, where literally thousands of people submit their homemade videos.

Bringing Video to Safety: The Workplace Tour

One of the simplest and most powerful ways to use video in safety training is to create a video workplace tour. Videotape your workplace. Use the camera to point out the hazards, the safe procedures and the unsafe. Here are some suggestions for producing and using such a video:

- Video a portion of the work area, showing work stations, equipment, emergency equipment and storage. Show the tape at your next safety meeting. Encourage workers to view and critique the scene as if they had never seen it before. Ask for observations, identifications of hazardous conditions, etc. What they find might be an enormous help. For example, they may notice clutter, out-of-date signs or awkward work arrangements.
- Tape unsafe work practices with an eye to correcting them. Have a worker re-enact the scene, showing how the work was done and why it was dangerous.
- Catch people doing things right. A video that shows everyone wearing the required PPE is cause for congratulations.
- Demonstrate how to do a job correctly. Get several workers to demonstrate safe lifting techniques including a team lift. Done right, this tape can be used again as a review.
- Tape someone working at a computer or doing repetitive assembly work. Analyze the tape at the safety meeting, and ask for suggestions from everyone for ergonomic improvements to prevent repetitive strain injuries.
- New procedures and operating instructions can also be effectively demonstrated on video.

The videos can be done as casually or as professionally as time and talent allows. You don't have to create them yourself, either. You can assign this project to a couple of employees who are experienced at videotaping - or who want the chance to learn.

Safety and Video Production

These are three important precautions to keep in mind when videotaping work:

- You must create no hazards. Do not startle or distract the worker. Do not get in the way as you operate the video camera.
- Don't tape a hazardous situation when you could be correcting it. If a worker is doing something unsafe, you have a responsibility to tell him at the moment rather than letting him continue while you tape it.
- Do not embarrass anyone. Catching someone making a mistake or looking stupid might make an immediate point or get a quick laugh, but the bad feelings will last a long time.

Conclusion

Paradoxically, in today's world, seeing things on screen is more "real" for most people than seeing them live. As a safety professional, you need to recognize this and learn how to harness the power of video to drive home your safety message. Presented in a video medium, the safety message takes on an immediacy and power that reaches workers the way no safety talk or PowerPoint presentation ever could.

Why You Need To Deliver a Fall Prevention Safety Talk

(Safety Smart! Weekly Safety Briefing, Volume 3, Issue 49 – *December 21, 2009*)

Did you know that your odds of winning the lottery are 1 in 135,145,920 (multi-stage mega-millions jackpot)? Can you guess what your lifetime odds are of dying as the result of a fall? 1 in 184 (*Source: National Safety Council*). Here are a few more fall statistics:

- Men experience twice as many brain injuries as women.
- People between the ages of 15 and 24 are at greatest risk for suffering a traumatic brain injury.
- Motor vehicle accidents account for 28% of traumatic brain injuries.
- Brain injuries account for about 34% of all injury deaths in the US.
- In Canada, an estimated 45% of traumatic brain injuries occur as a result of falls.

An estimated 62.3 out of 100,000 Americans ages 15 and older are living with functional impairments caused by a traumatic brain injury.

Lessons Learned: California Labor Commissioner Secures \$232,435 Judgment in Retaliation Suit

(OH&S Magazine – December 22, 2009)

California Labor Commissioner Angela Bradstreet recently announced that her office has prevailed in a retaliation lawsuit filed in Los Angeles Superior Court against real estate developers 1538 Cahuenga Partners LLC and secured a \$232,435 award for a former employee of the developers.

"This judgment sends a clear message to California employers that we will employ every means possible to seek justice for employees who have suffered retaliation," Bradstreet said. "We will vigorously enforce the anti-retaliation provisions of the labor code so that employees are protected under the labor code."

The employee in question, Jacqueline M. Fabe, worked for 22 days as an in-house attorney for the company and in May 2005 filed a wage claim to secure wages which the developer failed to pay upon her resignation. At the time of the wage hearing the company's managing partner, Ron Hacker, served Fabe with a frivolous malpractice lawsuit rather than resolving the unpaid wage claim. Fabe subsequently filed a retaliation suit in September 2005. The retaliation suit required a lengthy investigation and litigation process before not only the Division of Labor Standards Enforcement, but the Director of the Department of Industrial Relations on appeal by Hacker, and the Superior Court.

The award includes Fabe's attorney fees for more than four years for defending herself against her previous employer's malpractice suit as well as the back wages and court costs. In her decision, Judge Jane L. Johnson adopted many of the labor commissioner's arguments, including the recognition that managing partner Hacker had employed the practice of filing meritless claims and lawsuits against another former employee who had filed a wage claim when the defendant failed to pay all wages due.

Fabe had been employed by Cahuenga as its in house attorney from Feb. 24, 2005 through March 23, 2005. She filed a complaint with the California Labor Commissioner on May 31, 2005 seeking unpaid wages in the amount of \$4,000 plus interest and penalties in the amount of \$8,300 for a total of \$12,824. The Division of Labor Standards Enforcement (Labor Commissioner's office) sent out a Notice of Claim and Conference to all parties on Sep 28, 2005.

On Oct. 25, 2005 Hacker and Cahuenga filed a complaint against Fabe alleging breach of contract, breach of the covenant of good faith and fair dealing, fraud and legal malpractice/negligence. Hacker subsequently served Fabe with the complaint at the Labor Commissioner hearing.

The Labor Commissioner found in favor of Fabe in the wage claim, awarding her a total of \$12,824.66 including back wages, interest, and additional wages as a waiting time penalty according to California labor law.

Fabe consequently filed a retaliation complaint with the Division of Labor Standards Enforcement in response to the malpractice lawsuit served against her by Hacker. The Labor Commissioner again found in Fabe's favor and determined that Cahuenga and Hacker failed to meet its burden of providing evidence of a legitimate, non-retaliatory reason for the malpractice complaint against Fabe. Cahuenga appealed the decision with the Director of the Department of Industrial Relations. On June 26, 2008, Director John C. Duncan upheld Bradstreet's determination. Cahuenga's complaint filed against Fabe was heard in conjunction with Bradstreet's retaliation litigation against Cahuenga on Nov. 9, 2009, in the Superior Court of Los Angeles.

Lessons Learned: Laid-off Whistleblower Files Complaint

(By Gary Pinnell, Highlands Today – December 17, 2009)

An engineer who was one of 27 employees laid off in October has filed an OSHA complaint.

The Occupational Safety & Health Administration notified Highlands County on December 9, 2009, that Rick Solis was alleging discriminatory employment practices in violation of the Pipeline Safety Improvement Act, the Asbestos Hazard Emergency Response Act and the Toxic Substance Control Act, and retaliation in violation of the Surface Transportation Assistance Act and the OSHA Act. The county has 20 days to respond in writing.

Highlands County public information officer Gloria Rybinski said Solis was one of four engineers laid off when Highlands County cut its budget by \$15 million.

The county is accused of whistleblower retaliation, said a letter from his attorney, Daniel A. Perez of Melbourne.

"Mr. Solis was terminated for making complaints of unsafe removal, handling, and disposal of pipes containing asbestos," said Perez's Oct. 23 letter to OSHA. "Mr. Solis was laid off shortly after complaining about the way Highlands County was removing, handling, pulverizing and disposing of pipes containing asbestos."

On November 30, 2009, the Department of Environmental Protection concluded that the asbestos pipes removed in the Sebring Parkway Project were within the legal limit. The project involved about 6,700 feet of asbestos water pipes, of which 229.9 feet of asbestos pipes were removed. The legal limit is 260 feet.

The DEP's report stated, "As of Nov. 18, 2009 the Department has not discovered any violations of the aforementioned regulations." About 85 asbestos samples were collected in two months along the Sebring Parkway and from the Highlands County Landfill.

Solis had worked two years as a survey technician. The construction crew discovered old water pipes while working on the highway, Perez wrote. "Neither Mr. Solis nor any crew members working on the highway were trained or certified to remove the pipe, handle it or dispose of it. No one was wearing protective gear to avoid inhalation or exposure to asbestos. Furthermore, in some areas, the pipe ran near local schools and measures were not taken to ensure that asbestos dust or particles did not flow into those areas."

Safety Tidbits

(from "Safety Stuff" by Richard Hawk Inc. <http://www.richardhawking.com>)

- Most common speed limit sign in the United States: 25 mph.
- A study of more than twenty-five hundred residents of Beijing found that osteoarthritis is more common in hands that are used to operate chopsticks.
- Hippocrates, the "father of medicine," had a cure for baldness. (Pigeon droppings.)
- Contrary to long-standing theories, there's no reliable evidence that Alzheimer's is caused by exposure to aluminum.

- Worldwide estimate: 100 people die each year from jumping off of a bridge. (About 25 of them jump off of the Golden Gate Bridge).
- If an anaconda digests all of you, it may not need to eat for a year.
- Smelly Gym Shoes – Place a fresh dryer sheet in each shoe. Place each shoe in a sealable freezer bag overnight. The shoes should smell fresh in the morning.