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## *Weekly Safety Tip*

*Life Is All About Choices!*<sup>®</sup>

January 23, 2017

### SCI Safety News: OSHA issues anti-retaliation recommendations

Source: <http://www.blr.com>

Date: January 19, 2017

Even as OSHA faces ongoing legal action over its electronic recordkeeping and anti-retaliation standard, the agency has issued recommended practices to help employers create an environment where employees feel comfortable speaking up. Get more here.

The new OSHA publication, *Recommended Practices for Anti-Retaliation Programs* (<https://www.osha.gov/Publications/OSHA3905.pdf>), applies not just to safety and health, but to all public and private sector workplaces covered by the 22 whistleblower protection laws enforced by OSHA. The agency says the recommendations are adaptable to most workplaces and can be adjusted for factors like size, type of workforce, and type of work performed. The concepts addressed can be used to create a new program or enhance an existing one. The document outlines five key elements of an antiretaliation program:

- Management leadership, commitment, and accountability
- A system for listening to, and resolving employees' safety and compliance concerns
- A system for receiving and responding to reports of retaliation
- Anti-retaliation training for employees and managers
- Program oversight



### ***SCI Safety Slogan***

Going home safe at the end of the day means...  
Enjoying Family, Friends  
and loved ones

***James Lehrke-SCI***

Safety Culture and Compliance Specialists

Contact Us Today!

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OSHA notes in the document that the recommendations are advisory and do not create or address any legal obligations. According to the content, “An anti-retaliation program that enables all members of the workforce, including permanent employees, contractors, and temporary workers, to voice their concerns without fear of retaliation can help employers learn of problems and appropriately address them before they become more difficult to correct.”

Such programs not only help employers stay in compliance with federal laws, but also create a positive workplace culture that guards against illegal retaliation. Said Jordan Barab, acting OSHA chief, “These recommended practices will provide companies with the tools to create a robust anti-retaliation program. In the long run, it’s good for workers and good for business.”



## SCI OSHA News: The Future of Lockout/Tagout: Is Zero Risk an Outdated Approach? (Part 2)

*The ANSI/ASSE Z244.1 Standard is considered the defining document for addressing the complex issues of lockout/tagout and methods for the control of hazardous energy, and the Z244 Committee is moving in a new direction.*

By: Sandy Smith

Source: <http://ehstoday.com>

Date: January 13, 2017

“The companies building and selling these machines have the capability to make machines that are easy to lock out,” says Grover. “Detailed instructions, initial lockout instructions and guidance... These are obligations created at the manufacturer level.”

The zero-risk blanket approach is outdated, he adds, and is in conflict with current safety management practice.

“Lockout, in its essence, is a procedural or administration step in the hierarchy of controls. Its effectiveness is dependent of employers and workers,” he says. “An engineering control, through machine design and manufacturer-installed series of highly sophisticated interlocks that have self-monitoring and multiple energy sources that aren’t dependent on decisions made by employers and workers, is reflective of the current capacity of manufacturers.”

Grover says that the reality is that one out of 10 employers have what he says is a “credible” lockout program, one that goes beyond simple OSHA compliance. Another 60 percent do their best to meet the requirements of 29 CFR 1910.147. The final 30 percent have no lockout program whatsoever.



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**Quick Tips for Healthy Living**

**How to Make the Most of Winter Workouts**

1. Change your mind. Winter isn't just about cold weather; it's a whole new season! Embrace the time of year by sitting down and revisiting your goals, then plan out what you'd like to accomplish during the next few months. We're all so busy these days that time seems to fly, which is why it's important to reflect on our past accomplishments and current goals. It can help you see winter in a new, inspired light.
2. Go out and play! If you can't seem to muster the energy to work out this time of year, try "playing" instead. You can burn quite a few calories playing indoors or out. The best part about playing is that it doesn't feel like working out—though you can still get your heart rate up and have an excellent cardio session. Have a blast in the winter wonderland outside by making snow angels (214 calories burned per hour on average), having a snowball fight (319 calories burned per hour), or even building a snowman (285 calories burned per hour). No snow in your area? Try ice skating—an activity you can do indoors or outdoors. Ice skating can burn more than 450 calories per hour—and it's a blast!
3. Take up a winter sport. If you're a competitive type, why not try a new winter sport? From skiing to snowshoeing, there are many great options that burn mega calories and put a whole new twist on your cold-weather workout plans.
4. Get creative at home. Sure, getting to the gym can be more of a hassle when it is cold outside, but never use snowy weather as an excuse to miss your daily exercise. Instead, work out at home, where it's cozy and warm. Whether you pop in a new workout DVD, invest in a few pieces of fitness equipment or even just use your body weight for a killer workout, exercising at home can be a convenient (and fun!) solution to staying on track. And the best part about working out from your own home? You don't have to worry about sharing a TV with fellow gym goers or possibly catching an illness at the gym. Home really is where the (healthy) heart is.

*Continued next week*

The latest revision of ANSI/ASSE Z244.1 is based on what Grover calls best practices in manufacturing. “We had some spirited debates about what constitutes ‘best practices,’” he admits, “but we came to a good consensus.”

According to the standard, an employer adopting a hazardous energy control program should start with conducting a thorough risk assessment and allowing that risk assessment to guide the hazardous energy control program in the workplace. It needs to be a “living” program that develops and adapts according to changes in the workplace such as new production lines, new technology and new machinery. Everything needs to be documented, employees need to be trained based on the risks and there needs to be validation that the hazardous energy control program is effective. Done correctly, says Grover, the hazardous energy control program could serve as a “micro safety program” that contains elements – risk assessment, communication, best practices, training and validation that the program is effective – could be used as a template for respiratory protection, fall protection and other workplace challenges.

“It’s a scalable program,” he says. “Whether it is being adopted in its entirety by a large manufacturing company or a small company uses nuggets of it to take their hazardous energy control program to the next level.” The program, he adds, “show[s] employees that we care for their welfare by not allowing them to work in hazardous environments, where an unexpected startup can catch them.”



*Are you feeling emotionally drained?  
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Join us February 7<sup>th</sup> Time: 5 pm -6pm  
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