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Weekly Safety Tip

May 14, 2018

SCI Safety Tip: Watch your back: The right way to lift objects

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

By: Tracy Haas Depa

Date: May 2, 2018



From boxes of paper near the printer to large packages in the mailroom, office settings contain a number of objects – some quite heavy – that require manual lifting. Are you following safe lifting practices?

It’s important to know how to lift the right way. According to the [2017 edition of Injury Facts](#), a National Safety Council chartbook, more than 300,000 cases of sprains, strains or tears resulted in days away from work in 2014. Help protect yourself by following these four steps for safe lifting from the Washington State Department of Labor & Industries:

1. **Size it up.** Is the load light enough to be lifted by one person? If not, use a hand truck or ask for assistance. Check the container for exposed nails or staples that could cause injuries, and make sure you have a clear path to where you’re moving the load.

SCI Safety Slogan

**“IF PEOPLE
ARE TRYING
TO BRING YOU
DOWN
IT ONLY MEANS
THAT YOU ARE
ABOVE THEM”**

James Lehrke - SCI



2. **Safely lift.** If the load can be lifted without assistance, first bring it as close to your body as possible. Lift with your legs – never with your back. Keep your head up and your back straight, and bend at the hips.
3. **Move with care.** Keep the load close to your body as you walk, and look ahead to be sure your path remains clear. Shift – don't twist – your body to turn.
4. **Don't just drop it.** When you're ready to set down the load, let your leg muscles "carry it down," Washington L&I states. Make sure your fingers and toes are clear of the load before setting it down.

SCI OSHA News: OSHA Announces Delayed Enforcement of Certain Provisions of the Beryllium Standard

Source: www.osha.gov

Date: May 10, 2018

WASHINGTON, DC – The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) confirmed in a [memorandum](#) today that it will begin enforcing certain requirements of the final rule on occupational exposure to beryllium in general industry, construction, and shipyards on May 11, 2018. Those requirements include the permissible exposure limits in the general industry, construction, and shipyard standards; and the exposure assessment, respiratory protection, medical surveillance, and medical removal provisions in the general industry standard.

Aside from these requirements, other ancillary provisions included in the beryllium standard for general industry will not be enforced until June 25, 2018. However, under the terms of settlement agreements with petitioners who challenged the rule, the Agency plans to issue a proposal to further extend this compliance date for the ancillary provisions to Dec. 12, 2018.

OSHA previously proposed to remove the ancillary requirements from the beryllium standards for the construction and maritime industries. In accordance with that proposal, OSHA will enforce the permissible exposure limits, but will not enforce any other provisions for beryllium exposure in those standards unless it provides notice.

Certain compliance dates outlined in the rule remain unchanged. Enforcement of the general industry requirements for change rooms and showers will begin March 11, 2019; and requirements for engineering controls will begin March 10, 2020.

SCI Security Tips: What do I need to know about...

WORKPLACE HARASSMENT (Part 1)

Source: <https://www.dol.gov>.

Under federal law and Department of Labor (DOL) policy, harassment by DOL employees of DOL employees based on race, color, religion, sex (including gender identity and pregnancy), national origin, age, disability, genetic information, sexual orientation, or parental status is prohibited. The Department of Labor does not permit harassing conduct by anyone in the workplace, including contractors.

Prohibited workplace harassment may take either of two forms. It may entail "quid pro quo" harassment, which occurs in cases in which employment decisions or treatment are based on submission to or rejection of unwelcome conduct, typically conduct of a sexual nature. Workplace harassment may also consist of offensive conduct based on one or more of the protected groups above that is so severe or pervasive that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as being fired or demoted).

DOL policies and procedures promote prompt recognition, reporting, and remedying of harassing workplace conduct with the goal of eliminating such conduct quickly and effectively, even in cases in which the reported conduct may not be severe and pervasive so as to constitute a violation of federal law.¹

This fact sheet provides a brief explanation of workplace harassment, how to recognize it, and both the responsibilities of an employee who has witnessed or been subjected to workplace harassment and the agency that has been put on notice of allegations of workplace harassment.



Prevent Back Pain With Treatment Options that Work

By *Saleem A. Awan, MD*

Lower back pain. The chances are you've had it, or will. About 80 percent of us suffer from **lower back pain** (LBP) at some point. The discomfort can range from an ongoing dull ache to a sudden, sharp pain. LBP affects women and men equally.

Although lower back pain is common, the good news is: You'll likely recover — in most cases within a few months (this is known as acute back pain). Chronic back pain lasting more than three months is less common.

What Can Cause Lower Back Pain?

Back pain can start suddenly or it can come on over time. It can be caused by:

- **Weak back and abdominal muscles.** People who are sedentary tend to be more susceptible to back pain.
- **Excessive weight.** Those extra pounds can put extra stress on your back muscles.
- **Aging of the spine and supporting muscles.** Lower back pain can start while you're in your 30s or later. With aging, bones lose strength and muscles lose their elasticity.
- **Incorrectly lifting something heavy.** This can happen at home or on the job.
- **Pregnancy.** Lower back pain can be one of the many (temporary) changes in your body.

How Can You Prevent Lower Back Pain?

The best cure for lower back pain is prevention.

- **Keep active!** Low-impact fitness activities such as fast walking, swimming or bike riding (stationary or on the street) can boost your muscle strength and keep your body's muscles balanced. Yoga can help you strengthen your muscles and stay flexible. It can also help improve your posture, which can help reduce risk for back pain.
- **Mind your posture.** Mom was right. You should stand up straight and sit up tall. Poor posture increases stress on your back.
- **Take care lifting heavy objects.** Lift with your knees, keep your back straight, keep objects close to your body and avoid twisting.
- **Ditch excess weight.** Your health care provider can guide you on setting your weight goal and *managing your weight*.
- **Make sure your work spaces at home and work are set up properly.** If you have to bend over or reach too far when you're working, the stress can build up and lead to pain. Check the *ergonomic set up* of your work space.
- **Wear comfortable, low-heeled shoes.**

Two basic types of unlawful harassment

Quid Pro Quo Harassment – "This for That"

Quid pro quo harassment generally results in a tangible employment decision based upon the employee's acceptance or rejection of unwelcome sexual advances or requests for sexual favors, but it can also result from unwelcome conduct that is of a religious nature. This kind of harassment is generally committed by someone who can effectively make or recommend formal employment decisions (such as termination, demotion, or denial of promotion) that will affect the victim.

Examples:

- supervisor who fires or denies promotion to a subordinate for refusing to be sexually cooperative;
- supervisor requires a subordinate to participate in religious activities as a condition of employment;
- supervisor offers preferential treatment/promotion if subordinate sexually cooperates or joins supervisor's religion.

Hostile Work Environment Harassment

A hostile environment can result from the unwelcome conduct of supervisors, co-workers, customers, contractors, or anyone else with whom the victim interacts on the job, and the unwelcome conduct renders the workplace atmosphere intimidating, hostile, or offensive.

Examples of behaviors that may contribute to an unlawful hostile environment include:

- discussing sexual activities;
- telling off-color jokes concerning race, sex, disability, or other protected bases;
- unnecessary touching;
- commenting on physical attributes;
- displaying sexually suggestive or racially insensitive pictures;
- using demeaning or inappropriate terms or epithets;
- using indecent gestures;
- using crude language;
- sabotaging the victim's work;
- engaging in hostile physical conduct.

We'd always like your feedback. Let us know what articles you'd like to see!

In Loving Memory... Jessica, Kristin and Nick



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