



“Our mission is driven by our passion for people.”

We’re about service, commitment, results, and accountability!

Weekly Safety Tip

May 21, 2018

SCI Safety Tip: Preventing trench collapses

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

Date: April 22, 2018

Workers caught in trench collapses rarely survive because soil can be extremely heavy. A cubic yard of soil can weigh up to 3,000 pounds – roughly the weight of a small motor vehicle, according to OSHA. In 2016, 23 workers died and 12 others were injured in trench collapses, the agency notes. However, trench deaths and injuries are preventable.

Not worth the risk

Entering an unprotected or insufficiently protected trench means putting your life at risk, NIOSH warns, as trenches give no warning that they’re going to collapse.

Why do trench collapses occur? NIOSH cites numerous potential factors, including soil type and water content, environmental conditions, proximity to previously backfilled excavations, weight of heavy equipment or tools, and vibrations from machines and motor vehicles that can affect soil stability.

Before trench work

An abundance of safety preparation should go into planning a trenching job, NIOSH states. Employers should call 811 before digging to have utility lines marked. A competent person should be on hand to ensure all safety measures are in place and followed, and he or she should evaluate the soil to ensure it’s stable enough for a trench. (Go to osha.gov/SLTC/competentperson for more information on what constitutes a “competent person.”)

The competent person also should determine the specific type of protective system that will be needed. The job plan should be laid out in a way to identify safe spots away from the trench for spoil piles and heavy machinery routes.

During trench work



SCI Safety Slogan

**WORK SAFELY TODAY
...REMEMBER...
SOMEBODY
EXPECTS YOU
HOME TONIGHT!**

James Lehrke- SCI



Once planning is complete and the work on the trenched jobsite begins, safety must remain the No. 1 priority. NIOSH states that the competent person must continue to inspect the excavation site, all adjacent areas and protective systems every day before work begins, throughout the shift and after every rainstorm. Vehicles must be kept at a safe distance from the excavation, and ladders and other means of exit from the trench must be no more than 25 feet away from workers at all times.

Learn more about preventing trench collapses at sh-m.ag/2AJcAdl.

SCI OSHA News: OSHA Proposes Rule to Ensure Crane Operators Are Qualified To Safely Operate Equipment

Source: www.osha.gov

Date: May 18, 2018

WASHINGTON, DC – The U.S. Department of Labor’s Occupational Safety and Health Administration today announced a proposed rule to increase the safety of America’s construction sites. In addition to providing long-term clarity regarding crane operator certification requirements, the proposal reinstates the employer duty to ensure that a crane operator is qualified to safely operate equipment.

Under the proposed rule, a change to the categories of certifications for crane operators would ensure more operators are able to meet the requirement. The proposal discontinues a 2010 requirement, which never went into effect, that crane operator certification must include the crane lifting capacity for which the operator is certified. The proposal would expand the type of certification programs for crane operators.

Comments on the proposed rule may be submitted electronically at <http://www.regulations.gov>, the Federal e-Rulemaking Portal, or by facsimile or mail. See the [Federal Register notice](#) for submission details. Comments must be submitted by June 20, 2018.

OSHA recently published a [final rule](#) extending the operator certification compliance date until November 10, 2018, in order to provide the agency with additional time to complete this rulemaking to address stakeholder concerns related to the Cranes and Derricks in Construction standard.

SCI Security Tips: What do I need to know about... *WORKPLACE HARASSMENT (Part 2)*

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

When harassing conduct violates the law*

First, unlawful harassing conduct must be unwelcome *and* based on the victim's protected status.

Second, the conduct must be:

1. subjectively abusive to the person affected; and
2. objectively *severe and pervasive* enough to create a work environment that a *reasonable person* would find hostile or abusive.
3. Whether an instance or a pattern of harassing conduct is *severe or pervasive* is determined on a case-by-case basis, with consideration paid to the following factors:
4. the frequency of the unwelcome discriminatory conduct;
5. the severity of the conduct;
6. whether the conduct was physically threatening or humiliating, or a mere offensive utterance;
7. whether the conduct unreasonably interfered with work performance;
8. the effect on the employee's psychological well-being; and
9. whether the harasser was a superior within the organization.

Each factor is considered, but none are required or dispositive. Hostile work environment cases are often difficult to recognize, because the particular facts of each situation determine whether offensive conduct has crossed the line from "ordinary tribulations of the workplace, such as the sporadic use of abusive language . . . and occasional teasing,"² to unlawful harassment. *However, the intent of the Department of Labor's *Harassing Conduct Policy* is to provide a



4 Metabolism Myths Debunked

1. **Slender people have higher metabolism rates than overweight people.** OK, this is a pretty big myth. Actually, the bodies of larger people require more energy than smaller people. That means, as you lose weight, you'll need less food to fuel your body. And after a weight loss, if you return to old eating and exercise habits, the weight will come back because you're providing more fuel (food) than your body needs. So, keep active to keep those pounds at bay.
2. **Eating a lot less food slows your metabolism.** This is true but not a good idea. Eating a lot less food can kick your body into what's commonly known as starvation mode — your metabolism slows so you use less energy and burn fewer calories. Your body may also drop muscle mass to conserve energy. Starvation mode tends to leave you feeling hungrier and sluggish. Food cravings can lead you to eat more and undo weight loss efforts.
3. **Your metabolism slows as you age.** This is a myth. In reality, your metabolism only slows if you become less active. Your best metabolism boosting plan is to stay active!
4. **Exercise boosts your metabolism.** The calories you burn while exercising varies depending on the intensity, but it's true, exercise does burn calories! When it comes to boosting metabolism, the key is to choose fitness activities that build muscle.

process for addressing incidents of unwelcome conduct long before they become severe and pervasive enough to create a hostile work environment under the law.

Resources and Responsibilities - What to do if you witness or are subjected to harassment

Harassing Conduct Policy – The Department has determined that the most effective way to limit harassing conduct is to treat it as misconduct, even if it does not rise to the level of harassment actionable under the law. The goal of this policy is to eliminate harassment before it becomes severe and pervasive enough to violate the law.

Therefore, for the purposes of the Harassing Conduct Policy, harassing conduct is defined more broadly as "any unwelcome verbal or physical conduct based on any characteristic protected by law when: (1) the behavior can reasonably be considered to adversely affect the work environment; or (2) an employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct." Conduct that "adversely affects the work environment," even though it may not be "severe or pervasive" as required under federal law, is prohibited by the Harassing Conduct Policy.

- *Examples include those listed above, as well as less severe or more isolated incidents, such as derogatory name calling, use of epithets, and unnecessary touching.*

It is the responsibility of **every** DOL employee to **promptly report** harassing conduct to anyone in your supervisory chain; or to your Agency EEO Manager in the National Office; or for regional employees, to the Regional Administrator, OASAM.

Management must take prompt, remedial action to investigate and eliminate any harassing conduct. All information will be maintained on a confidential basis to the greatest extent possible.

The Department cannot correct harassing conduct if a supervisor, manager or other Department official does not become aware of it. When an employee unreasonably fails to report harassing conduct, the Department has the right to raise this as a defense against a suit for harassment.

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

In Loving Memory... Jessica, Kristin and Nick



Save Tomorrow; Think Safety Today!