START WITH SAFETY
VOL. 16, ISSUE 9 · SEPTEMBER 2022

Jim Greaves
Associate Vice
President of
Risk Management
Services

Carlos Guzman
Risk Consultant

Darren Meyer
Risk Consultant

Crystal Estrada
Risk Analyst

John Cornelius
Claims Manager

Bradley Ellison
Senior Claims
Advocate

Courtney Michaelis
Associate Claims
Advocate

800.399.6059
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catto.com

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email us at
rmsafety@catto.com

BEHAVIOR BASED SAFETY (BBS)

Behavior-based safety (BBS) is an approach to safety that typically focuses on providing positive reward/feedback to promote safe behaviors. There are various iterations of the process. As there are no regulatory requirements, employers have much flexibility should they choose to implement the approach.

Scope. BBS systems can cover the entire workplace, or specific set of workers (e.g., production workers). The systems can be implemented in nearly any work setting.

Key Definitions:

- *Activators:* Things (people, places, events) that happen before a behavior is performed. They point a worker toward a behavior. For example, a speed limit sign is an activator. It "conditions" workers to put their foot on the brake (which is a behavior).
- *Behavior:* These are observable and measurable activities, such as talking, walking, typing, hammering, jumping … driving.
- *Consequence:* These come after the behavior and influence whether or not a worker will perform the behavior again, avoid the behavior, change it, etc. For example, a speeding ticket is a consequence of driving too fast; in the future, a person may drive more slowly (a behavior modification) for fear of getting another ticket.
- *Safe behavior:* A defined list of desirable behaviors, e.g., "wear PPE," "lift correctly," "inspect forklift," that serve as a basis for the BBS system.

A Few Best Practices. Get management support for the BBS system. The process will require significant time commitment from a variety of individuals upfront, and then nearly all employees downstream. While the process does not have to involve a third party, often that's the most efficient, though costly, way. It is vital to get management support at the outset.

- *Create a steering committee.* This should include the safety manager, supervisors, line managers and some employees' representative of the entire workforce.
- *Develop a list of safe behaviors.* Analyze all jobs and determine the behaviors that you desire employees to demonstrate.
- *Determine the observation system.* This is usually peer-to-peer.
- *Determine the frequency of observations.* In most cases, these are daily.
- *Determine the consequences.* Generally, these should be positive, in the form of feedback from a peer.
- *Create a tracking system. The* data generated from the observations serve as a goldmine for safety metrics.
- *Train workers on how to conduct observations and also on how to be observed.* In addition, workers must understand the purposes of the program, that the observations are not intended to be used in a disciplinary manner, etc.

WHICH EMPLOYER TYPE ARE YOU IN OSHA'S EYES?

In a recent speech, OSHA head Doug Parker said his agency recognizes there are three types of employers when it comes to workplace safety and health:

1. **Role models** — These are businesses that make health and safety a priority and ensure that the health and safety of workers is at the center of what they do.
2. **Employers in the middle** — These employers want to do the right thing but need some help, guidance, training, or other assistance.
3. **Employers without a safety and health** culture — These are companies that see workplace injuries and illnesses simply as the cost of doing business.

Parker announced that the agency wants to do more to highlight the companies that make safety and health a part of their daily operations to show that it is possible to operate a successful, profitable business while making worker safety a priority.

Most employers fall into employer type number 2, Parker explained. For employers in the middle, he noted, "We want to help them build a health and safety culture into all aspects of their business."

However, for the employers that put workers at risk, the OSHA head said the agency will continue to use all available options to protect workers. He added that the agency is rebuilding its workforce from record low staffing levels and hiring staff that reflects the diversity of the employers and employees they serve.

In fact, OSHA has hired more than 270 staffers since August 2021. This includes more than 150 inspectors and more than 30 whistleblower investigators, as well as Compliance Assistance Specialists.

TDI WARNS OF SCAMMER POSING AS EMPLOYEE

The Texas Department of Insurance (TDI) is urging consumers to be wary of phone calls or other communications from anyone claiming to be a representative of TDI.

TDI will call you only when you ask for assistance.

TDI's Fraud Unit received a report from a person who was contacted by someone claiming to be a TDI employee, offering to meet at their home to go over their insurance needs.

"The individual who received the call did the right thing by not providing any personal information and contacting us," said Chris Davis, head of TDI's Fraud Unit. "This may have been an attempt at identity theft or other crime."

Davis recommends caution if you're contacted about any financial matter, and you didn't make the first call. Unless you're sure of who you're speaking with, do not provide personal information such as your address, birth date, Social Security number, or any of your account numbers.

WHERE SHOULD FIRE EXTINGUISHERS BE PLACED WITHIN A WAREHOUSE OR STORAGE FACILITY?

OSHA says in §1910.157(d):

"(1) Portable fire extinguishers shall be provided for employee use and selected and distributed based on the classes of anticipated workplace fires and on the size and degree of hazard which would affect their use.

(2) The employer shall distribute portable fire extinguishers for use by employees on Class A fires so that the travel distance for employees to any extinguisher is 75 feet (22.9 m) or less.

(3) The employer may use uniformly spaced standpipe systems or hose stations connected to a sprinkler system installed for emergency use by employees instead of Class A portable fire extinguishers, provided that such systems meet the respective requirements of 1910.158 or 1910.159, that they provide total coverage of the area to be protected, and that employees are trained at least annually in their use.

(4) The employer shall distribute portable fire extinguishers for use by employees on Class B fires so that the travel distance from the Class B hazard area to any extinguisher is 50 feet (15.2 m) or less.

(5) The employer shall distribute portable fire extinguishers used for Class C hazards on the basis of the appropriate pattern for the existing Class A or Class B hazards.

(6) The employer shall distribute portable fire extinguishers or other containers of Class D extinguishing agent for use by employees so that the travel distance from the combustible metal working area to any extinguishing agent is 75 feet (22.9 m) or less. Portable fire extinguishers for Class D hazards are required in those combustible metal working areas where combustible metal powders, flakes, shavings, or similarly sized products are generated at least once every two weeks."

Depending upon the classes of anticipated workplace fires, employers must provide and distribute fire extinguishers according to the requirements outlined above. If on the other hand, extinguishers are provided but are not intended for employee use and the employer has an emergency action plan and a fire prevention plan that meet the requirements of §§1910.38 and 1910.39 respectively, then only the requirements of paragraphs (e) and (f) of §1910.157 apply, and fire extinguishers do not need to be made available.

However, fire extinguishers may be required by a local or state building or fire code. As such, employers need to contact their Fire Marshall or fire inspector for details regarding any applicable requirements. An employer's liability insurance carrier may also require that fire extinguishers be available throughout their facility.

PRODUCT RECALL

Makita Cordless Hedge Trimmers
Hazard: Laceration

DeWalt Miter Saws
Hazard: Injury & Laceration

ASUS ROG Maximus Z690 Hero Motherboards
Hazard: Fire & Burn

Trek Bicycle Handlebar/Stems
Hazard: Crash & Fall

Navitas Steel Rolling UV Chassis
Hazard: Injury & Drowning

IKEA Metallisk Espresso Makers
Hazard: Burn & Injury

Future Motion Onewheel GT Electric Skateboard Footpads
Hazard: Bystander Injury

4moms MamaRoo & RockaRoo Infant Swings & Rockers
Hazard: Entanglement & Strangulation