

Job Safety and Health It's the law!



EMPLOYEES:

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSH Act.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violations.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records and records of your exposure to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the OSH Act that apply to your own actions and conduct on the job.

EMPLOYERS:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the OSH Act.

This free poster, available from OSHA –
The Best Resource for Safety and Health

This poster is identifying and correcting hazards or complying with standards is available to employers, without obstacles or penalty, through OSHA-supported consultation programs in each state.

1-800-321-OSHA
www.osha.gov

OSHA 3090-01-0001



OSHA & Recycling

Are you prepared for an OSHA inspection

OSHA Statistics

- ▶ 2014 budget – Federal \$552M
 - Total US over 4,000 fatalities per year
 - Recycling 4 times national average for general industry
 - Some top cited standards for general industry
 - Hazard Communications – GHS
 - Scaffolding
 - PPE – Respiratory protection
 - Lock out / Tag out
 - Machine guarding

Citations

- ▶ From **Recycling Today**
 - No confined space policy , no enforced lock out / tag out
 - \$400,000 fine & placed in severe violator program
 - IL recycling company – \$64,000
- ▶ **Conveyors and bailers**
 - Amputation and pinched
- ▶ **End loaders / fork lifts** – used in your businesses
 - 15% of all fatalities in the Midwest were stuck buy

Region 7 – Local Emphasis Program

OSHA REGIONAL NOTICE

**Occupational Safety and Health
Administration**

DIRECTIVE NUMBER: CPL 02-14-007

EFFECTIVE DATE: November 25, 2013

This Notice establishes a Local Emphasis Program (LEP) to identify and reduce or eliminate workplace hazards associated with the assembly, breaking up, separating, sorting, processing, handling and wholesale distribution of recycled waste and scrap materials in General Industry establishments.

Reasons for An OSHA Inspection

- ▶ **Imminent Danger**
 - Inspector makes judgment, often job site related
- ▶ **Investigative**
 - Result of fatality or 3 or more employees injured
 - This changed as of 1/1/2015, tighter requirements
- ▶ **Employee complaint**
 - Must be specific
 - If violation found OSHA may end up doing a full inspection
- ▶ **Programmed**
 - Targeted industries
 - Can be D.A.R.T rate driven –days away, restricted, transferred
- ▶ **Follow-up**
 - Given time to correct – company had 3 separate follow up visits



OSHA Visit

- ▶ Things you can probably expect
 - Recordkeeping will be reviewed
 - Documentation of required training **
 - E Waste– air monitoring for lead & heavy metals
 - Probable inspection of your business
 - Employee interviews likely

- ▶ Retaliation
 - Example from Pontiac MI – \$953,000
 - One foreman and two truck drivers

Recordkeeping

▶ Who has to keep

▶ 10 employees or more

- ▶ defined – if at anytime in the previous year you had 10 full time, part time, temporary or seasonal (for entire company)
 - OSHA logs last 5 years
 - 300a gets posted annually and removed on May 1
 - New reporting rules 1 / 1 / 2015
 - Medical surveillance
 - Any industrial hygiene testing – noise / air quality
 - MSDS (GHS) books – safety data sheet
 - *The Globally Harmonized System of Classification and Labeling of Chemicals*

Documentation & Training

- ▶ Written programs for your exposures
 - Need to have policy established
 - The policy must be actively used
 - Accountability for enforcement of policies
- ▶ **Training needs to be on-going**
 - New hires
 - Refresher – varies by type of exposure
 - Documented
- ▶ May look only at paperwork / policies
 - If missing training programs, then more will come

How to Interact with OSHA

- ▶ Have a plan – invite inspector in
 - Examine the credentials– you can call regional office
 - Ask for the purpose of the visit
 - Provide a room with privacy for inspector

- ▶ If you have outside support contact them

- ▶ Train for a visit
 - Provide someone to go with the inspector
 - This person should know all written safety programs
 - Operations of facility – to answer questions

How to Interact with OSHA

- ▶ Are they there for specific issue
- ▶ Do not chit – chat
 - Answer only those questions asked
 - Make sure management person knows employer's rights
- ▶ If there is a fix – do it right away
 - Take before and after pictures
 - If inspector takes a photo/ video – do the same
- ▶ Take good notes during post inspection conference
- ▶ Take photographs of everything the inspector photographs during inspection

Site Inspection

- ▶ OSHA – walk through
 - They will look for physical hazards
 - OSHA Will observe employee behavior
 - Evaluate non-compliance
 - With your representative during walk through
 - Conversations with employees should not disrupt
 - Anything employee says can be used as evidence
 - Know your rights under the law
 - Employee complaint – walk direct to area of concern

REVIEW

- ▶ Provide workplace free from recognized hazards
- ▶ Understand what regulations are for your industry
- ▶ Provide training required
 - enforce and keep training records
- ▶ Keep OSHA logs – records of injuries and illnesses
- ▶ Meet requirements for hearing tests / air quality
- ▶ Provide and pay for PPE