



Staying Safe at Work

Creating Safe Workplaces for PRIDE Employees with Disabilities

Training of Trainers class

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OSHA Disclosure Statement

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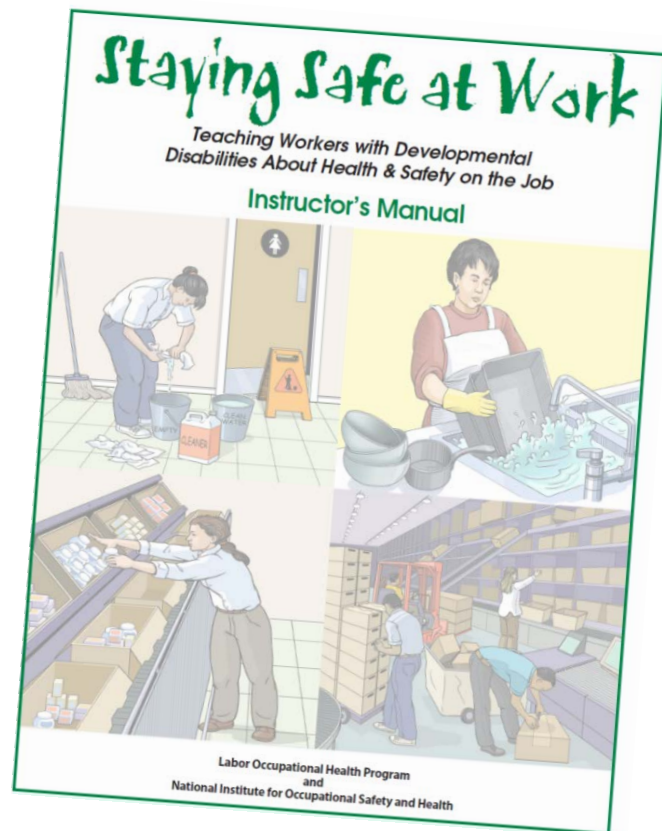
Learning Objectives

Participants will be able to:

- Identify the range of health and safety hazards that may be found in your workplace.
- Identify and evaluate different methods for reducing or eliminating hazards.
- Understand what to do in different kinds of emergencies.
- Describe key health and safety laws.
- Describe how to establish, implement and maintain an effective injury and illness prevention program.
- Demonstrate how to teach individuals with disabilities basic occupational safety and health skills.

Staying Safe at Work

- A 4-hour course to teach workers with developmental disabilities basic OSH skills.
- Uses highly participatory activities with little to no reading required.
- Being used in various high school transition programs and Community Rehabilitation Programs.



What are the Basic OSH Skills?

- Identify hazards in any workplace
- Know how hazards can be controlled
- Know what to do in an emergency
- Know employee rights and responsibilities
- Speak up effectively when a problem arises.

Workplace Fatalities and Injuries

(2014 US Bureau of Labor Statistics Data)

- 3 million non-fatal work-related injuries and illnesses – rate of 3.2 workers for every 100 full-time workers.
- 4,679 work-related fatalities (12+/day)

These statistics could be under-reported by as much as 69%! -- Liberty Mutual report

Occupational Injuries to U.S. Workers with Disabilities

- **2014 US Bureau of Labor Statistics data:**
 - Occupational injury and illness rate in general industry – 5.7 workers in CRPs (as compared to 3.2 for general industry as a whole).
- **2012 NIOSH-funded study using 2006-2010 National Health Interview Survey data:**
 - Occupational injury rate is 2.3 per 100 workers without disabilities vs. 6.0 per 100 workers with disabilities.

May Bring Special Risk Factors

- Distractibility, inattention, impulsivity
- Medical/physical conditions
- Poor problem-solving skills
- Poor communication skills
- Difficulty reading or learning new things
- Poor language processing skills
- Difficulty generalizing to new situations

How Might These Risk Factors Affect Health and Safety?

- Trouble understanding health risks of work
- Inability to effectively communicate symptoms
- Difficulty anticipating consequences of actions
- Challenges complying with H&S procedures
- Difficulty reading and understanding signs, placards, written information
- Trouble knowing what to do and/or reacting quickly in an emergency.

Cost of Work Injuries and Illnesses

- Work injuries and illnesses cost employers \$53 billion/year ([Liberty Mutual](#))
- Work-related injury and illness costs are \$250 billion – putting the price of workplace health and safety problems above the economic burden posed by all cancers combined. ([NIOSH-funded report by the University of California Davis](#))

What is OSHA?

- **Federal program within US Dept. of Labor**
 - Enforcement Division
 - Consultation Service
- **Either federal or state OSHA program**
 - State programs cover both private and public employees
 - Federal OSHA covers private employees only
- **Since its creation in 1970:**
 - Fatalities cut by 65%
 - Injuries and illnesses cut by 67%

OSHA Standards

- Standards describe the minimum levels of protection.
- General standards apply to most general industry employers.
- Specific standards may also apply to your workplace.
- Recommended by NIOSH.



OSHA Standards that Apply to Most Workplaces

- Hazard Communication (chemicals)
- Electrical hazards and lock-out/tag-out
- Injury and illness reporting (Log 300)
- Emergency action plan
- Fire safety
- Exit routes
- Walking and working surfaces
- Medical and first aid



OSHA Standards that May Also Apply to Your Workplace

- Machine guarding
- Personal protective equipment, respirators
- Noise
- Confined spaces
- Blood or bodily fluids
- Powered industrial trucks

OSHA Violations

Four categories of violations

- Serious
- Willful
- Repeat (or failure to abate)
- Other than serious.

OSHA's "General Duty Clause"

Occupational Safety and Health Act of 1970 -- 29 USC 654

SEC. 5. Duties

(a) Each employer –

- (1) shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees;
- (2) shall comply with occupational safety and health standards promulgated under this Act.

(b) Each employee shall comply with occupational safety and health standards and all rules, regulations, and orders issued pursuant to this Act which are applicable to his own actions and conduct.



OSHA's Injury and Illness Prevention Program (IIPP)

- Management commitment
- Injuries, illnesses and near misses are investigated for root causes
- Hazards are identified and controlled
- Employees are trained and involved in safety
- The program is in writing, implemented and regularly evaluated/maintained.

Find the Hazards – Restaurant



Find the Hazards – Grocery Store



Find the Hazards – Janitorial



Find the Hazards – Grounds



Find the Hazards – Laundry



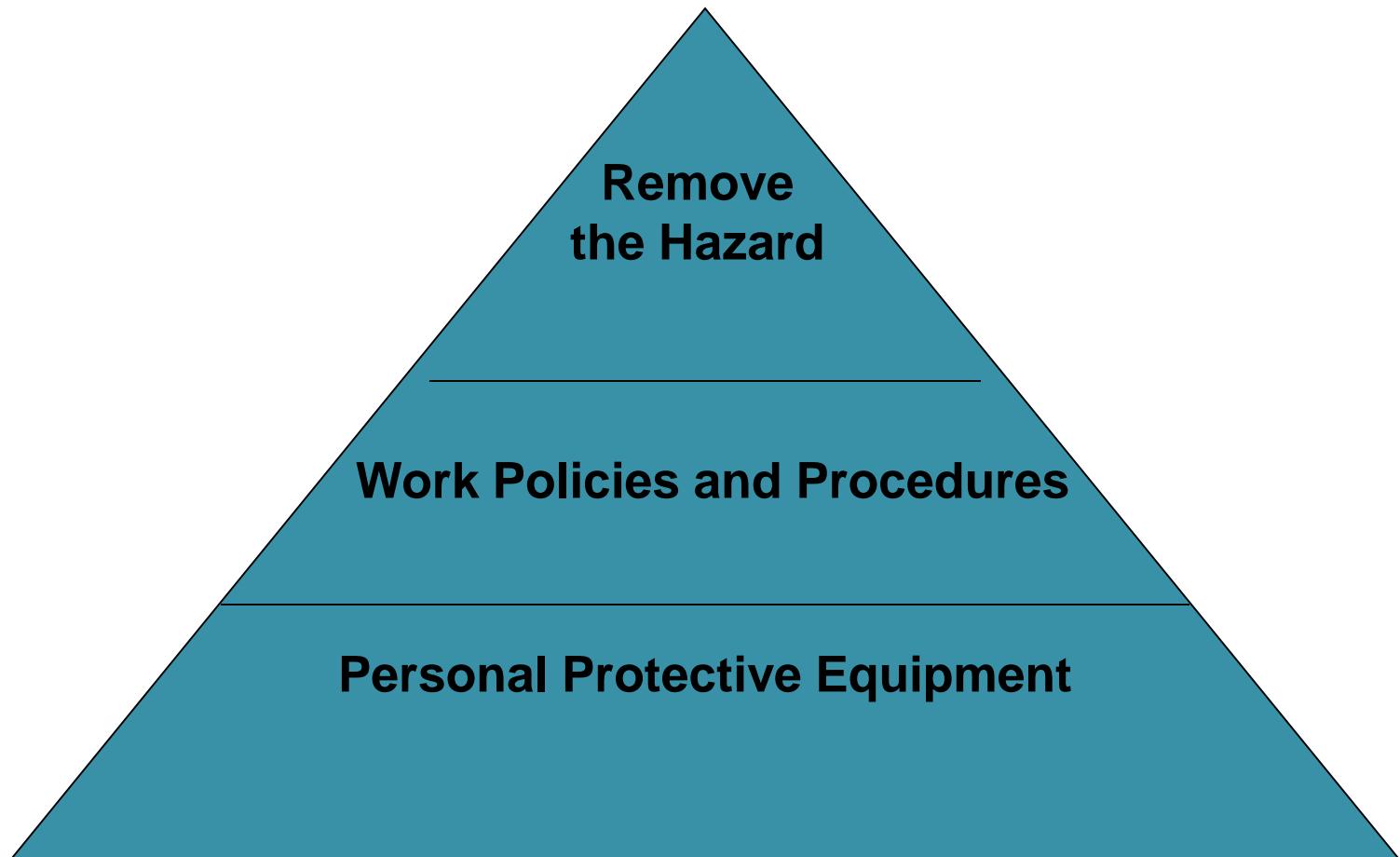
Find the Hazards – Warehouse



Making the Job Safer – John



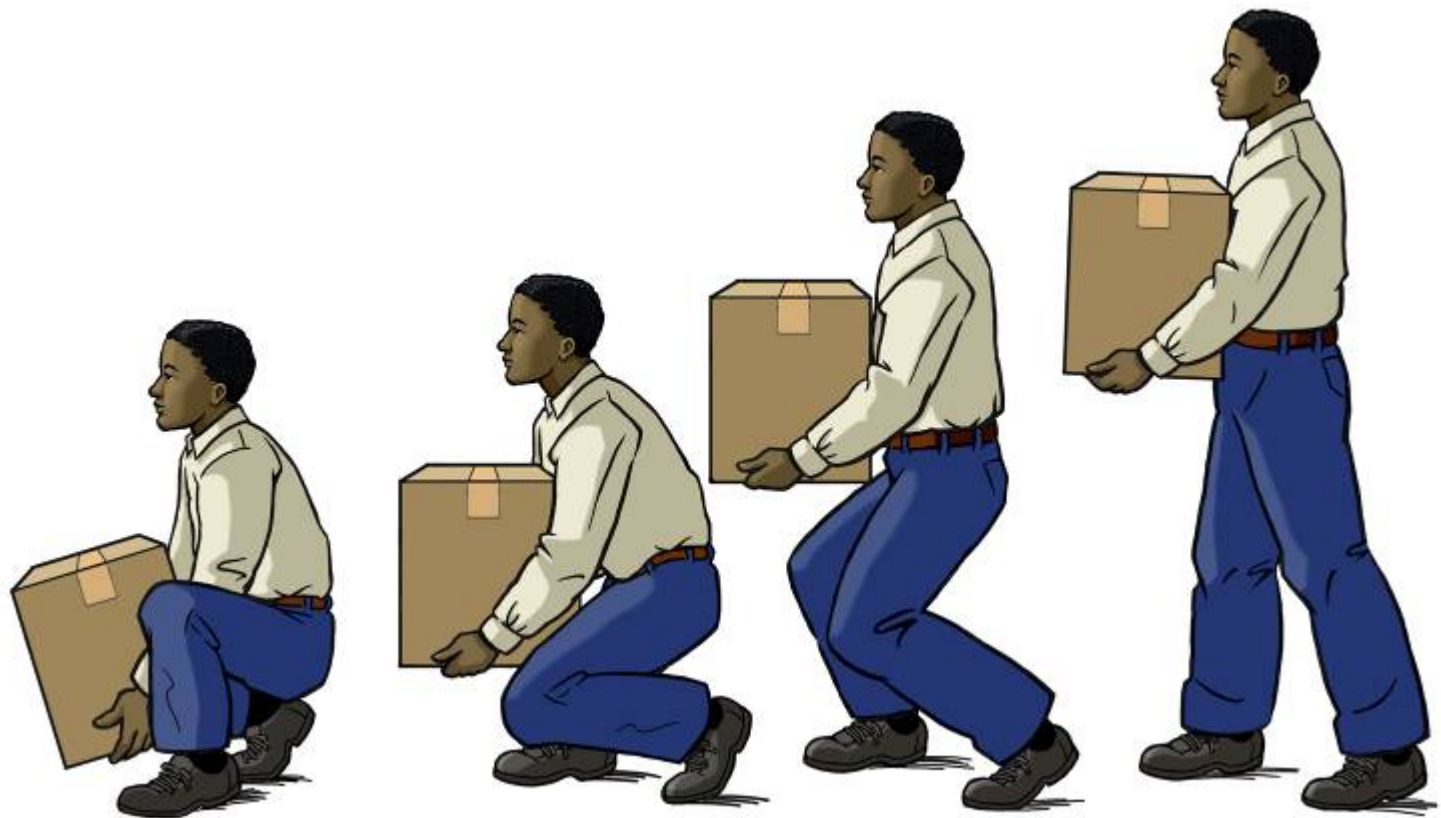
Controlling Hazards



Making the Job Safer – Bill



Safe Lifting Techniques



Making the Job Safer – Ann



Making the Job Safer – Mary



Noise Hazards



Chemical Hazards



What Can Chemicals Do?



POISON



CORROSIVE

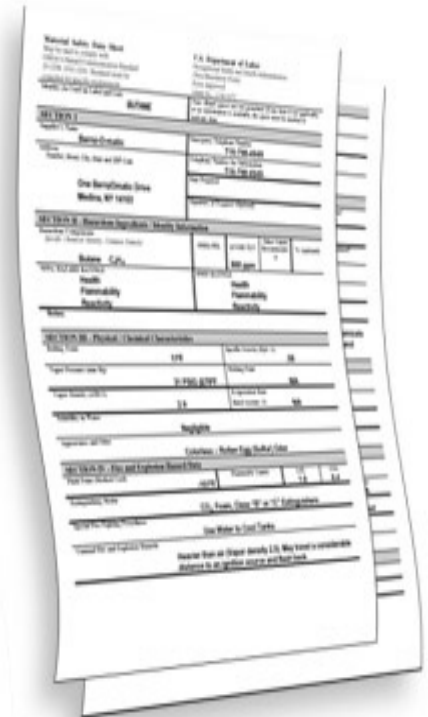
EXPLOSIVE



Flammable

Ways to Find Out About Chemicals at Work

Ask your supervisor



Safety Data Sheet (SDS)

Hazards that Cause Stress

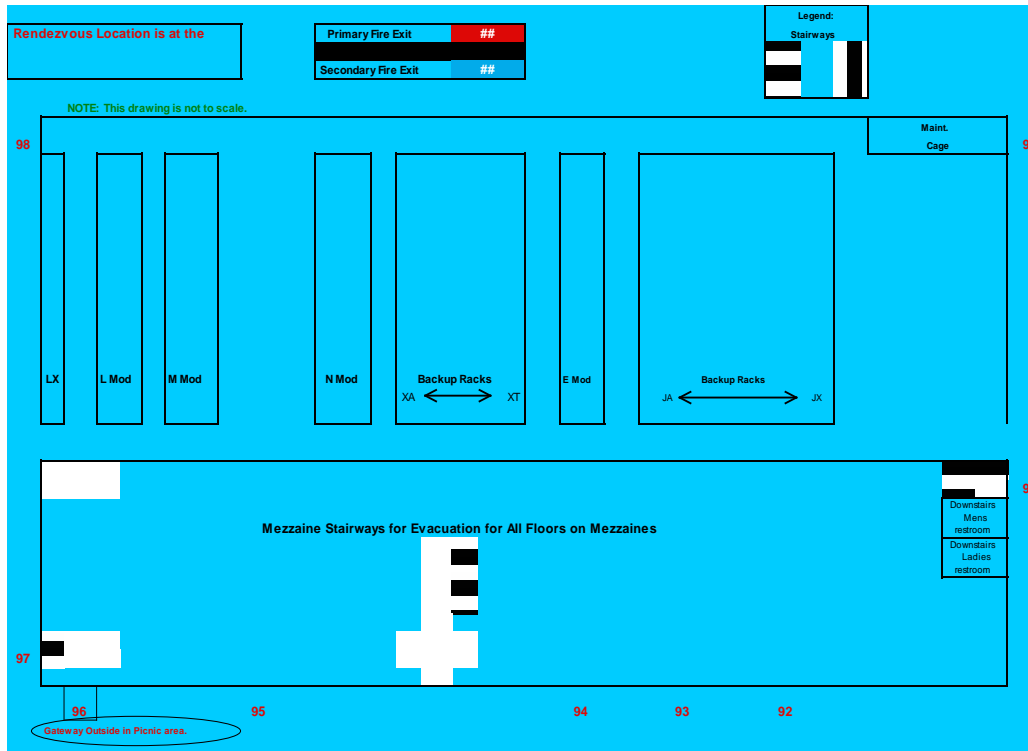


Ergonomic Hazards



Emergency Preparedness

Look for Evacuation Maps, Routes and Exit Signs



Emergency Action Plans

- What to do in different emergencies
- Where shelters and meeting places are
- Evacuation routes
- Emergency equipment
- Alarm systems
- Procedures to follow when someone is injured or becomes sick
- Who is in charge during emergencies
- Employee responsibilities during emergencies
- Practice drills

Training about Emergencies

- Know what alarms sound like and what they mean.
- Practice what to do.
- Know where the meeting places are.





Cal/OSHA says employers must provide employees with:

- A safe and healthful workplace
- Training on the hazards in their job, including how to handle chemicals
- Safety equipment that workers need to do the job

For More Information

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