

Looking SHARP

"Improving Safety & Health For SHARP Companies"

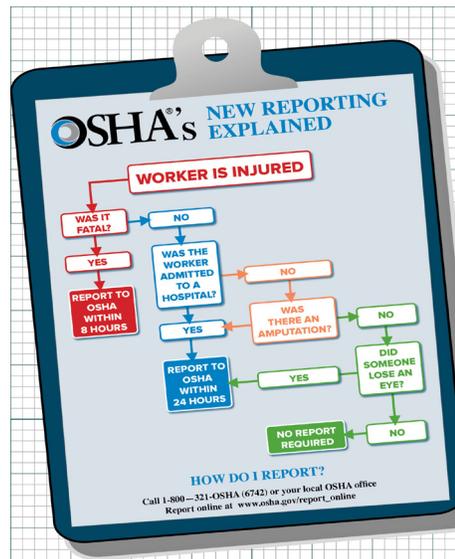


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New Recordkeeping & Reporting Requirements Released

The Occupational Safety & Health Administration's revised recordkeeping rules include two key changes: First, the rule updates the list of industries exempt from the requirements to routinely keep OSHA injury and illness records. These industries typically have relatively low occupational injury and illness rates. The previous list of partially-exempted industries were based on the old Standard Industrial Classification (SIC) system, which is being phased out. The new list of partially-exempted industries is based on the North American Industrial Classification System (NAICS). **Note:** The new rule retains the partial-exemption for employers with 10 or fewer employees (company-wide), from the requirements to routinely keep records as well.



Second, the rule expands the list of severe work-related injuries that all covered employers must report to OSHA. The revised rule still requires employers to notify OSHA if there is a fatality within 8 hours. The revised rule now requires employers to report all work-related inpatient hospitalizations, amputations or loss of an eye within 24 hours. For more information, visit the OSHA web site at www.osha.gov/recordkeeping2014

Note: Public Sector employers are not currently affected by this change. PEOSH requirements remain the same — public sector employers must report fatalities and catastrophes (defined as 5 or more workers hospitalized for medical treatment) within 48 hours, in writing, to the Oklahoma City office of the Department of Labor. Reporting forms can be found on ODOL's web site at www.ok.gov/odol

Oklahoma Department of Labor Launches New Web Site



ODOL's new web site launched in December of 2014. The long-awaited move aligned the agency with the most modern technology, including on-line license renewals and, social media (including Twitter and Facebook). Additional features include the ability for patrons to [sign up](#) for regular updates (via e-mail or text), based on their industry, interests and needs. If you enjoy the *Looking SHARP* newsletter, you'll want to sign up to receive it

through the new distribution system.

The new layout is designed to be crisp, precise and much more user-friendly than previous versions. An easily accessed employee directory, schedule of public meetings and all the latest news from the Department of Labor are now available.

Additional information is being added daily, so visit our new web site at www.ok.gov/odol.

OSHA Clarifies Employer's Responsibilities for Ebola

Ebola Hemorrhagic Fever (EHF) was first identified in 1976 following simultaneous outbreaks in Sudan and Zaire (now the Democratic Republic of Congo, or DRC) in Africa. Though both outbreaks were attributed at the same time to the same virus, two separate viruses were later identified as having caused the respective outbreaks: Sudan Ebola virus (SUDV) and Zaire Ebola virus (EBOV). EHF, and subsequently the EBOV strain, was named after the Ebola River in Zaire near the village where it was isolated.

EHF results from an infection with viral species in the Ebolavirus genus of the family Filoviridae, including EBOV, SUDV and Bundibugyo Ebola virus (BDBV). Two additional species, Reston Ebola virus (RESTV) and Côte d'Ivoire or Taï Forest Ebola virus (TAFV) are included in the genus, but are not known to cause disease.

Though Ebola viruses have caused outbreaks in humans, the natural host of the pathogen remains unknown. Antibody testing research suggests that bats may be a reservoir.

Infection with the Ebola virus can be deadly: EHF has had a fatality rate up to 90 percent in some outbreaks. Individuals with EHF generally have symptoms typical of viral illnesses, including: fever, fatigue, muscle pain, headache and sore throat. The illness progression includes nausea, vomiting, diarrhea and impaired organ function. In some cases, rash, internal and/or external bleeding and death may occur.

Naturally-occurring EHF outbreaks are believed to start with contact with infected wildlife (alive or dead), and then spread from person to person through direct contact with body fluids, such as, but not limited to: urine, vomit, blood, sweat, breast milk, semen and feces. The infection can spread when body surfaces that can easily absorb bloodborne pathogens, such as cuts, scrapes or mucous membranes (e.g., lining of the mouth, eyes or nose) come into contact with infectious blood or body fluids.

EHF is not spread through casual contact. The risk of infection with EHF is minimal if a person has not been in close contact with the body fluids of someone who is sick with or recently deceased from EHF. People can also get EHF from eating or butchering meat of an animal (bush meat) infected with EHF.

Symptoms typically appear within 2-21 days (8-10 is most common) following exposure to the virus. People



with known or suspected contact may be quarantined during the 21-day incubation period, to ensure they cannot spread the disease to others.

Ebola is among the subset of contact-transmissible diseases to which the Bloodborne Pathogens (BBP) standards (29 CFR 1910.1030) applies, as it is transmitted by blood or other potentially infectious materials.

Though EHF is not an airborne disease, in situations where workers may be exposed to bioaerosols containing EHF, employers must also follow OSHA's Respiratory Protection standards (29 CFR 1910.134).

Employers may also be required to follow other standards to protect their workers from exposures to EHF and chemicals used for cleaning and disinfection. Depending on the specific task, setting and exposure to biological or chemical agents the following standards may apply:

- 1910.132, General Requirements for Personal Protective Equipment
- 1910.134, Respiratory Protection
- 1910.141, Sanitation
- 1910.1030, Bloodborne Pathogens
- 1910.1200, Hazard Communication

Currently, most workers in the US are unlikely to encounter EHF. However, exposure to the virus or someone with EHF may be more likely in certain sectors, including health care, mortuary/death care, first responders, and airline service industries. Workers who interact with people, animals, goods and equipment arriving from foreign countries with current EHF outbreaks are at the greatest risk for exposure.

Ebola Virus (Continued from page 2)

Precautionary measures for preventing exposure to Ebola virus depends on the type of work, potential for Ebola-virus contamination of the work environment, and what is known about other potential exposure hazards. Infection control strategies may have to be modified to include conducting an additional personal protective equipment assessment for potential Ebola virus exposure, and selection and purchase of additional



PPE. Administrative controls and safe work practices may also need to be modified.

The Centers for Disease Control and Prevention (CDC) provides additional guidance recommendations for employers to prevent worker exposures to Ebola virus for health care workers and others at risk. The following interim guidelines should be followed:

- Employers should follow recognized and generally accepted good infection control practices, and must meet the requirements for the PPE, BBP and Respiratory protection standards.
- Use proper PPE and good hand hygiene protocols to avoid exposure to infected body fluids and blood, contaminated objects and other contaminated environmental surfaces.
- Wear gloves, wash hands with soap and water after removing gloves, and discard gloves in properly labeled waste containers.
- Workers who may be splashed, sprayed or splattered with blood or body fluids must wear face and eye protection, such as a full face shield or surgical masks with goggles. Aprons or other fluid-resistant protective clothing must also be worn.
- Workers tasked with cleaning surfaces that may be contaminated must also be protected from expo-

sure. Employers are also responsible for ensuring that workers are protected from harmful chemicals used for cleaning and disinfection. OSHA's [Cleaning and Decontamination of Ebola on Surfaces](#) fact sheet provides guidance on protecting workers from these hazards.

- Employers must train workers about the sources of Ebola virus exposures and appropriate precautions. Employers must train workers on the use, care and limitations of personal protective equipment, on what equipment is necessary, when and how they must use it and how to dispose of the equipment. In addition, employees must be trained on the Bloodborne Pathogens standard, including information about how to recognize tasks that may involve exposure and the methods to reduce exposure, including engineering controls, safe work practices and personal protective equipment. CDC recommendations state "rigorous and repeated training" is needed.

OSHA's "[Protecting Workers During a Pandemic](#)" fact sheet provides general guidance principles of worker protection and may be useful during any widespread disease outbreak. The [NIOSH Ebola](#) page also provides guidance for protecting workers from EHF.

The CDC has tightened previous [infection control guidance](#) for health care workers caring for patients with EHF, to ensure there is no ambiguity in its recommended sequence for donning and doffing PPE.

Additional resources for information on the ongoing Ebola outbreak and general Ebola information can be found on OSHA's web site at <https://www.osha.gov/SLTC/ebola/index.html>



Source: OSHA, NIOSH, Centers for Disease Control & The World Health Organization

The US is not the only country currently on elevated alert for EHF. As of October 2014, cases have been found in Norway, France, Germany, Spain, and the UK. Two people in Spain and one in Germany died from the disease.

Source: Business Insider

MISSION: POSSIBLE!

An effective safety and health management system may seem daunting, but all over Oklahoma, this **MISSION** is made **POSSIBLE** every day. It just takes a spark to ignite inspiration for workplace safety and health!

This year, the Oklahoma Department of Labor, Oklahoma Safety Council, and the American Society of Safety Engineers would like to recognize safe and healthful workplaces that make the **MISSION: POSSIBLE** and create a strong safety culture. What better way, than a VIDEO CONTEST!

Here's your chance to share your success and spark inspiration in others through telling your story. Show us how your Safety and Health Management System has sparked your team to make the **MISSION: POSSIBLE**. You can creatively share best practices, new initiatives, outstanding successes, etc.

What Are We Looking For:

- Examples of workplaces that have accepted the mission and worked to creatively implement safety into their culture
- Examples of overcoming obstacles to go beyond good, to achieve great!
- Individuals or teams that have shown courage to speak out for safety.
- Ways that management and labor have come together to make safety not just an integral part of your business, but a way of life.
- Creative ways of implementing safety programs and new initiatives.
- Best practices that have taken your organi-

zation to success.

For a sample go to the OSC's [2014 Conference YouTube Playlist](#).

Contest Rules:

- Create a 2-3 minute video.
- Submit on either CD, DVD, thumb drive or e-mail (videos will not be returned)
- Complete the entry form
- Be original work (no copyrighted work, including music or footage, will be accepted)
- Deadline for submission: April 17, 2015 by close of business to Safety Video Contest, 3017 N. Stiles Suite 100 OKC, OK 73105

Judges will score each entry based on:

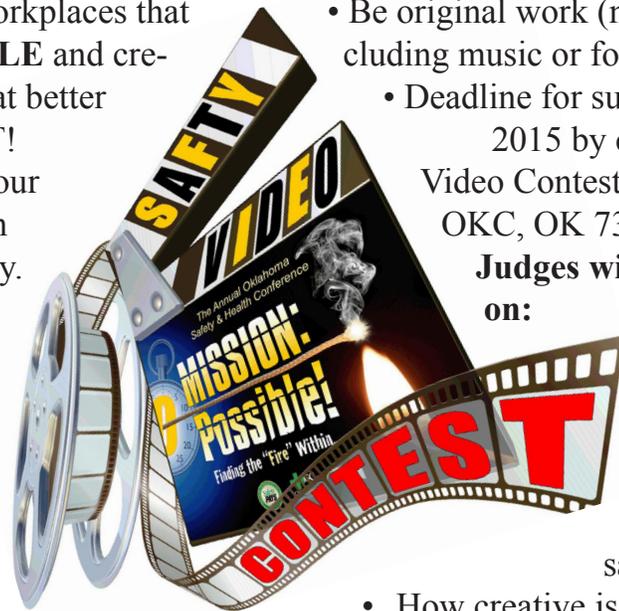
- Does this video effectively communicate the message?
- Does this video motivate people to be more safety-conscious?
- How creative is this video in delivering the message?

The winning videos will be recognized and shown at the 2015 Safety and Health Conference, June 24-26, 2014, at Renaissance Hotel & Convention Center in Norman. We will contact you by May 15, 2015 if you have been selected.

Following the contest, videos will be posted online and available to the public.

To get a copy of the application form and for more information, visit our web site at www.ok.gov/odol.

For more information on this year's Safety Conference, visit the Oklahoma Safety Council's web site at www.oksafety.org.



Portable Ladders: Practicing Safety When Working At Heights

Working with ladders is a dangerous occupation. In a recent study that tracked injuries over a 16-year period, more than 2 million individuals sought medical treatment in emergency rooms because of ladder-related injuries.

Following the manufacturer's specifications for ladders, along with the OSHA standards can significantly reduce the risk of injuries when using a ladder. Here are some tips:

Always use a ladder the way it was designed to be



Photo by Betsey Kulakowski

used. Do not use an A-frame ladder, folded closed, in place of an extension ladder.

Inspect your ladders prior to each day's use. Ensure ladders are in good condition, with no damage or defects. Any ladders that are damaged or defective are required to be tagged "DANGER, DO NOT USE" (or similar language) until they can be repaired or discarded.

Keep ladders clean, and free of any slippery materials on the rungs, steps and feet.

Never modify a ladder from the manufacturer's design. Not only can you invalidate your warranty, but you may alter the rated capacity of the ladder.

Never exceed the maximum load rating of a ladder. Be aware of the ladder's load-rating and the weight it is supporting, including the weight of any tools or equipment.

Ensure the ladder is properly placed. Always inspect your work area to make sure there are no over-head power lines or other hazards, and never use metal ladders near electrical lines. The base of the ladder must

rest on stable ground, not on gravel, sand or mud. You may need to use a "mud sill" to ensure a proper base.

Ensure the ladder is set at the proper angle. To calculate how far from a wall you should set your extension ladder, add 1 foot of distance for every four feet of ladder height. The base of a ladder that extends 12 feet should be placed three feet away from a wall, and the base of a ladder that extends 20 feet should be placed five feet away from a wall.

If a ladder is being used to access a landing, such as a roof top, the ladder rungs must extend three feet above the edge of the landing.

A ladder placed in any location where it can be displaced by other work activities must be secured to prevent displacement, or a barricade must be erected to keep traffic away from the ladder.

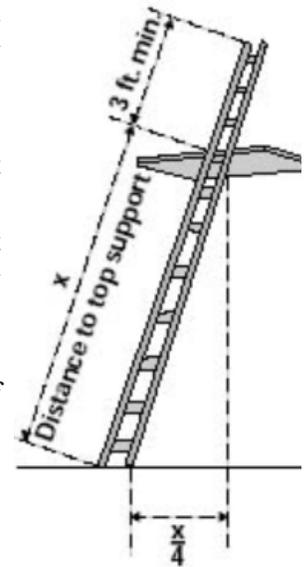
Be sure that all locks on an extension ladder are properly engaged before use.

When working on a ladder, employees must be trained on the hazards of working at heights and what they need to do to protect themselves while working on ladders. They should be taught to always maintain three points of contact: two feet and one hand, or two hands and one foot. Teach them not to carry objects in their hands when they climb a ladder. Tools and other supplies can be carried in a tool belt, hoisted up mechanically or handed to them when they're ready.

They also need to be taught to keep their body in the midline of the ladder and not reach beyond the ladder rails.

Workers should always step down and move the ladder to allow them to reach an area right or left of the ladder. Workers should never attempt to "walk the ladder".

For more information on ladder safety, visit OSHA's website at www.osha.gov





Workplace Health: Lessons Learned from the Radium Girls

In the early 1920s, one of the new ‘state of the art’ gadgets was a watch with a glow-in-the-dark dial.

“Made possible by the magic of radium!” bragged one advertisement. It did seem magical, but little did anyone know at the time the effects it would have on the ladies who painted the numbers on those glow-in-the-dark dials.

Radium was the latest miracle substance back in the 1920s – an element that glowed and fizzed, which salesmen touted as an aid to health and longevity, it could make women more beautiful and even improve your love-life. Doctors used it to treat everything from colds to cancer.

Radium wristwatches were manufactured right here in America by the U.S. Radium Corporation, who was hiring people to paint the tiny numbers onto the watch faces for about 5 cents a watch. It was the “perfect job” for a young working class woman and they became known as the radium girls.

In order to paint the tiny numbers, new hires were taught to do something called ‘lip pointing’. After painting each number, they were taught to put the tip of the paint brush between their lips to sharpen the point. They did this day after day. Twelve numbers per watch, upwards of 200 watches per day – and with every digit the girls swallowed a little bit of radium.

“Of course, no one thought it was dangerous in these first couple of years,” explains Deborah Blum, author of *The Poisoner’s Handbook*.

By the mid-1920s, dial painters were falling ill by

the dozens, affected with horrific diseases. “There was one woman who the dentist went to pull a tooth and he pulled her entire jaw out when he did it,” says Blum. “Their legs broke underneath them. Their spines collapsed.”

Dozens of women died. At a factory in New Jersey, the women sued the U.S. Radium Corporation for poisoning...and won. Many of them ended up using the money to pay for their own funerals. In all, by 1927, more than 50 women had died as a direct result of radium poisoning.

Deborah Blum says the radium girls had a profound affect on workplace regulations. By the time World War II came around, the federal government had set basic safety limits for handling radiation. And, she says, there are still lessons to be learned about how to protect people who work with new, untested substances.

“Oops is never good occupational health policy.”
-- Deborah Blum

“We really don’t want our factory workers to be the guinea pigs for discovery,” she says. “Oops is never good occupational health policy.”

Note: One woman, Mae Keane, went to work as a radium girl at the Waterbury Clock Company of Vermont in 1926, but she didn’t care for the taste of the paint and she refused to use her colleague’s lip-pointing technique. As a result, the employer asked her if she’d like to quit, since she clearly didn’t like the work. She gratefully agreed. Over the years, she had some health problems, including two bouts with cancer. There’s no way of knowing if her time in the factory contributed. Ms. Keane died in 2014 at the age of 107 – the last surviving radium girl.

Source: National Public Radio



Protecting Workers from Radiation: The Practice of ALARA

The electromagnetic spectrum encompasses both ionizing and non-ionizing radiation from cosmic rays with very short wavelengths to radio frequencies with very long wavelengths. All electromagnetic waves are composed of photons. A significant and widely practiced concept in controlling exposures to radioactive materi-

als is ALARA — as low as reasonably achievable. The ALARA approach involves taking steps throughout the process that will reduce exposures. The three primary components of ALARA are 1) time, 2) distance, and 3)

See ALARA on page 7

Other Viruses Reported in OK

While Ebola has been the lead in many news stories across the country lately, it's important to remember that there's a virus more likely and more deadly in the US than Ebola. There have been numerous cases of influenza ("the flu") reported in the US, including Oklahoma, despite the fact that it's "early in the season" for it and in December, 2014, the CDC officially declared the illness an *epidemic*.



As of December 31, 2014, 517 cases of influenza had required hospitalization and nine deaths related to the flu have been reported since September 28, 2014. The CDC reports that 90% of this year's flu cases have been the H3N2 subtype.

With the potential for Ebola Virus, it becomes more important for people to get their flu shots to avoid getting sick and causing an Ebola scare, because the symptoms of the flu and Ebola virus are very similar.

The CDC recommends that everyone 6 months of age and older get an annual seasonal flu vaccine. It takes about 2 weeks after vaccination for antibodies to develop in the body that protect against the flu virus. It's best to get vaccinated before the flu begins spreading in your community to protect yourself and your family.

The CDC also recommends that people at a higher risk for serious complications from flu receive a flu vaccination as well. Those at a greater risk include pregnant women, anyone with asthma, diabetes, chronic heart and lung disease, or other chronic health conditions. Parents, caregivers of infants and toddlers, and anyone who lives with or cares for someone at high risk for complications should also get the vaccine.

"The one thing we know about influenza is that it is unpredictable," said Patsy Stinchfield, the director of infection, prevention and control with Children's Hospitals and Clinics of Minnesota. "We don't fully understand why, but low vaccination rates may have something to do with areas getting hit harder."

For the past four years, flu season has been hitting earlier and earlier, a worrying trend. "It seems to be peaking in December and it used to be it did not peak until February or March," said Dr. Richard Besser, ABC News Chief and Medical Editor.

The Oklahoma City/County Health Department offers flu vaccinations at their Kelley, South and West locations. The cost is \$25.00; Health Choice insurance is accepted for flu vaccinations. Flu shot clinics are being held across the state and are also available at most pharmacies. You can also find vaccination clinics at www.vaccinefinder.org.

Sources: ABC News, Oklahoma Department of Health & The Centers for Disease Control & Prevention

ALARA (continued from page 6)

shielding.

To protect workers, exposure time is minimized. Jobs that involve exposure to radioactive materials can be planned, practiced or devised into smaller jobs to reduce the amount of exposure time.

Distance is used to protect workers by increasing the physical distance separating the source of radiation and the worker. Dosage varies with the square of the distance from an ionizing source. Therefore doubling the distance decreases the intensity of the radiation by 1/4.

Radiation Type	Shielding Material
Alpha	Several inches of paper or wood
Beta	Several inches of plastic or aluminum
X-ray	Several inches of lead; several feet of concrete
Neutron	Several feet of water or another hydrogen-rich material

This is one of the easier ways to reduce exposure.

Shielding is an effective method for protecting workers from external sources of radiation; it involves placement of a physical barrier between the worker and the radiation source. Selection of the best shielding method requires knowledge about the types of hazardous radiation. Generally, the denser the material, the better the shielding it will provide. However, because neutrons interact only with the nuclei of atoms, effective neutron shielding is composed of materials that are good neutron absorbers. Examples include water, liquid sodium and plastics.

Exposure limits for occupational exposures to ionizing radiation are published by the Nuclear Regulatory Commission in the Federal Regulations at 10 CFR 20. Additional exposure limits are also published by other organizations such as the National Council on Radiation Protection and Measurement (NCRP) and the International Commission of Radiological Protection and Measurement (ICRP). The existence of these sources of exposure limits does not supersede the ALARA principle for keeping exposures as low as possible; these standards should be considered upper limits.

For more information on OSHA requirements visit OSHA's web site at www.osha.gov

Source: Basics of Industrial Hygiene by Debra K. Nims

Save the Date: The Annual Oklahoma Safety & Health Conference

Each year the Oklahoma Safety Council hosts the largest premier safety and health conference in Oklahoma. The event will be held on June 24-26, 2015 at the Embassy Suites Norman Hotel & Conference Center. This year's conference will be jointly hosted by the Oklahoma Safety Council, the Oklahoma Department of Labor (ODOL) and the American Society of Safety Engineers (OKC Chapter).

This year's theme is **Mission Possible: Finding the "Fire" Within!** Rest assured that there will be a great group of special agents, who are working hard to investigate the best possible solutions to make the mission POSSIBLE! The mission of this conference is to create professional development opportunities in a great environment to learn, network and expand your safety knowledge and involvement that will help you with whatever mission you are presented with in your workplace.

There will be a fantastic lineup of top-notch speakers and pre-conference training sessions for the 2015 conference. Over the course of two days, more than 500 participants will have the opportunity to hear speakers on a variety of safety and health related topics, pursue ongoing educational accreditation, and participate in courses designed for OSHA compliance and network

with peer professionals.

The audience will consist of Business Owners, Construction Employers, Equipment Operators, Ergonomists, Environmental Professionals, Safety & Health Professionals, Human Resource Professionals, Emergency Management Professionals, Industrial Hygienists, Maintenance Supervisors and much more!

Don't miss the fun at the annual Golf Tournament on Wednesday, June 23rd at the Trails Golf Club located at 3200 S. Berry Rd in Norman, OK. Along with a fantastic golf tournament there will also be pre-conference workshops available.

Please visit the Council's web site at www.oksafety.org

as we will periodically update information on the site so that you can access attendee, vendor, sponsorship and venue related information.

Does your company have a story to tell? How do you "light the fire within" and come up with creative solutions to difficult situations?

*Put it in a video and enter our **Mission: Possible** video contest! Winners will be recognized at the Conference and videos will be used to promote safety and health through the ODOL web site. See page 4 for details!*



Looking SHARP is a quarterly publication by the Oklahoma Department of Labor, Safety Pays® OSHA Consultation Division. This publication is intended to assist employers pursuing SHARP Certification, as well as other employers, with improving safety and health conditions in their workplaces. If you have questions and/or suggestions for future issues, or if you would like to subscribe to our mailing list, contact the editor, Alex Putnam at alex.putnam@laborok.gov or call (405) 521-6145.

Fifty (50) copies of this publication were produced by the Oklahoma Department of Labor, as authorized by Labor Commissioner Mark Costello, at a production cost of \$3.40 to the taxpayers of Oklahoma. Copies have been deposited with the Oklahoma Department of Libraries Publications Clearinghouse.

Things That Make You Go 'Huh?'

As the Christmas song goes, "On the fifth day of Christmas, my true love gave to me five golden rings!" But would you want your true love giving you a gold-plated chicken bone?

The Meg C Jewelry Gallery of Lexington, Ky., introduced a limited line of Kentucky-centric gold-plated earrings and necklaces that were just that. The genuine Kentucky Fried Chicken bones were cleaned, washed, dried, sealed with varnish, and then plated with 14k gold. Small-bone necklaces sold for \$130, while the earrings sold for \$200 a pair.

Anyone brave enough to give that gift certainly

couldn't be called...wait for it...*chicken*.

The Denison Pequotsepos Nature Center in Mystic, Connecticut is in need of a very specific donation...mice. Preferably dead. They need them to feed their birds and snakes. "The criteria for us to accept mice from the public is easy: the mice must be dead, chemical- and poison-free, and frozen." They recommend the use of old fashioned mouse traps slathered with peanut butter to catch the donations. Apparently, the center used to get free mice from a research lab, but the supply has ended, so they're hoping the public will step up to the plate.



Source: *News of the Weird*