

THE ADVISOR

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Your Free Newsletter of
Management Information

**SPECIALIZING IN SAFETY, ENVIRONMENTAL AND
HUMAN RESOURCES TOPICS**

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INSIDE THIS ISSUE:

Link Between Workforce Health and Financial Performance.....	1
Why Some Colds Won't Go Away.....	2
Supporting Staff at Crunch Time.....	3
Chemical Company President Sentenced For Crimes Related to Employee Deaths.....	4
OSHA Update.....	5
EPA Update.....	7
Citations & Penalties.....	9
Bits and Pieces.....	13
Lead Experts First Quarter Training Schedule for 2014	14

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LINK BETWEEN WORKFORCE HEALTH AND FINANCIAL PERFORMANCE

Employee population health can be linked to a company's marketplace performance, according to a study published by The Journal of Occupational and Environmental Medicine.

The study is the first of its kind to objectively measure the relationship between workforce health and safety, and the marketplace performance of large employers. It found that companies that have been recognized for outstanding approaches to health and safety by the American College of Occupational Medicine's (ACOEM) Corporate Health Achievement Award, outperformed the S&P 500 for the 15 year period 1997-2012, and the 13 year period 1999-2012. The hypothesis was tested against four model scenarios, each tracking a \$10,000 investment in a portfolio of award-winning companies. Corporate Health Achievement Award winners were shown to outperform the S&P 500 in every scenario, with excess annual returns ranging from 3.03% to 5.27%.

"This research delivers a much-needed dose of quantitative proof to support the notion that a healthy workforce is a competitive advantage in the marketplace," said Raymond Fabius, MD, the lead author of the study. "At a time when many corporations are looking for ways to cut healthcare expenses, in some cases even dropping coverage for their employees, our results suggest that the real path to savings is not dropping health benefits, but rather improving them.

The study advances a growing body of evidence that suggests that corporate efforts to reduce health risks and mitigate complications from chronic illness can produce positive effects on worker productivity and performance, as well as, reduce health care expenses.

"We simply cannot afford to ignore these statistics," said Ron R. Loeppke, MD, MPH, one of the study's authors. "Engaging in preventive efforts to mitigate the complications of chronic illness in the workplace is a must for employers and an imperative for the future stability of our economy.

The portfolio of companies in the study consisted of a group of U.S. based multinational corporations including American Express, Bristol Myers Squibb, Dow Chemical, IBM and Johnson & Johnson, among others. A total of 29 companies were included in the analysis.

"By applying a rigorous, peer reviewed methodology to determine stock market performance relative to corporate health and safety performance, we hope to elevate the discussion of corporate health and safety to a C-suite issue," said Dixon Thayer, co-author of the study. "To date, most efforts to improve workforce population health focused on 'soft' data like productivity and wellness; that paradigm needs to be enhanced. Employee health is directly linked to the bottom line."

WHY SOME COLDS WON'T GO AWAY

The common cold can last longer than many people think—up to two weeks for the principal symptoms and perhaps weeks more for a cough that lingers. There's also the possibility of secondary infections such as bacterial sinusitis. Patients may get back-to-back colds, doctors say. It isn't likely people will be reinfected with the same virus because the body builds some immunity to it. But people can pick up another of the more than 200 known viruses that can cause the common cold, some of which are worse than others. Here are some facts:

- Adults on average get two to five colds a year, mostly between September and May. Young children can get as many as seven to 10 colds.
- More than 200 different viruses cause colds, and scientists continue to discover new ones.
- Colds are most contagious about two days before symptoms start and in the first few days.
- The average cold lasts two to 14 days. Coughs can linger up to six weeks.
- Exercise, reducing stress, good sleep habits, and hand hygiene can help in preventing a cold.

"When you hear people who have the cold that 'won't go away,' those are typically back-to-back infections of which we see a lot of in the cold weather when people are cohorting together," said Darilyn Moyer, a physician at Temple University Hospital.

Influenza may get all the attention, but the common cold is the leading cause of doctor visits. Each year, people in the U.S. get about one billion colds, and 22 million school days are lost to the stubborn viruses. Adults on average get two to five colds a year; school children can get as many as seven to 10. The elderly tend to get infected less because they've built up immunity to many viruses. And adults who live or work with young children come down with more colds.

"At any given moment if we were to swab you...we'd probably come up with five different rhinoviruses sitting in your nose but you're not sick," said Ann Palmenberg, a researcher at the University of Wisconsin-Madison. Rhinovirus is the most common viral cause of the common cold, accounting for 30% to 50% of adult colds, and there are more than 150 strains of it.

Sometimes a cold that never seems to end could be a sign of something more serious. A cold may result in a sinus infection, bronchitis, or pneumonia. And cold symptoms are at times confused with seasonal allergies. A dry cough that lingers after a cold is typically due to bronchial hyperactivity or tracheal inflammation. "After you go through an infection in your respiratory system, you can almost have a transient form of asthma where your bronchial tubes are very highly reactive and very irritated and inflamed," said Dr. Moyer, of Temple University Hospital.

The good news is spring is here, at least officially, so the worst of the winter cold season should be over. Come summer, however, a new batch of viruses emerges, and you might find yourself saying hello to the pesky summer cold.

SUPPORTING STAFF AT CRUNCH TIME

Overworked and underappreciated is a recipe for brisk employee turnover. Every organization runs into time crunches, sometimes predictable, sometimes sudden emergencies. How managers handle their employees can make a world of difference in morale, and even retention.

Retail employees get slammed during the holidays. For tax pros, it's all hands on deck in March and April. Whenever your crazy time is, you could lose some of your best employees if they feel taken for granted.

Encourage supervisors to follow these four steps to support employees during those times:

1. Acknowledge employees' efforts

Make sure employees know that you recognize how hard they're working. Some managers believe that if they don't talk about it, employees won't notice it. That's wrong. They'll resent you for not addressing it.

2. Explain why the load is heavier

Often, employees will accept the extra work as long as they understand why it's happening. Level with them up front. If, for example, budget pressures prevent hiring extra staff right now, say so. Also, point to a light at the end of the tunnel—an estimate of when work will return to “normal.”

3. Provide extra resources

Bosses should ask employees what they can do to help survive the rush. Do they have the equipment they need? Would hiring interns or temps help? If employees think their manager is truly interested in helping them survive the onslaught, they won't bolt from the company at their first chance.

4. Drop low-priority projects

Do anything you can to relieve the pressure a bit. Can you eliminate certain less important projects (or put them on hold)? Cut as much as possible, so workers can focus on the top priorities.

Note: You *can* require nonexempt employees to work overtime, as long as you pay them time-and-a-half for hours worked above 40 in a week. *What you can't do:* Offer comp time instead of overtime pay.

CHEMICAL COMPANY PRESIDENT SENTENCED FOR CRIMES RELATED TO EMPLOYEE DEATHS

The former president of Port Arthur Chemical and Environmental Services LLC (PACES) has been sentenced for occupational safety crimes which resulted in the death of an employee. Matthew Lawrence Bowman, 41, of Houston, pleaded guilty on May 9, 2013, to violating the Occupational Safety and Health Act (OSH Act), making a false statement, and was sentenced to serve 12 months in federal prison. Bowman was also ordered to pay a fine of \$5,000.

Bowman admitted to not properly protecting PACES employees from exposure to hydrogen sulfide. PACES were in the business of producing and selling caustic materials to paper mills. Truck driver Joey Sutter died of asphyxia and poisoning due to hydrogen sulfide inhalation on Dec. 18, 2008. According to the National Institute for Occupational Safety and Health, hydrogen sulfide is an acute toxic substance that is the leading cause of sudden death in the workplace. Employers are required by OSHA to implement engineering and safety controls to prevent employees from exposure above harmful limits of hydrogen sulfide.

Bowman also pleaded guilty to making a false statement, which stemmed from a hazardous waste manifest that Bowman directed employees to draft that misidentified wastewater as coming from Bowman's other company, CES Environmental Services, when it was, in fact, coming from PACES.

“Today’s sentence is a just punishment for Bowman’s actions, which placed workers at unacceptable risk and had fatal consequences,” said Assistant Attorney General Dreher. “The Justice Department and the U.S. Attorney’s Offices will continue to work with our law enforcement partners to vigorously investigate and prosecute those who violate the laws enacted to ensure the safety of workers handling hazardous materials, and to prevent the kind of tragedies that occurred in this case.”

“Environmental violations are serious crimes, and in a worst-case scenario, they can kill people,” said Ivan Vikin, special Agent in Charge of EPA’s criminal enforcement program in Texas. OSHA's Deputy Regional Administrator Eric Harbin in Dallas stated, “When a worker loses his or her life on the job, it has a ripple effect on their families, friends, community, and the workplace. Matt Bowman and PACES knowingly violated workplace safety standards that led to Joey Sutter's death.”

In the cases at issue, hazardous materials were transported illegally with false documents and without the required placards. Most importantly, the workers were not properly protected from exposure to hazardous gases, and resulted in the deaths of two employees, Joey Sutter and Charles Sittig, who were truck drivers, at the PACES facility in 2008 and 2009. Placarding is critical to ensure the safety of first responders in the event of an accident or other highway incident. Bowman and PACES were indicted by a federal grand jury on July 18, 2012.

OSHA UPDATE

OSHA Goes After Ohio Bell for Punishing Injured Workers

Todd Fensel, a customer service specialist for Ohio Bell, went out in the snow to check his truck. He slipped on black ice and sprained his shoulder. He reported the fall to his Ohio Bell supervisor the next day, and to OSHA's hotline for workers to report on-the-job injuries.

Ohio Bell, an AT&T subsidiary, investigated and, one month later, suspended Fensel for a day without pay. He's not alone. Here are three more examples:

- John Parente, a customer service specialist at Ohio Bell's Brooklyn Heights plant, missed the last rung coming down a ladder in December 2011. He fell, crashed into a metal conduit box, fractured a rib, and was out for six weeks. Ohio Bell suspended Parente for a day without pay, three months after the incident.
- A dog bit Larry Locy, a customer service specialist in Columbus, while Locy was working in an alley in August 2012. He got his rabies shot and didn't miss any work - until Ohio Bell hit him with a one-day unpaid suspension.
- Eric Adams, a premises tech, came to a Columbus customer's house in January 2013 to install a phone line. He climbed the wooden stairs, stepped on a piece of clothing and slipped and fell resulting in bruises and contusions. He was also given a one-day suspension without pay.

The U.S. Department of labor has filed a lawsuit against the Ohio Bell Telephone Co., which operates as AT&T, on behalf of 13 employees who received unpaid suspension after reporting work place injuries from 2011 to 2013. The complaint alleges that in 13 separate incidents, employees of AT&T were disciplined and given one to three-day unpaid suspensions for reporting injuries that occurred on the job. OSHA's investigation found that the suspensions were a result of workers reporting their injuries. However, AT&T alleges that each employee violated a corporate workplace safety standard.

"It is against the law for employers to discipline or suspend employees for reporting injuries," said Dr. David Michaels, assistant secretary of labor for occupational safety and health. "AT&T must understand that by discouraging workers from reporting injuries, it increases the likelihood of more workers being injured in the future, and the Labor Department will do everything in its power to prevent this type of retaliation."

The suit, filed in the U.S. District Court for the Northern District of Ohio, Eastern Division, alleges the company violated the whistleblower provisions of the Occupational Safety and Health Act of 1970.

New Resources to Protect Workers from Exposures to Hazardous Chemicals

Each year, tens of thousands of American workers are made sick or die from occupational exposures to hazardous chemicals. While many chemicals are suspected of being harmful, OSHA's exposure standards are out-of-date, and inadequately protective for the small number of chemicals that are regulated in the workplace. To help keep workers safe, OSHA has launched two new Web resources.

The first resource is a step-by-step toolkit to identify safer chemicals that can be used in place of more hazardous ones. [The Transitioning to Safer Chemicals toolkit](#) walks employers and workers step-by-step through information, methods, tools and guidance to either eliminate hazardous chemicals or make informed substitution decisions in the workplace by finding a safer chemical, material, product or process. Another new Web resource: [The Annotated Permissible Exposure Limits](#), or annotated PELs tables, which will enable employers to voluntarily adopt newer, more protective workplace exposure limits. The annotated PEL tables provide a side-by-side comparison of OSHA PELs for general industry to the California Division of Occupational Safety and Health PELs, National Institute for Occupational Safety and Health recommended exposure limits, and American Conference of Governmental Industrial Hygienist threshold limit values.

Since OSHA's adoption of the majority of its PELs more than 40 years ago, new scientific data, industrial experience and developments in technology clearly indicate that in many instances these mandatory limits are not sufficiently protective of workers' health.

Federal Register Publishes OSHA's Final Rule on Electric Power Generation, Transmission, and Distribution

OSHA's final rule to improve workplace safety and health for workers performing electric power generation, transmission, and distribution work has been published in the [Federal Register](#).

Employers Urged to Prevent Texting While Driving

Motor vehicle crashes are the leading cause of death on the job, accounting for more than 2 out of every 5 fatal work injuries in 2012, according to the Bureau of Labor Statistics. The Department of Transportation has now launched a national campaign to stop texting while driving and other distracted driving hazards. To learn more, visit [Distraction.gov](#)

New Educational Resources Available on Workplace Safety in Construction

A new OSHA [Safety and Health Information Bulletin](#) address the serious hazards from **applying flammable roofing adhesives** using a dolly-type roller device. A new fact sheet provides information on safely using **mobile, narrow frame scaffolds** (.pdf download) to avoid hazards such as falls, tip-overs, electric shocks and structural collapse.

EPA UPDATE

Northern Ohio Receives Four EPA Great Lakes Shoreline Green Infrastructure Grants

The EPA has awarded four Great Lakes Restoration Initiative grants totaling more than \$1.3 million in northern Ohio to fund green infrastructure projects to improve water quality in Lake Erie. Cameron Davis, Senior Advisor to the EPA Administrator, was in Lakewood to announce the projects, and joined by Congresswoman Marcy Kaptur, Lakewood Mayor Michael Summers, Lorain Mayor Chase Ritenauer, Toledo Environmental Services Commissioner Tim Murphy, and Cleveland Sustainability Chief Jenita McGowan.

“The economies of our coastal communities depend on the health of Lake Erie,” said Davis. “The Great Lakes Restoration Initiative projects we are announcing today will help, piece by piece, to reduce harmful algae, make our coasts more resilient in the face of climate change, and save money.”

“We supported the creation and funding of the Great Lakes Restoration Initiative to restore the environmental integrity of our region,” said Congresswoman Kaptur. “The Great Lakes are crucial to our region's economic future and the GLRI has been the largest investment in the Great Lakes in two decades. It is important for our cities to get GLRI help to combat pollution and help clean up Lake Erie. Tens of millions of people rely on the water resource of the Great Lakes and the economic benefits of restoring our Great Lakes are unending.”

The city of Lakewood will use the \$107,500 grant to install bioretention planters in Madison Park. The project will reduce polluted stormwater runoff by an estimated 403,769 gallons annually and also reduce overflows from the city's combined sewer system to Lake Erie.

“This grant helps us address a very important piece of our environment here in Lakewood and northern Ohio,” said Mayor Summers. “We understand that Lake Erie starts at our roof tops, sidewalks, and streets and that water eventually makes it to the lake. We need to do a better job in managing that runoff, and this project allows us to do that in a highly visible way to educate our citizens of the job ahead.”

The City of Lorain will use the \$250,000 grant to improve stormwater management at Lakeview Park. The improvements will reduce the amount of bacteria in stormwater being directly discharged to Lake Erie and will reduce the frequency of bacteria-related beach closures.

“The City of Lorain will construct a ‘green’ storm water treatment system at Lakeview Park, located on Lake Erie,” said Mayor Ritenauer. “This new system, which will be located at the west end of Lakeview Beach, consists of a wetland sand filter approximately 30 feet wide and 120 feet long, that will work in conjunction with a disinfection-based pretreatment device. The new system will reduce bacteria (E coli) in storm water being directly discharged to Lake Erie at Lakeview Beach with the goal of reducing bacteria-related beach closures.”

The City of Toledo will use the \$500,000 grant to install bioswales (landscape elements designed to remove silt and pollution from surface runoff water) and rain gardens along the city's Silver Creek watershed and retrofit the city's Cullen Park with sand filters and vernal ponds. This project will prevent an estimated 645,000 gallons of untreated sediment and stormwater from discharging to Lake Erie.

"Implementing green infrastructure projects that will provide retention capacity and reduce the amount of untreated stormwater being discharged in the Maumee River/Bay watershed and the western basin of Lake Erie is a high priority for the City of Toledo," said Environmental Services Commissioner Murphy. "In order for all of the communities in the western basin to understand how they can improve the water quality in our watershed, the City of Toledo must take a leadership position and demonstrate the effectiveness of green infrastructure. This grant provides us that opportunity."

The City of Cleveland will use their \$500,000 grant to install green infrastructure to absorb rainfall that will reduce the discharge of untreated stormwater near the city's West Side Market to Lake Erie. "The green infrastructure grant will move Cleveland toward becoming a green city on a blue lake," said Cleveland Sustainability Chief McGowan. "By reconstructing the West Side Market parking lot with permeable pavers, we are showcasing best practices in green infrastructure in a way that can serve as an educational tool for residents and visitors alike to our iconic public market. By capturing stormwater run-off on site, we are protecting Lake Erie while at the same time beautifying an important public place."

Lakewood, Lorain, Toledo, and Cleveland, are among 16 cities to receive funding in the initial round of EPA's new GLRI Shoreline Cities grant program. These grants can be used to fund up to 50 percent of the cost of green infrastructure projects on public property.

Green infrastructure projects use vegetation, soil, and natural processes to hold and filter stormwater and melting snow to prevent flooding and to prevent contamination from reaching surface water and groundwater resources. The projects in the 16 cities include rain gardens, bioswales, green roofs, porous pavement, greenways, constructed wetlands, stormwater tree trenches, and other green infrastructure measures designed to improve water quality in the Great Lakes basin. To find more information about the Shoreline Cities Green Infrastructure grants, visit GLRI.us

Quotables

"The good life, as I conceive it, is a happy life. I do not mean that if you are good you will be happy; I mean that if you are happy you will be good." – Bertrand Russell

"Because things are the way they are, things will not stay the way they are." – Bertolt Brecht

"What makes the desert beautiful is that somewhere it hides a well." – Antoine de Saint-Exupery

CITATIONS & PENALTIES

Contractors Cited for Egregious, Willful Safety Violations Following Fatal Building Collapse

OSHA has issued a total of 12 safety citations against Griffin Campbell, doing business as Campbell Construction, and Sean Benschop, doing business as S&R Contracting, following the 2013 building collapse that killed six people, and injured 14 in Philadelphia, PA. Campbell and Benschop were contracted to demolish a four-story building adjacent to a Salvation Army Thrift Store.

During OSHA's investigation of the incident, inspectors found several violations of the agency's demolition construction standards. On the three days leading up to the collapse, the three-story wall adjacent to the thrift store was not sufficiently supported. Campbell removed critical, structural supports from lower floors prior to the removal of the upper floors. He also failed to complete an engineering survey.

"Campbell Construction and S&R Contracting sacrificed worker and public safety through the deliberate neglect of demolition fundamentals," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "This tragic accident could and should have been prevented." Proposed penalties total \$313,000 against Campbell Construction and \$84,000 against S&R Contracting.

Company Cited for Violations Including Lockout/Tagout after Worker Fatality in Wisconsin

White Cedar Shingles, Inc., has been cited for nine safety violations after a worker was fatally injured while servicing machinery that had not been locked-out to prevent unexpected startup. Citations include two willful violations for failing to train workers in hazardous energy control procedures and failing to install lockout/tagout devices for maintenance and cleaning of machinery. Proposed fines total \$156,240. Due to the nature and severity of violations, the company has been placed in OSHA's Severe Violator Enforcement Program, which mandates targeted follow-up inspections to ensure compliance with the law.

Manufacturer Faces \$115,000 in Fines for Serious Safety Violations Including Arc Flash Hazard

OSHA has cited Foss Manufacturing Co., LLC, for 21 serious violations of workplace safety standards at its Hampton, NH plant. The nonwoven textiles manufacturer faces \$115,000 in fines following an inspection in response to a worker's complaint. Violations cited include; failing to protect a worker exposed to an arc flash where electrical equipment had not been de-energized prior to servicing, failing to provide fall protection equipment including face shields and insulated gloves, identifying confined workspace hazards, and not providing workers with adequate entry safeguards.

Fertilizer Company Cited Following Deadly Ammonium Nitrate Explosion

OSHA has cited Adair Grain, Inc., DBA West Fertilizer Co., with 24 serious safety violations at its West, TX facility for exposing workers to fire/explosion hazards of ammonium nitrate, and liquid burns and inhalation hazards from anhydrous ammonia storage and servicing. Proposed penalties total \$118,300.

"The tragic loss of 15 lives, including 13 first responders underscores the need for employers that store and handle hazardous substances like ammonium nitrate to ensure the safety of those materials – not just for workers at the facility, but for the lives and safety of emergency responders and entire communities," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "Employers are responsible for knowing the hazards that exist in their facilities and working with the surrounding community to ensure the safety of first responders."

Following the tragic events in West, TX, President Obama signed an executive order directing federal agencies to work with stakeholders to improve chemical safety and security through agency programs, private sector initiatives, federal guidance, standards and regulations.

Wyoming OSHA Cites Sinclair Refinery for \$707,000 in Proposed Fines for 22 Violations

OSHA cited the Sinclair Wyoming Refining Company with \$707,000 in fines for 22 violations found at the company's Sinclair, WY refinery operation. The violations are the result of a 2013 inspection which stemmed from an employee complaint and several gas releases that Sinclair voluntarily reported to OSHA.

Conditions found during the inspection include: Insufficient or no processes, and no corrective action available or taken for a documented history of hydrogen sulfide and sulfur dioxide releases; inadequate or no training provided for operating procedures for processes and hazards associated with the operation of the facility; and, an emergency eyewash safety shower out of service despite three previous citations.

Illinois Company Cited for Safety Violations after Workers Seriously Injured in Explosion

OSHA has cited Fox Valley Systems, Inc., for 26 safety violations following an explosion and fire that resulted in serious injuries to three employees in March 2013 at the Cary, IL plant. Flammable vapors ignited in the production facility resulting in an explosion and fire that caused extensive damage to the building and the interconnected aerosol-propellant charging rooms. Multiple violations of OSHA's process safety management standards for facilities that use highly hazardous chemicals were found at the facility. Other violations included locked doors impeding exit routes and snow blocked exits which slowed employees from exiting the plant quickly. Proposed penalties total \$262,000.

\$1.3 Million in OSHA Citations, Criminal Penalties in Death Of Worker

Adams Thermal Systems, Inc., has entered into a deferred prosecution agreement with OSHA and the U.S. Attorney's Office to pay more than \$1.3 million to resolve criminal penalties and OSHA fines levied as a result of the death of a worker, at the company's Canton, OH, plant.

Under the terms of the agreement, the company will pay the worker's surviving spouse \$450,000, a criminal fine of \$450,000 and the full OSHA fine of \$435,000. OSHA's investigation found the worker was fatally crushed in a machine used to make radiator cores, after management instructed and authorized workers to bypass the manufacturer's barrier guard in order to adjust the machine to keep it running.

"Adams Thermal failed to provide a safe workplace, and those conditions ultimately took the life of a worker. There is no excuse for an employer to compromise safety to keep production running," said Assistant Secretary of Labor for Occupational Safety and Health, Dr. David Michaels. "No one should ever lose their life for a job."

Hagel Metal Fabrication Cited by OSHA after Worker Fatally Crushed by Unguarded Machine

Hagel Metal Fabrication, Inc., has been cited by OSHA for safety and health violations after a 23-year-old worker, and Iraq war veteran, was fatally crushed in 2013 by an automated laser-cutting machine.

During this investigation, workers made formal complaints, prompting two additional OSHA inspections at the East Peoria, IL, metal manufacturing plant. Violations include failing to provide protective machine guarding, failing to lock-out sources of hazardous machine energy, and failing to protect workers from fall hazards. Proposed penalties totaled \$317,000.

"The company failed to implement the most basic of safety precautions - and the result was a terrible tragedy. This case demonstrates an egregious disregard of worker safety and health," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels.

"Employers have a responsibility to provide a safe workplace."

DOL Settles with Waste Management Company in Heat Related Death of Temporary Worker

OSHA has reached a settlement agreement with Waste Management of New Jersey, Inc., to abate violations involving excessive heat hazards that resulted in the death of a temporary worker in June 2012.

The settlement resolves litigation that began after OSHA's investigation led to a citation for one serious violation of the agency's general duty clause. A temporary worker employed as a garbage collector, died while picking up trash on a collection route in Hopewell Borough.

The agreement calls for the company to implement safety procedures to prevent heat-related illness and death, including using a work/rest regimen that allows new or returning workers to acclimate to working in the heat; training all workers, including temporary employees, contractors, and part time employees, on the symptoms of heat induced illness and methods of preventing such illnesses; and providing cool water and encouraging employees to drink 5 to 7 ounces of fluid every 15-20 minutes instead of relying on thirst.

Ohio Corporation Fined \$293,700 for Struck-by, Crushing and Amputation Hazards

OSHA has cited Reliable Castings Corp. for 14 safety and health violations after an inspection found workers were exposed to struck-by, crushing and amputation hazards at the Sidney, OH, aluminum die castings manufacturing facility. Willful and repeat violations include failing to guard machines, develop lockout procedures for servicing equipment, and failing to protect workers from exposure to molten aluminum hazards.

"OSHA's inspectors found a facility with multiple hazards, and where safety was continually compromised," said Kim Nelson, OSHA's area director in Toledo. "Reliable Castings Corporation has a responsibility to train its workers and to implement all required safety procedures."

Tyson Foods Cited for Safety Violations after Worker's Hand Severed by Unguarded Machine

OSHA has cited Tyson Foods Inc. for four safety violations after a worker's hand was severed by an unguarded conveyor belt at the Hutchinson, Kan., prepared foods manufacturing plant. OSHA's investigation revealed that several untrained workers had been cleaning unguarded conveyor equipment that had not been locked out. Proposed fines total \$147,000.

"Removing guards and failing to train workers in proper lockout procedures is inexcusable," said Judy Freeman, OSHA's area director in Wichita. "Tyson Foods failed to ensure safety procedures, demonstrating a lack of commitment to workplace safety and health and resulting in a tragic injury."

Included in the citations to the employer was a willful violation for failing to lockout equipment before having workers conduct maintenance and failing to train workers on lockout/tagout procedures.

Quotables

"There is no present or future. Only the past happening over and over again." – Eugene O'Neill

BITS & PIECES

The War against "Doing the Right Thing"

Officials at Milford Haven School in Pembrokeshire County, Wales, punished Rhys Johnson, 14, for violating the dress code against shaved heads. He was helping raise money for an anti-cancer charity after a third relative of his contracted the illness. *And* North Andover (MA) High School punished honor student and volleyball captain Erin Cox for giving a drunken classmate a ride home. Cox was sober, but violated the school's "zero tolerance" attitude toward alcohol users.

Undignified Deaths

A forty-year-old woman was killed in a near-head-on collision in Spring Lake, FL, while leisurely riding her dirt bike, after dusk, on a back road, she was struck by her husband, who was also joy-riding in his all-terrain vehicle, and who also died. / A fifty-year-old man in Berne, NY, was killed while driving his all-terrain vehicle. Decapitating himself on nearly invisible wire strung across a road, one in a series of booby traps he had installed to protect his marijuana plants. / A 52-year-old man was killed in an explosion in Rowan County, KY, when he lit a cigarette while hooked up to an oxygen supply. The man had already survived three explosions under the same circumstances.

Latest Religious Messages

Various studies show church-goers to be happier, more optimistic, and healthier than other people. Leaving some atheists and agnostics to question whether the church experience could be fruitfully replicated, minus the belief in God. Hence, the "Sunday Assembly" was created in London, and has now spread to New York City and Melbourne, Australia, with 18 other proposed openings by year's end. Founders seek such benefits as "a sense of community," "a thought provoking (secular) sermon," "group singing" and an "ethos of self-improvement," exemplified by the motto "live better, help often, wonder more," and they hope that eventually Sunday Assembly will organize Sunday school, weddings, funerals and "non-religious baptisms."

Readers' Choice

Among the things mentioned in Public Policy Polling as being viewed more favorably than the U.S. Congress were hemorrhoids, the DMV and toenail fungus. The same firm's polling earlier in the fall showed Congress less likable than root canals, head lice, colonoscopies and Donald Trump, but back then, Congress did beat out telemarketers, Ebola virus and meth labs.

2014 LEAD TRAINING SCHEDULE

Type, Length and Price	Location	Course Dates
<u>Contractor Initial - 40 Hour</u> \$795 Per Trainee	Toledo Cleveland Columbus	Sep 29 – Oct 3 Jun 23 – 27 Aug 11 – 15 Oct 13 – 17 Dec 8 – 12 Jul 14 – 18 Nov 3 – 7
<u>Contractor Refresher - 8 Hour</u> \$195 Per Trainee	Toledo Cleveland Columbus	Aug 5 Oct 28 May 20 Jun 17 Jul 22 Aug 26 Sep 23 Oct 21 Nov 18 Dec 16 Sep 3
<u>Worker Initial</u> \$595 Per Trainee	The Contractor Initial and Refresher courses shown above satisfy Ohio Department of Health's requirements for Worker Classes.	
<u>Worker Refresher</u> \$195 Per Trainee	A Worker enrolling in these classes will be charged the lower fee shown in this section. Please call if you have <u>any</u> questions.	
<u>Inspector Initial - 24 Hour</u> \$475 Per Trainee	Toledo Cleveland Columbus	Oct 6 – 8 Jul 28 – 30 Sep 8 – 10 Nov 10 – 12 Nov 3 – 5
<u>Inspector Refresher - 8 Hour</u> \$195 Per Trainee	Toledo Cleveland Columbus	**Risk Assessor Refresher classes shown below satisfy the Inspector Refresher** **requirements of the Ohio Department of Health**
<u>Risk Assessor Initial - 16 Hour</u> \$320 Per Trainee	Toledo Cleveland Columbus	Oct 9 – 10 Jul 31 – Aug 1 Sep 11 – 12 Nov 13 – 14 Nov 6 – 7
<u>Risk Assessor Refresher - 8 Hr</u> \$195 Per Trainee	Toledo Cleveland Columbus	Aug 4 Oct 27 May 19 Jun 16 Jul 21 Aug 25 Sep 22 Oct 20 Nov 17 Dec 15 Sep 2
<u>Renovation, Repair and Painting Certification Initial - 8 Hour</u> \$189 Per Trainee	Toledo Cleveland Akron	Jul 2 Sep 4 Dec 17 May 28 Jun 19 Jul 9 Aug 28 Sep 17 Oct 23 Nov 24 Dec 3 Jun 13 Aug 20 Nov 26
<u>Renovation, Repair and Painting Refresher (Grandfather) - 4 Hr</u> \$95.00 per Trainee	Toledo Cleveland Akron	Jul 3 Sep 5 Dec 18 May 29 Jul 10 Aug 29 Sep 18 Oct 24 Nov 25 Dec 4 Jun 12 Aug 21 Nov 28

IF YOU HAVE ANY SPECIAL NEEDS OR NEED A REASONABLE ACCOMMODATION, PLEASE CONTACT US IMMEDIATELY

EPA RRP accredited classes for certification under Section 402 of TSCA

YOU ARE NOT ENROLLED IN ANY CLASS UNTIL YOU RECEIVE WRITTEN CONFIRMATION FROM US. CERTIFICATES WILL NOT BE ISSUED IF YOU ARE LATE TO CLASS. CERTIFICATES ARE HELD UNTIL PAID IN FULL.

Licensing courses approved by the Ohio Department of Health
 ODH Requires Refreshers Taken During Second Year of License Period

RRP CLASSES ARE ADDED AS CLASSES FILL UP – CALL FOR ADDITIONAL DATES

On Site Classes Available, Closed Enrollment - Your Location / Your Students - Priced per Day, Call for More Information

Lead Experts, P.O. Box 1390, Mentor, OH 44061-1390
Phone: 440-266-0403 / 800-259-8930 Fax: 440-266-0413

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