

Newsletter



Work. Home. Community
A Chapter of the National Safety Council

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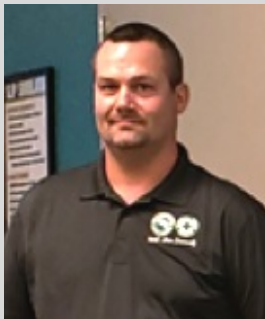
Message From the Executive Director

Hello everyone!

Well, October is here, and I am not sure how we got this far along in the year. I guess it's because we have been crazy busy and it has made the time fly. September 25th we held our Substance Abuse & Marijuana in the Workplace Seminar and it was a huge success. We were happy to see almost twice as many people join us this year than last year. We had a great group of speakers that gave a wide variety of views on substance abuse in the workplace, and we all gained a lot of information. We have a bit of momentum going on this and are excited to keep this moving forward in the future.



(pictured at right: Former Iowa State Patrolman Mike Haugen and wife Amanda talked about how addiction destroyed his career and nearly destroyed his family.)



Next, I would like to introduce the newest member of the Iowa-Illinois Safety Council team. We are proud to add Adam Fairchild to IISC's Training Department. Adam comes to the Iowa-Illinois Safety Council from the manufacturing industry with expertise in a wide variety of General Industry topics as well as being an instructor for the National Safety Council Advanced Safety Certificate and is finalizing his credentials as a General Industry Outreach Trainer. In addition to Adam's expertise within General Industry, he brings an excitement and passion for training others that is contagious. We couldn't be happier to have him on board. Adam can be reached at AdamF@iisc.org.

I wouldn't be doing my job if I didn't drop a teaser for our [67th Annual Professional Development Conference](#). Our theme for the year is "**Safety 2020: A Vision Beyond Compliance.**" We are excited to welcome internationally recognized expert in Organizational Culture and Behavior and Human Performance, Dr. Todd Conklin to open our conference on Thursday, April 22, 2020. Todd will be discussing Preventing Human Errors: What's Stopping us. Dale Lesinski will be the Friday morning keynote speaker with his presentation on "Safe 4 the Right Reasons". We will of course have all of our Wednesday Technical Sessions and numerous breakout sessions on Thursday and Friday. We are working on hard on getting the details ironed out and our conference will be here before you know it.



Also included in the conference is our Safety Awards Presentation/Luncheon. I encourage you all to look back over the last 6 months and visit what you have done to mitigate the hazards in your facilities. Our award application process is now open - so get those submissions sent in! Information on how to submit for the Safety Awards is in the next article down below. Don't let the hard work you have done over this past year go unrecognized.

Finally, I wanted to share some bittersweet news: Our Director of Membership and Account Management, Nancy Hankinson, is leaving IISC. As many of you know, Nancy is an east coast native, and has been in Iowa for a number of years. Nancy has decided to move back east for many reasons but the one I think we can all understand is being close to family. As much as Nancy is going to miss the winters here, we couldn't quite convince her to stay. We wish Nancy the best in her new endeavors, but will miss her and thank her for her years of service. Nancy's last day will be October 10th.

*Adam Lathrop
Executive Director
Iowa-Illinois Safety Council*

Quick Links

[IISC Website](#)

[Membership Info](#)

[Calendar of Events](#)

[First Aid Training](#)

[ASC Certificate](#)

[SSH Certificate](#)

[FREE Online](#)

[Audiovisual Library](#)

[Slip Simulator](#)

Upcoming Events

**Courses are taught in
West Des Moines, IA
unless otherwise stated.**

October 16-18:

Moline, IL

**First Aid Instructor
Development Course**

October 18:

Moline, IL

First Aid/CPR/AED/BBP

October 23-24:

**Process Safety
Management**

October 25:

**Defensive Driving 4 Hour
Course**

October 30 - November 1:

**OSHA 2255 Ergonomics
(SSH Course)**

Now is the Time to Start Thinking About Your 2019 Safety Awards Submissions!



It's that time again! Get a head start on the safety award process and get your submissions ready to be sent in. **Award submissions can be sent it now until Feb 14, 2020.**

February might seem like a long ways away but it will be here before you know it!

Recipients will receive their awards at our [Professional Development Conference & Expo](#) during the Awards Luncheon on April 24, 2020 in Dubuque, Iowa.

Available Awards:

- **Community Enrichment Award**
- **Hazard Control Recognition Award**
- **President's Award**

For more information about each award and how to submit for an award, visit our website at www.iisc.org/safetyawardsprogram

Questions? Please contact:

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Loss Control: A Guide to Hiring and Training Seasonal Employees

November 5-8:
Davenport, IA
**OSHA 510 - Standards for
General Industry**
(SSH Course)

November 12:
**Hazwoper 8 Hour
Refresher**

November 20-22:
**First Aid Instructor
Development Course**

November 22:
First Aid/CRP/AED/BBP

December 3-6:
Davenport, IA
**OSHA 511 Standards for
General Industry**
(SSH Course)

December 10-11:
**OSHA 10 Hour
Construction Industry**

December 10-13:
**OSHA 30 Hour
Construction Industry**

December 17:
Incident Investigation
(ASC Course)

January 14-17:
Davenport, IA
**OSHA 500 Trainer Course
for Construction**
(SSH Course)

January 21-24:
**Principles of Occupational
Safety and Health**
(ASC Course)

January 28-31:
OSHA 510 Standards for



Hiring seasonal workers is a necessity in some industries such as construction, manufacturing, agriculture, lawn care and retail. These workers can boost production during the summer, over the holiday season or when there's a large contract to fulfill.

There are various ways to find the necessary workers, from temp agencies to college and community college internship programs to recommendations from current employees or online job-seeking sites.

Whatever way these workers arrive at your company, EMC Senior Risk Improvement Representative Pat Kelley says there is one philosophy to follow as you bring these employees on board. "In a nutshell, seasonal workers must be treated just like permanent employees," he says.

This means that you must follow the same policies as when you hire your permanent workforce. You'll start with a written job description for seasonal workers. Other practices may include medical checks, drug tests, pulling MVRs and other pre-work screening. Depending on the work they will perform, you may review copies of licenses and certifications, and require standard government ID cards. If you are working through a temp agency, some of these checks may be handled by the agency.

Training Is a Big Deal

An area of concern is providing adequate training for the tasks temporary workers will perform, as well as the same safety training and personal protective equipment (PPE) as permanent employees receive.

Pat says, "It's easy to rush through training to get the seasonal hires on the job ASAP. And if the new temp is only going to be on the job for a few weeks or months, you may wonder if it's worth the time and money to run the temp through a full-scale course on procedures and safety."

He recommends thinking about the time spent on training in another way: If seasonal workers don't know how to perform the job and don't have a background on safety rules and regulations, they may make some major errors causing injury to themselves and others. According to the Bureau of Labor

Statistics, since 2012 more than 15% of U.S. occupational fatalities have been contract workers, and a 2013 ProPublica analysis found that temp workers are 72% more likely to be injured on the job than permanent employees. This demonstrates that time spent on training is worth it, even if the employee is short-term and even if the worker is employed by a temp agency.

With careful planning, it may be possible to shorten training time somewhat. For example:

- Assign these workers tasks that don't require as much training. By shifting workflow, permanent employees may be able to move into more complex jobs, leaving easier duties for the temps. This is contrary to what many companies do; it's common to hire temps to take on the most dangerous or repetitive tasks, which can be a mistake if you aren't providing the essential safety and procedural support.
- Keep the range of tasks and the number of work areas as narrow as possible so you have less training and fewer safety issues to worry about. If the new hire will spend no time on a ladder, no ladder safety training is needed.
- Consider where the employee will be working. If the area is not hazardous, it may require less safety training. Training for the specific job, rather than a complete picture of your facility, is only feasible if the worker stays in one area and doesn't cross into other danger-prone areas. For example, if the temp will unload trucks but not enter the manufacturing facility, safety training and techniques may provide details for moving and lifting heavy boxes. However, if that same worker must deliver the boxes to the warehouse shelves, you would also train on moving safely within the warehouse.
- Assign a mentor for the first few days or weeks so the seasonal worker picks up tips and important details while shadowing a permanent worker.
- Provide a written list of job duties and safety checklists so the temp worker can refer back to information you've provided verbally during training classes.

In addition, if the staffing agency you hire from offers the training, be sure it is thorough and covers the content your seasonal workers need to know to perform their tasks safely.

Find additional information in this OSHA resource, [**Recommended Practices for Protecting Temporary Workers**](#).

Include Temps on Your Team

Because seasonal workers may not feel committed to the job or your company, a common complaint of companies is that workers just stop showing up after a few days or a few weeks, often just after they complete training and before they become productive. They may not like the work or feel safe, or they may get a better offer.

Make an effort to bring the seasonal workers onto your team by:

- Offering competitive wages
- Providing perks to keep the employees engaged; after-

- work gatherings, free parking or other enticements
- Assigning a mentor to work closely with the new hires and ensure they have someone to help guide them, answer questions, solve problems and offer a listening ear for grumbling or complaints
- Letting them know they'll receive raise after a certain number of weeks on the job

Resource: EMC Loss Control Insights

Roadway Safety: Safety Strategies for Railroad Crossings



In 2018 alone, 99 people—a 10-year high—lost their lives because a motorist went around a lowered gate at a railroad crossing.

In fact, in the U.S., every four hours an individual or a vehicle is hit by a train and the majority of the incidents happen at a grade crossing, where the tracks meet the road.

September 22-28 was National Rail Safety Week and a fitting time to remind your drivers how to stay safe when driving near or across train tracks. Most fatalities involving trains are preventable and involve lapses of judgment, according to the National Safety Council, so reminding commercial drivers to be vigilant makes smart sense.

Every roadway-rail crossing fatality is preventable when drivers adhere to the following extra precautions:

- Never try to beat a train. When traveling at 55 mph, it takes a train at least a mile to come to a full stop.
- Slow down and yield when approaching a crossing. It's not just a safety precaution; it's the law. Stop behind the solid white line or at least 15 feet from the crossing.
- Never stop on the tracks. If your vehicle stalls on the tracks, get out immediately, walk to safety and call 911.
- Keep your vehicle off the tracks whenever the lights are on or the gate is down—even if you do not see a train approaching.
- Be aware that trains can suddenly appear at anytime of day or night.
- Be extra alert if there are two or more tracks—a second or third train may be approaching.
- If a gate is malfunctioning or there is a hazard on the

tracks, look for the sign that identifies that rail crossing then call the toll-free number on it to report the problem. More than 210,000 railroad crossings in the U.S. now feature such signage.

Resource: NETSWork e-Newsletter

OSHA: U.S. Department of Labor Approves New Respirator Fit Testing Protocols to Protect Workers from Airborne Contaminants



The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) today issued a [final rule](#) that

provides employers with two new fit testing protocols for ensuring that employees' respirators fit properly.

The new protocols are the modified ambient aerosol condensation nuclei counter (CNC) quantitative fit testing protocol for full-facepiece and half-mask elastomeric respirators, and the modified ambient aerosol CNC quantitative fit testing protocol for filtering facepiece respirators. Both protocols are variations of the original OSHA-approved ambient aerosol CNC protocol, but have fewer test exercises, shorter exercise duration, and a more streamlined sampling sequence.

These two quantitative methods add to the four existing in [Appendix A of OSHA's Respiratory Protection Standard](#), which contains mandatory respirator fit-testing protocols that employers must choose from to protect employees from hazardous airborne contaminants. The rule does not require employers in general industries, shipyard employment, and construction to update or replace their current fit testing methods, and does not impose additional costs.

The rule becomes effective September 26, 2019.

Resource: [OSHA.gov](#)

Jobs Available

Members Exclusive Benefit!

If your company is interested in posting a "position available" on IISC's website for safety, health and environmental professionals at no cost, please send the job information to iiscadmin@iisc.org.

Please send the URL if the job information is available online or pdf or word document. You must be a member of NSC/IISC.

New Members

B&G Foods
Ankeny, IA

[Member Benefits](#)



Need an AED? We Have All That You Need!

The Iowa-Illinois Safety Council has recently expanded its line of offered AED's and AED accessories. We now offer some of the best lines on the market and are able to help with competitive pricing to fit your budget. Brands such as Heartsine, Zoll, Philips, Physio Control, and more are offered at prices that meet or beat most of the current markets pricing. Please reach out to Dan at the Council with questions, or AED needs.

For more information contact:
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IISC Executive Sponsors





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The Iowa-Illinois Safety Council is a 501(C)3 non-profit organization.

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