

TOGETHER WITH **TOSHA** newsletter

February 2024



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A photograph showing the lower legs and feet of a person walking on a sidewalk covered in snow and ice. The person is wearing blue jeans, brown boots, and a brown coat. The background is blurred, showing a street with parked cars and buildings.

**Preventing Slips
on Snow and Ice**



Winter Workplace Safety: Preventing Slips on Snow and Ice

As winter descends upon us, it brings with it the beauty of snow-covered landscapes. However, it also presents challenges, especially when it comes to ensuring the safety of our employees in the workplace. One of the most common hazards during this season is the increased risk of slips and falls on snow and ice.

To create a safer work environment, it's crucial for all of us to be aware of the potential dangers and take proactive measures to prevent accidents. To prevent slips, trips, and falls, employers should clear walking surfaces of snow and ice and should spread deicer as quickly as possible after a winter storm. In addition, the following precautions will help reduce the likelihood of injuries:

- Wear proper footwear when walking on snow or ice. A pair of insulated and water-resistant boots with good rubber treads is a must for walking during or after a winter storm. Keeping a pair of rubber over-shoes with good treads that fit over your street shoes is a good idea during the winter months.
- Take short steps and walk at a slower pace so you can react quickly to a change in traction

when walking on an icy or snow-covered walkway.

- If your workplace has stairs or ramps, make sure they are equipped with sturdy handrails and grips. This provides additional support for employees navigating slippery surfaces.
- Place non-slip mats in key areas where moisture is likely to be tracked inside. These mats can absorb water and provide traction, reducing the chances of slips.
- Conduct regular inspections of outdoor areas to identify and address potential hazards promptly. Prompt action can prevent accidents and ensure a safer working environment.
- Encourage employees to communicate any unsafe conditions they come across. Establish a reporting system that allows for quick response to address any emerging issues related to snow and ice.

Remember, safety is a shared responsibility. By taking these precautions and fostering a culture of awareness, we can create a workplace that prioritizes the well-being of our team members, even in the challenging winter months. ☉

National Census of Fatal Occupational Injuries in 2022

The Bureau of Labor Statistics recently released its **National Census of Fatal Occupational Injuries in 2022**. There were 5,486 fatal work injuries recorded in the United States in 2022, a 5.7 percent increase from 5,190 in 2021, the U.S. Bureau of Labor Statistics reported. The fatal work injury rate was 3.7 fatalities per 100,000 full-time equivalent (FTE) workers, up from 3.6 per 100,000 FTE in 2021. These data are from the Census of Fatal Occupational Injuries (CFOI).

Despite consecutive increases in 2021 and 2022, transportation incidents were still down 2.6 percent from pre-pandemic levels in 2019 when there were 2,122 fatalities.

Roadway incidents involving motorized land vehicles increased 9.3 percent between 2021 and 2022, leading to a series high of 1,369 fatalities. Pedestrian vehicular incidents were down 3.6 percent in 2022 with 325 fatalities, which is the lowest number of fatalities since 2018.

Suicides increased 13.1 percent to 267 fatalities in 2022. This followed consecutive decreases in 2020 and 2021.

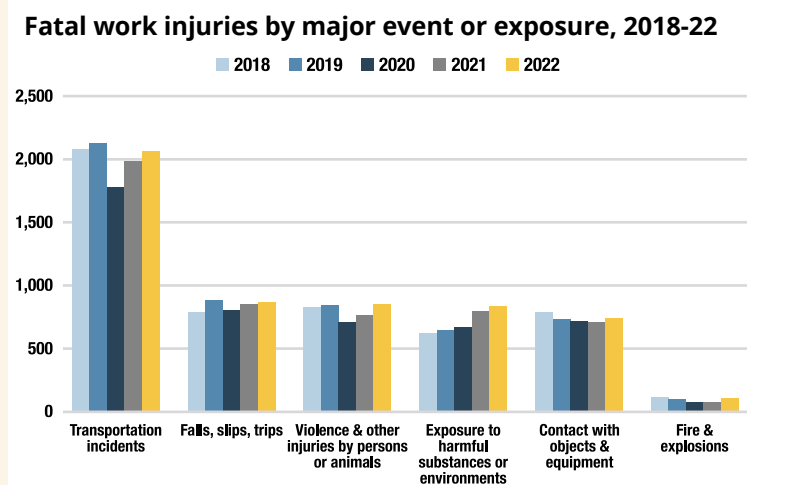
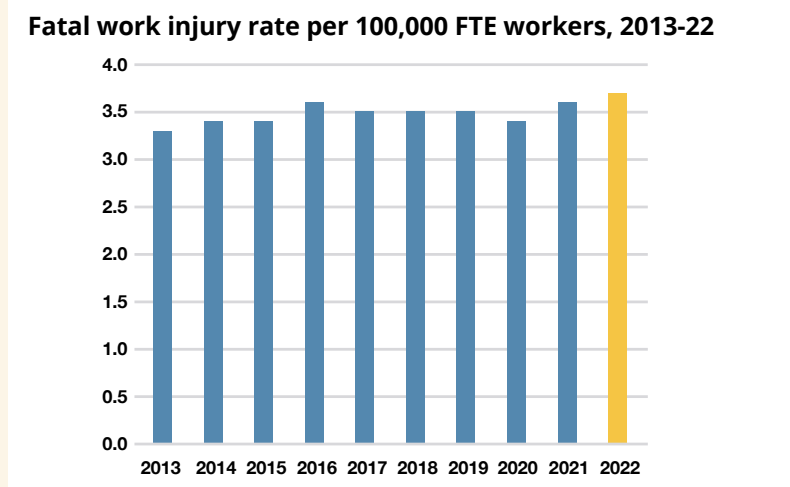
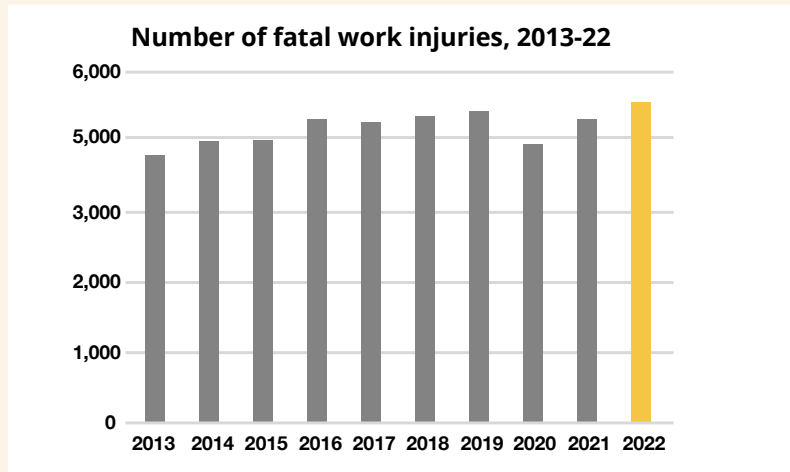
Exposure to harmful substances or environments increased 5.1 percent in 2022 and led to 839 worker fatalities. This increase was largely due to the increase in unintentional overdoses, which accounted for over 60 percent of fatalities in this category.

Fatalities due to exposure to temperature extremes increased 18.6 percent in 2022, rising to 51 from 43 in 2021. Fatalities specifically due to environmental heat were 43 in 2022, up from 36 in 2021.

Almost a quarter (24.6 percent) of fatalities due to homicides occurred while a worker was tending a retail establishment or waiting on customers.

Fatalities due to contact with objects and equipment increased 4.7 percent from 705 fatalities in 2021 to 738 in 2022. This is the highest count for this event category since 2018. Machinery was the source of 199 fatalities within this category.

Work-related fatalities due to falls, slips, and trips increased 1.8 percent in 2022, resulting in 865 fatalities, up from 850 in 2021. Most fatalities in this category (80.9 percent) were due to falls to lower levels, which had 700 fatalities in 2022. This was a 2.9-percent gain from 680 fatalities in 2021. 🕒





Simple Steps to Prevent Slips & Falls on the Job

Every year, hundreds of Tennessee workers experience the painful and sometimes debilitating consequences of slips, trips, and falls on the job. While some may seem innocuous, these incidents can lead to sprains, fractures, and even head injuries, often requiring hospitalization. One frequently overlooked but crucial factor in preventing these accidents is simple: clean walking surfaces.

Imagine rushing to fill an order, your mind preoccupied. Suddenly, your foot lands on an oil spill or wet floor, sending you skidding across the room. This scenario, familiar to many, highlights the dangers of wet surfaces. Spills, weather tracking in from outside, and even condensation can turn seemingly secure floors into treacherous ice rinks. But even dry surfaces harbor hazards. Dust, dirt, and debris can reduce friction, while worn floor coverings pose tripping threats.

Falls aren't just a physical concern. They can have financial consequences. Lost workdays, increased insurance rates, and decreased production impact both employee and employer.

How can you ensure safe steps for everyone? The answer lies in proactive cleaning and vigilance. Regular sweeping, mopping, and wiping up spills are essential. Using appropriate cleaning agents for different surfaces ensures optimal traction without damaging the material. Placing strategically positioned absorbent mats at entrances and high-traffic areas can trap moisture and debris before they become hazards.

Anything in the floor that shouldn't be becomes a potential tripping hazard. Boxes. Empty pallets. Scrap material (think remnant pieces of cut pipe/conduit, wood stock). Discarded packaging. All are easy for someone walking with their hands full to slip on or stumble over. Train your team to keep aisles clear and to clean as they go.

Cleanliness is just one piece of the puzzle. Proper maintenance of floors is crucial. Addressing cracks, uneven surfaces, and loose floorboards eliminates tripping hazards. Choosing flooring materials with optimal slip resistance, especially in areas prone to moisture, is another preventive measure. And let's not forget proper lighting! Poorly lit areas make it difficult to see potential hazards, increasing the risk of accidents.

Employers must ensure employees wear appropriate footwear for the environment and should train them to report potential hazards. Employers have an obligation to **maintain safe walking surfaces** through regular cleaning, inspections, and repairs. Everyone's vigilance plays a role in creating a safer environment.

Keeping walking surfaces clean may seem like a mundane task, but its impact is far-reaching. By prioritizing cleanliness and maintenance, we create safer spaces for everyone, mitigating the physical and financial burden of falls. Let's take a proactive approach and ensure that every step we take is a safe one. 🕒

Elderly School Employee Injured in Parking Lot Fall Due to Black Ice

An 81-year-old female employee slipped on black ice and fell, hitting her head on the asphalt in the parking lot of the elementary school at which she worked.

According to information gathered, the victim arrived at school and parked in the front visitors lot. After exiting her vehicle and as she reached the rear of her car, she slipped on black ice that had formed and hit her head on the asphalt. Shortly after, a bus driver noticed the victim lying on the ground. As the driver ran to assist the victim, she got the attention of other drivers to also help. One of the drivers went into the school to call for emergency personnel.

It was determined the school system had procedures in place for snow and ice removal as each school would have its maintenance personnel inspect the parking lot, driveway, and sidewalks before school started, as they would normally be the first at the schools each day. This was on display earlier in the week as the area experienced a snow event on 1/18/22 and schools were closed, but the maintenance personnel worked to clear the snow and throw salt on the sidewalks and parking lots. The schools were in session on 1/19/22. During the evening on 1/19/22, the area had rain move into the area along with a cold front, so the Director of Schools and the Transportation Supervisor drove the roads in the early morning hours of 1/20/22 to ensure the buses could travel the roads.



continues on page 6

Elderly School Employee Injured in Parking Lot Fall Due to Black Ice

continued from page 5

While turning around in the Summertown Elementary parking lot at about 4:15 a.m. the Director of Schools noticed a wet spot in the driveway, close to the school's front door. He drove to the area and got out of his car and tested the area and found it to be moving water that had not frozen. He then returned to his car and drove off and schools were open as normal. About three hours later, the victim arrived at the school. The maintenance person assigned to this school was out sick and no one else checked the sidewalk and parking area for black ice.

It was determined that the Lawrence County School System did not ensure that the walking/working surface was free of slip hazards by spreading salt on areas where there was ice. It did not have procedures in place for a backup person to remove snow and ice if the designated employee was not at work.

A citation was issued for 29 CFR 1910.22(a)(3). On 1/20/22, an employee, upon arriving to work, slipped and fell on ice that had formed on parts of the driveway and parking area of the school. ☉



Electronic Reporting



Last year, Federal OSHA announced a change to its electronic reporting requirements. You may read the press release [here](#). Tennessee OSHA, a state plan, has not completed the process to adopt these changes. When this is completed, TOSHA will post the effective dates on our website, publish them in a future version of this newsletter, and notify the public via social media. ☉

Final Rule will Help Contractors

Final rule will help employers distinguish between Employees and Independent Contractors. The U.S. Department of Labor published a rule to address how to analyze whether a worker is an employee or independent contractor under the Fair Labor Standards Act. Independent contractors in business for themselves play an important role in our economy – and this rule won't change that. What it will do is ensure employees receive the protections and benefits they are due. ☉

Resources available
Independent Contractor Final Rule
TN Code Annotated

Switch from Traditional Hard Hats to Safety Helmets

The U.S. Department of Labor's Occupational Safety and Health Administration announced that the agency is replacing traditional hard hats used by its employees with more modern safety helmets to protect them better when they are on inspection sites. Tennessee OSHA will implement the same requirement for its employees.

In 2020, the Bureau of Labor Statistics reported head injuries accounted for nearly 6 percent of non-fatal occupational injuries involving days away from work. Almost half of those injuries occurred when workers contacted an object or equipment, while about 20 percent were caused by slips, trips, and falls.

Dating back to the 1960s, traditional hard hats protect the top of a worker's head but have minimal side impact protection and lack chin straps. Without the straps, traditional hard hats can fall off a worker's head if the worker slips or trips, leaving the person unprotected. In addition, traditional hard hats lacked vents and trapped heat inside.

On November 22, 2023, OSHA published a **Safety & Health Information Bulletin** detailing key differences between traditional hard hats and more modern safety helmets and the advancements in design, materials and other features that help protect workers' entire heads



better. Today's safety helmets may also offer face shields or goggles to protect against projectiles, dust, and chemical splashes. Others offer built-in hearing protection and/or communication systems to enable clear communication in noisy environments.

The agency recommends safety helmets be used by people working in the construction industry and the oil and gas industry; in high-temperature, specialized work, and low-risk environments; performing tasks involving electrical work and working from heights; and when required by regulations or industry standards.

OSHA and TOSHA want employers to make safety and health a core value in their workplaces and are committed to doing the same by leading by example and embracing the evolution of head protection. 🎯

SAVE THE DATE



Tennessee
Safety & Health Conference

JUNE 10-12, 2024

**GAYLORD OPRYLAND
RESORT & CONVENTION CENTER
NASHVILLE, TN**



SAVE THE DATES
Safety Fest TN

April 29 – May 3, 2024

For more information visit: safetyfesttn.org

Registration will open in late March 2024.

Unseen Threats: Carbon Monoxide Exposures in the Workplace



In the hustle and bustle of the modern workplace, employees often face myriad of occupational hazards. While safety protocols are in place to protect workers from obvious dangers, there's a silent and potentially lethal threat that often goes unnoticed – carbon monoxide (CO). This colorless, odorless gas can pose serious health risks when present in sufficient concentrations.

Ensuring workplace safety is a fundamental responsibility of employers, and the Occupational Safety and Health Administration (OSHA) has established regulations to address various occupational hazards, including carbon monoxide (CO) exposure. OSHA sets a Permissible Exposure Limit (PEL) for CO at 50 parts per million (ppm) over an 8-hour workday to safeguard workers from adverse health effects. However, the Tennessee Occupational Safety and Health Administration's (TOSHA's) regulation is more stringent in General Industry at 35ppm using the **Z-1-A table**. TOSHA enforces **Table 1** under 29 CFR 1926.55 in the Construction Industry at 50ppm.

Carbon monoxide can be generated by various processes and equipment commonly found in workplaces. Some primary sources include

Combustion Engines, Heating Systems, Industrial Processes, and Generators.

Carbon monoxide interferes with the body's ability to transport oxygen, leading to a range of health issues. Short-term exposure to elevated levels of CO can cause symptoms such as headaches, dizziness, nausea, and confusion. Prolonged or high-level exposure may result in more severe consequences, including organ damage and, in extreme cases, death.

Employers are mandated to monitor CO levels in areas where employees may be exposed, implementing engineering controls such as proper ventilation systems to maintain a safe work environment. OSHA and TOSHA emphasize hazard communication, requiring employers to educate workers about CO risks, its sources, and the importance of adhering to safety procedures. In situations where engineering controls are insufficient, it may be necessary to use respiratory protection, and employers must ensure proper training and provision of adequate equipment. By aligning with OSHA and TOSHA regulations, employers not only comply with legal standards but also prioritize the well-being of their workforce, creating a safer and healthier workplace environment. 🕒

Together with TOSHA Quiz *Answers on page 11*

1 According to TN OSHA regulations, what is the Permissible Exposure Limit (PEL) for carbon monoxide in the General Industry, averaged over an 8-hour workday?

- A** 35 parts per million (ppm)
- B** 50 parts per million (ppm)
- C** 75 parts per million (ppm)
- D** 100 parts per million (ppm)

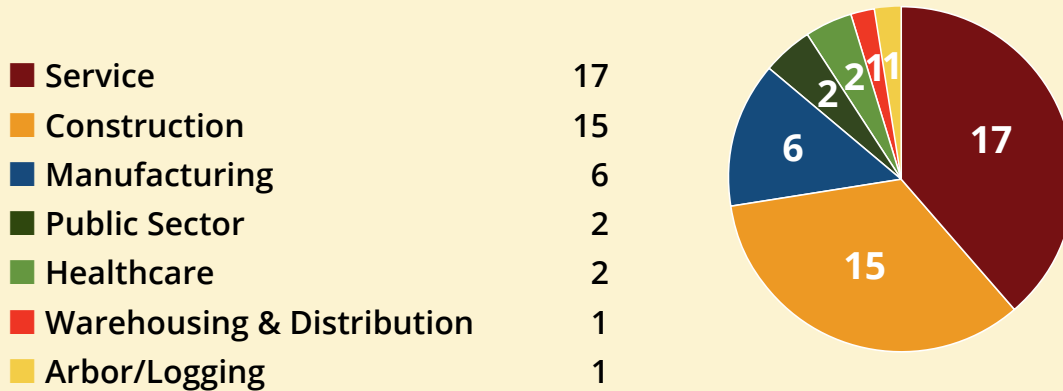
2 According to TN OSHA regulations, what is the permissible exposure limit (PEL) for carbon monoxide in the Construction Industry, averaged over an 8-hour workday?

- A** 35 parts per million (ppm)
- B** 50 parts per million (ppm)
- C** 75 parts per million (ppm)
- D** 100 parts per million (ppm)

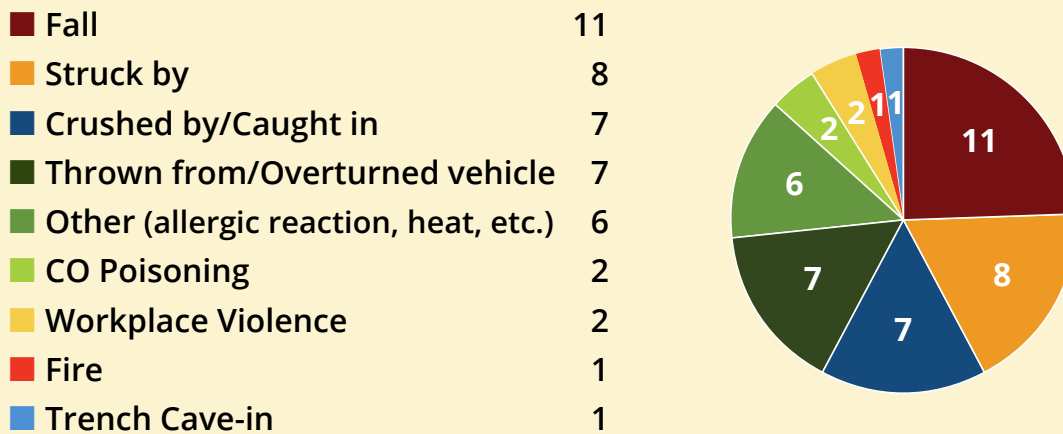


TOSHA Fatality Statistics (January – December 2023)

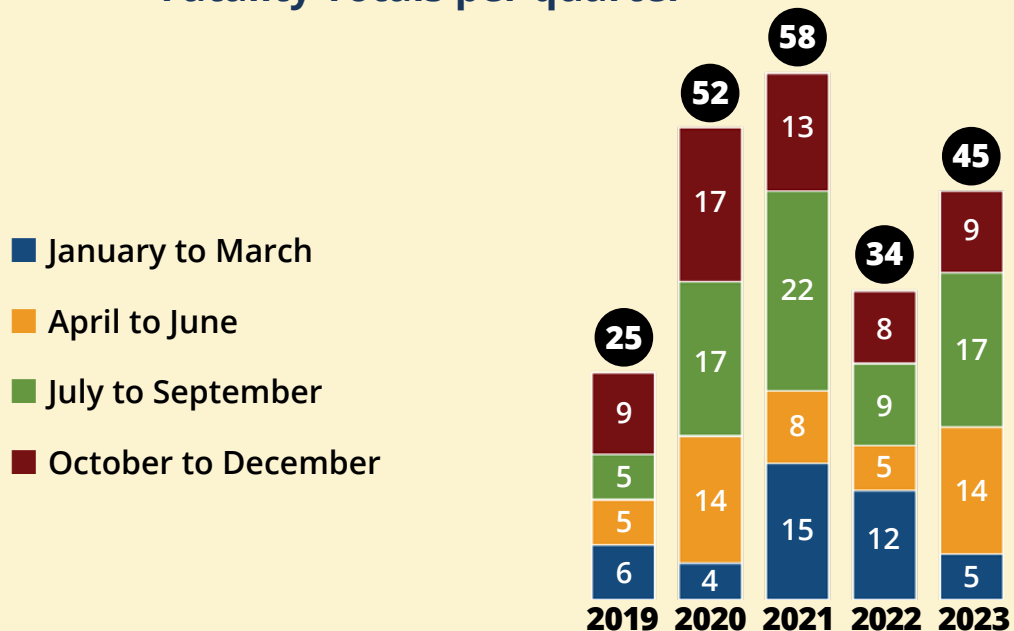
Industry; Number of Inspections (44)



Fatality Type; Number of Victims (45)



Fatality Totals per quarter



**The 2023 statistics may change due to findings during the TOSHA investigation.*

Volunteer STAR News



On October 5, 2023, TOSHA Assistant Administrator Larry Hunt presented the employees of Chemours in New Johnsonville with their Volunteer STAR Award as part of the site's sixth certification effort.



On November 2, 2023, Deputy Commissioner Dewayne Scott presented the employees of Energy Solutions in Oak Ridge with their Volunteer STAR Award as part of the site's fifth certification effort.



On November 16, 2023, TOSHA Assistant Commissioner Wendy Fisher presented the employees of John Deere Power Products in Greeneville with their Volunteer STAR Award as part of the site's fifth certification effort.



On December 18, 2023, TOSHA Assistant Commissioner Wendy Fisher presented the employees of Cintas in Kingsport with their Volunteer STAR Award as part of the site's first certification effort.

The Volunteer STAR is patterned after the OSHA Voluntary Protection Program and recognizes the best of the best in safety and health programming and performance. Qualified candidates must demonstrate that they have performed in a manner that is below the national average for injury and illness rates in their industrial classification. They must also have all the critical safety and health management system components in place and involve their employees in a manner that ensures total involvement in safety and health issues. Volunteer STAR is open to all manufacturers (NAICS codes 20 – 39). Programs must be in place for at least a year, prior to evaluation.

On average for 2022 the Tennessee Volunteer STAR sites experience three-year Total Case Incident Rates (TCIR) 66% below their industry average and three-year Days Away, Restricted or Transferred Case Rates (DART) 69% below their industry average. In 2022 there were twelve (12) sites that experienced a TCIR of 0.0 and there were fifteen (15) sites that experienced a DART of 0.0. There are 33 Volunteer STAR sites, covering approximately 26,000 employees in Tennessee.

For more information on Volunteer STAR, contact the VPP Manager at (800) 325-9901.

Did you know? TOSHA Consultative Services Provides Full Industrial Hygiene Sampling Services

TOSHA Consultative Services can assist smaller employers with personal IH monitoring for air and noise sampling and hazard assessment. This sampling can verify workers are not overexposed to PELs (Permissible Exposure Limits), help achieve abatement to TOSHA citations, assess respirator selection, evaluate engineering controls, and initial exposure monitoring requirements for expanded health standards (Subpart Z).

TOSHA Consultative Services follows OSHA analysis methods with calibrated equipment and uses a third party AIHA accredited laboratory.

The sampling is completely voluntary, with no out-of-pocket costs to the employers, and is confidential, and the results are provided in a written report to retain for your records per TOSHA Standards.

In FY 2023, TOSHA Consultative Services conducted sampling at 39 visits and collected 255 personal samples, which helped with identifying and reducing employee exposures to health hazards. ☺



For more information visit
[TOSHA Consultative Services \(tn.gov\)](https://www.tn.gov)

**TENNESSEE'S WORKFORCE
REIMAGINED**

Don't miss this podcast episode!
Tennessee OSHA's Consultative Services is featured on the "Tennessee's Workforce Reimagined" podcast. Garrett Rea, who oversees the Consultative Services Unit, discusses how the program works and how Tennessee employers can access this service at no cost.

[CLICK HERE TO LISTEN.](#)



Together with TOSHA Quiz

Answer to questions on page 8

Question 1: **A** 35 parts per million (ppm)

Question 2: **B** 50 parts per million (ppm)

Click any image to visit website

National Safety Stand-Down to Prevent Falls in Construction
May 6-10

March 25-29
Stand UP for Grain Safety Week

988
SUICIDE & CRISIS
LIFELINE

TOSHA SEMINAR SCHEDULE



- Basic Safety & Health
- Basic Safety for Utilities
- Forklift & Warehouse Safety
- Maintenance Related Standards
- OSHA 30-Hour for General Industry
- Record Keeping
- Walking, Working Surfaces



Department of Labor & Workforce Development

TOSHA

Small Business Safety and Health Handbook



Electronic Reporting

March 2, 2024, is the deadline for electronically reporting your OSHA Form 300A data for calendar year 2023

Form 300A Posting
Employers must post summary of injuries and illnesses recorded for year 2023 (February 1 to April 30)

Agency Links

[OSHA](#)

[Tennessee's Government Website](#)

[Tennessee Department of Labor & Workforce Development](#)

[Tennessee Occupational Safety & Health Administration \(TOSHA\)](#)

Useful Links

[File a Complaint](#)

[Video Library](#)

[TOSHA Publications](#)

[Safety & Health Conference](#)

Recognition Links

[TOSHA Safety Awards](#)

[VPP](#)

[SHARP](#)

The Tennessee Department of Labor and Workforce Development is committed to principles of equal opportunity, equal access, and affirmative action. Auxiliary aids and services are available upon request to individuals with disabilities.



Tennessee Department of Labor and Workforce Development; Authorization No. 337483, February 2019 ; This public document was promulgated for electronic use.



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