

# TOGETHER WITH TOSHA

newsletter

March 2024



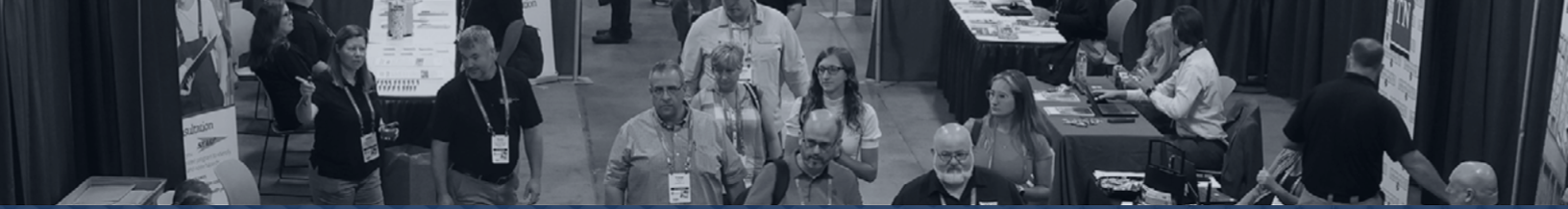
## Tennessee Safety & Health Conference Edition

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# LETTER

## *From Assistant Administrator*



The effective implementation of workplace safety and health programs can seem obvious to those of us in the occupational safety field. However, for a small business owner, a superintendent behind schedule on a project, or a busy retail store manager, “safety” is just one more thing to address on a never-ending list of things to do.

In this issue of our newsletter, TOSHA wants to do a couple of things. First, we want to spend a little bit of time on the free or low-cost things an employer can do to enhance safety and health in the workplace. Second, we want to make sure employers in Tennessee are aware of the annual **Tennessee Safety & Health Conference** co-sponsored by Tennessee OSHA in partnership with the **American Society of Safety Professionals** and the **Tennessee Chamber of Commerce & Industry**.



This conference will feature keynote speakers with meaningful lessons to teach about the impact of workplace safety on the employee. The conference will offer numerous one- to two-hour classes on topics covering the vast array of hazards seen in industry and construction. There is also an exhibition hall with vendors offering the goods and services employers need to maintain their safety and health programs.

If you can attend, we look forward to seeing you. If not, I hope you find something of value here to improve your safety program.



### Larry Hunt

ASSISTANT ADMINISTRATOR, TENNESSEE OSHA





# Toolbox Talks

Every day across Tennessee, employees are injured on the job. Most injuries are preventable. One of the ways to help create a safe workplace is through training. Today, young employees are entering the workforce and employees are transitioning into new careers later in life. An employer can't presume that "Everyone knows that's a hazard" because everyone doesn't.

**Training** doesn't necessarily mean ceasing production and setting aside a day or two to go over hazards present in your workplace. Many sites practice morning safety meetings or Toolbox Talks to continually refresh training so workers are aware of both hazards and the means available to protect themselves from harm.

While the topics discussed will vary based on the individual environment, there are a few topics that cover nearly every workplace. For example, Personal Protective Equipment (PPE) of some type is used in most industrial settings. In small groups you can train your staff when they need to wear PPE, what PPE is appropriate, and the limitations of PPE (don't use cloth gloves to protect yourself from a solvent that is absorbed through the skin). Instruct employees on how to put on, take off, and adjust PPE to get the proper fit for effective protection and on how to clean, maintain, and store protective equipment. And, importantly, instruct on how to replace missing or damaged PPE. Such training can occur in a few minutes and may make your employees more conscientious about wearing their PPE.

Other training topics might include:

**Emergency action plans:** what to do during a fire or weather event

**Hearing protection:** hazards of noise, audiograms, how to wear hearing protection (many people do not wear ear plugs correctly)

**Walking working surfaces:** clean up the floor (workers are hospitalized every month tripping over clutter)

**Lockout/Tagout:** This topic may be too big for a morning talk, but for line employees, awareness of the importance of a lock/tag can be helpful.

**Powered industrial trucks:** a big topic, but a Toolbox Talk can address sharing walkways with pedestrians, daily inspections, carry load low

**Machine guarding:** how (if) it should be adjusted, be aware of unguarded gears, sprockets, etc., what to do if you see a missing guard

**Heat stress:** symptoms of heat exhaustion and heat stroke, importance of hydration with cool water or sports drinks, use of buddy system to monitor employees, location of air-conditioned or shaded areas for recovery

Awareness of hazards in the workplace is the first step in preventing an injury in the workplace. Review **OSHA's QuickCards** and **Fact Sheets** for resources and topics. ☉

# Emergency Action Plans: Ensuring Workplace Safety

In the dynamic landscape of workplaces, emergency situations can strike unexpectedly. Whether it's a fire, a tornado, or any other crisis, having a well-prepared Emergency Action Plan (EAP) is crucial for safeguarding employees and minimizing risks. The Occupational Safety and Health Administration (OSHA) recognizes the importance of EAPs and mandates their implementation under 29 CFR 1910.38. Let's delve into the key aspects of these plans.



## Legal Requirements

Applicability: OSHA requires employers to establish and maintain an EAP whenever any standard in 29 CFR Part 1910 necessitates one. **These requirements apply to each specific EAP<sup>1</sup>.**

## Written and Oral Plans:

An EAP must be in writing, kept in the workplace, and available for employee review. However, employers with 10 or fewer employees may communicate the plan orally. **Regardless of the format, the plan must cover essential elements<sup>1</sup>:**

- **Reporting Procedures:** Clear instructions for reporting fires or other emergencies.
- **Evacuation Procedures:** Details on evacuation types (partial or full) and exit route assignments.

- **Critical Plant Operations:** Procedures for employees who remain to operate critical plant functions before evacuating.
- **Accountability:** Methods to account for all employees after evacuation.
- **Rescue and Medical Duties:** Guidelines for employees performing rescue or medical tasks.
- **Contact Information:** Names or job titles of employees who can provide additional information about the plan or explain their duties under it.

## Employee Alarm System:

Employers must have and maintain an employee alarm system. **This system should use distinctive signals for different purposes and comply with the requirements outlined in 29 CFR 1910.165<sup>1</sup>.**

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# Emergency Action Plans: Ensuring Workplace Safety

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**Training:** Designating and training employees to assist in a safe and orderly evacuation of their colleagues are essential. **These designated employees play a critical role during emergencies<sup>1</sup>.**

**Regular Review:** Employers must review the EAP with each covered employee under the following circumstances<sup>1</sup>:

- When the plan is developed or when an employee is initially assigned to a job.
- When an employee's responsibilities under the plan change.
- Whenever the plan itself undergoes modifications.

## Fires and Tornadoes

While EAPs cover a range of emergencies, let's focus on fires and tornadoes:

### Fire Emergencies

**Reporting:** Employees should know how to promptly report fires. This includes activating alarms and notifying designated personnel.

**Evacuation Routes:** Clear evacuation routes must be established, and employees should be familiar with them. Exit signs and maps play a crucial role.

**Critical Operations:** Employees operating critical plant functions should follow procedures to ensure safety before evacuating.

**Accountability:** After evacuation, accounting for all employees is vital.

**Fire Wardens:** Designate fire wardens responsible for guiding others during evacuations and assisting with fire-related tasks.

## Tornado Emergencies

**Early Warning:** Monitor weather alerts and tornado watches. Employees should know where to seek shelter.

**Safe Areas:** Identify tornado-safe areas within the facility (e.g., basements, interior rooms, or storm shelters).

**Evacuation vs. Sheltering:** Depending on the situation, employees may need to evacuate or seek shelter.

**Communication:** Establish communication channels to relay information during tornado warnings.

**Drills:** Regular tornado drills help employees practice safe procedures.

Remember, an effective EAP can save lives and minimize damage. Regular training, clear communication, and thorough planning are essential components of workplace safety. ☉

**Stay prepared, stay safe!**

**<sup>1</sup>: 29 CFR 1910.38  
Emergency action plans  
Occupational Safety and Health  
Administration**



# The Crucial Role of Personal Protective Equipment (PPE) in Construction Safety

In construction environments, safety takes center stage. Personal Protective Equipment (PPE) plays a pivotal role in safeguarding workers from potential hazards. **As per 29 CFR 1926.28, employers are legally obligated to ensure the use of appropriate PPE in all operations where hazardous conditions exist<sup>1</sup>.**

## Legal Requirements

**Employer Responsibility:** Employers bear the responsibility of enforcing the use of suitable PPE. This applies to any situation where employees face exposure to hazards. **Whether it's a bustling construction site or a confined space, PPE is non-negotiable<sup>1</sup>.**

**Written Regulations:** Detailed regulations governing the selection, use, and maintenance of PPE are outlined in Subpart E of 29 CFR Part 1926. **Employers must familiarize themselves with these guidelines to ensure compliance<sup>1</sup>.**

## Protecting Vital Areas

### Eyes and Face Protection

- **Safety Glasses:** Shield eyes from flying debris, dust, and chemicals.
- **Face Shields:** Provide additional protection against larger particles and splashes.
- **Welding Helmets:** Essential for welders to prevent arc flash injuries.

### Head Protection

- **Hard Hats:** Defend against falling objects, impacts, and electrical shocks. Different classes of hard hats cater to specific hazards.
- **Safety Helmets:** Greater side impact protection, straps to hold protection in the event of slip, trip, or fall.



### Hand Protection

- **Gloves:** A diverse range of gloves exists for various tasks:
  - Cut-Resistant Gloves: Ideal for handling sharp materials.
  - Chemical-Resistant Gloves: Guard against hazardous substances.
  - Heat-Resistant Gloves: Crucial for welding and hot work.
  - General Utility Gloves: Offer basic hand protection.

### Foot Protection

- **Steel-Toed Boots:** Shield toes from heavy objects and compression.
- **Electrical Hazard (EH) Boots:** Insulate against electrical shocks.
- **Slip-Resistant Soles:** Prevent slips and falls on slippery surfaces.

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# The Crucial Role of Personal Protective Equipment (PPE) in Construction Safety

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## Importance of Compliance

- **Reducing Hazards:** Properly worn PPE significantly reduces the risk of injuries. It acts as a barrier between workers and potential harm.
- **Legal Obligation:** Employers failing to enforce PPE compliance may face penalties and legal repercussions.
- **Worker Confidence:** When workers know they are protected, their confidence and productivity increase.
- **Industry Reputation:** A safety-conscious construction site enhances the company's reputation and attracts skilled workers.

## Conclusion

In the construction realm, PPE isn't just a choice — it's a necessity. By adhering to 29 CFR 1926.28, employers prioritize safety, ensuring that every worker returns home unharmed. Let's build a safer future, one hard hat and safety goggle at a time! 🕒

<sup>1</sup>: 29 CFR 1926.28 - Personal protective equipment.  
Occupational Safety and Health Administration



**Tennessee**  
Safety & Health Conference

**June 10-12, 2024**

**Opryland Hotel & Convention Center**  
**Nashville, Tennessee**







In 2024 the Tennessee Safety & Health Conference will feature speakers Chad Hymas and Laurel and Russ Youngstrom as they share their stories about the impact of workplace safety on their lives.



**CHAD HYMAS**  
**'24 TSHC**  
**OPENING KEYNOTE SPEAKER**

## **UNBREAKABLE: NAVIGATING SAFETY TO TRANSFORM LIVES**

Speaker, best selling author and influencer Chad Hymas will share how 23 years ago his life was irrevocably changed by a catastrophic accident that resulted in quadriplegia.



[tnsafetycongress.org](https://tnsafetycongress.org)  
June 10 - 12, 2024



**LAUREL AND RUSS YOUNGSTROM**  
**'24 TSHC**  
**FEATURED SPEAKER**

## **MOVING SAFETY FROM THE HEAD TO THE HEART**

Motivational Speakers and Safety advocates Laurel and Russ Youngstrom will share the experiences of a husband and wife living with paraplegia as the result of a careless workplace decision.



[tnsafetycongress.org](https://tnsafetycongress.org)  
June 10 - 12, 2024



# Shielding Workers from Harm: Machine Guarding Explained



**M**achine guarding, mandated by OSHA standard 29 CFR 1910.212, is a crucial workplace safety measure. It involves installing physical barriers or safety devices to protect employees from hazards associated with operating machinery.

These hazards can be brutal, resulting in injuries ranging from cuts and amputations caused by sharp edges and moving parts to other injuries from flying debris and electrical components. Effective machine guarding significantly reduces the risk of such accidents.

The standard emphasizes guarding the “point of operation,” the area where material is fed into or processed by the machine. This is a high-risk zone, and guards here should prevent any employee contact during operation.

OSHA doesn't prescribe a single guarding method. Employers have flexibility, choosing from options like fixed barriers, two-handed controls, or electronic safety devices. The key is to ensure the chosen method effectively shields workers from the specific hazards presented by the machine.

Guards must be secure, well-maintained, and strong enough to withstand normal use. They shouldn't create new hazards themselves, with features like sharp edges or awkward positioning.

Machine guarding is an investment in worker safety and well-being.

By implementing effective guarding measures as outlined in 29 CFR 1910.212, employers can create a safer work environment and minimize the risk of serious injuries or fatalities. ☺

## '24 Tennessee Safety & Health Conference Gaylord Opryland Hotel Nashville, Tennessee June 10 - 12

Use the below link to book your room at the Gaylord Opryland for this year's conference by May 8.

<https://www.tnsafetycongress.org/about/gaylord-opryland/>



# 10-Hour General Industry Course: Empowering Workers for Workplace Safety



This year the Tennessee Safety & Health Conference is offering a training program called the 10-Hour General Industry Course. This course equips entry-level workers in various industries, excluding construction, agriculture, and maritime, with the knowledge and tools to identify, avoid, and prevent workplace hazards.

The program delves into core safety and health concepts, empowering workers to participate actively in creating a safer work environment. Over the course of 10 hours, participants will gain valuable insights into:

- Recognizing Workplace Hazards
- Safe Work Practices and Procedures
- Understanding Workers' Rights and Employer Responsibilities
- Communication and Reporting

OSHA-authorized trainer Bryan Lane will deliver the 10-Hour General Industry Course over two days of the conference. Upon successful completion, workers receive a completion card, a valuable credential demonstrating their basic safety knowledge.

Overall, the 10-Hour General Industry Course plays a valuable role in promoting a culture of safety in workplaces. By empowering workers with essential safety knowledge, the program contributes significantly to reducing workplace injuries and illnesses. 🎯



The sessions of the Tennessee Safety & Health Conference are chosen to represent the widest array of common workplace hazards, as well as provide forward-thinking presentations that communicate how advances in technology can assist an employer in creating a safe workplace.

**Among the topics that will be presented this year:**

- Respiratory Protection
- Safety Leadership
- Process Safety Management
- Safety and Artificial Intelligence
- OSHA Recordkeeping
- Construction Safety
- Root Cause Analysis
- Electrical Safety
- Auditing Best Practices
- Lockout/Tagout
- Machine Guarding



Presenters usually make themselves available to attendees to answer specific questions. Conference attendees also have access to a host of Environmental Health and Safety professionals on the exhibit floor to seek information about products, services, and best practices.