

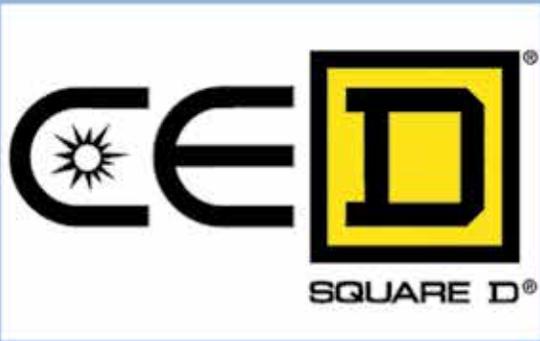
A close-up, rear view of a construction worker wearing a yellow long-sleeved shirt, blue jeans, and a red safety harness. The worker is standing on a construction site with wooden framing visible in the background. The word "DISPATCH" is overlaid in large, bold, black letters with a white outline at the top of the page.

DISPATCH

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- 08** *Tips and Ideas for Addressing Heat for Delivery Drivers and Warehouse Workers*
- 11** *Should Deductions from Exempt Employees Pay for Vacation?*
- 16** *2022 National Trench Stand Down* (v1 06/2022)*



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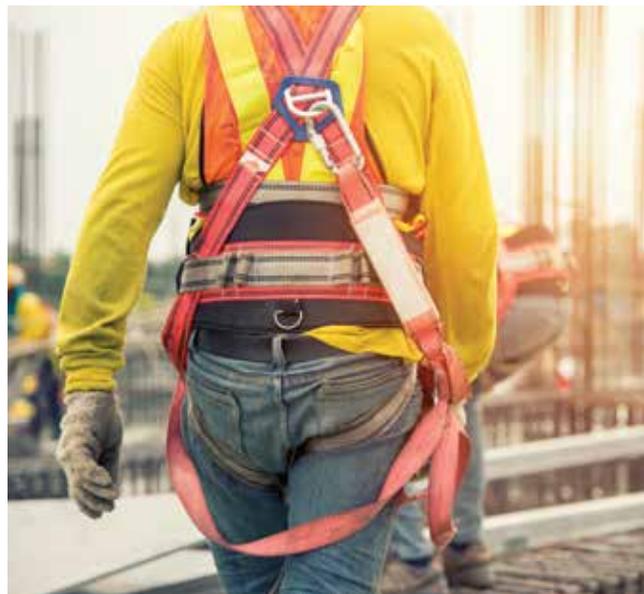
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BY HELENE WEBSTER,
EXECUTIVE DIRECTOR

IEC TX Gulf Coast is Proud to Bring a New Telecommunication Technician Department of Labor Approved Apprenticeship Program to Electrical and Telecommunication Systems Contractors!



IEC is proud to bring a DOL Approved Telecommunication Technician Apprenticeship Program to All Systems Contractors!

This program will fully indenture and train telecommunication apprentices in:

- OSHA Safety
- Internet of Things (Very hot subject right now)
- Core Business Competency and much more!

**But the real kicker that makes this program so special is BICSI Certifications!

Every year of this training includes a BICSI Certification Training, and the cost also covers the Exams!

BICSI Installer 1
BICSI Installer 2 - Copper
BICSI Installer 2 - Optical Fiber
BICSI Technician

Also includes Firestopping Certification and other very important topics for the Power over Ethernet (PoE) - Telecommunication Wave of the Future!

*Systems Contractor must already be a member or Join the IEC TX Gulf Coast Chapter – **Contact Kandi Lankford, Membership Director at 713.869.1976 - for membership information.**

*Apprentices must enroll through the IEC – **Contact Alyssa Goodin, Administrative Assistant 713.869.1976 for enrollment paperwork.**

*Apprentices must be able to attend classes (in person) at the San Jacinto College Campus – One evening per week.

WANT TO KNOW MORE?

Below is the Schedule for the Courses Packed into this Program!

FIRST YEAR	SECOND YEAR	THIRD YEAR	FOURTH YEAR
OSHA 30 Safety	Telecommunications II – IT Fundamentals	Core Business Competencies	Network Security – Physical and Cyber
Electrician’s Math	BICSI –Installers 2, Copper	BICSI –Installer 2, Optical Fiber	BICSI – Technician
BICSI Installer 1	Internet of Things	Blueprint Reading	BG101 Foundations of Telecommunications Bonding and Grounding
Telecommunications 1 – Fundamentals of Structured Cabling	Electrical Theory I	Electrical Theory II	BG102 Best Practices for Telecommunications Bonding and Grounding

Contact IEC for more information! 713.869.1976.

Make sure you specify that you are calling about the Telecommunications Apprenticeship Program!



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- 🛠️ Best in class support by Square D experts
- 👥 Create long lasting attachment with your customers
- 🔍 Fleet Management view – Help reduce service calls with remote tracking of your customers' systems



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TIPS AND IDEAS FOR ADDRESSING

WEAT



FOR DELIVERY DRIVERS AND WAREHOUSE WORKERS



In the last two summers, reported heat-related hospitalizations to OSHA have declined in Southeast Texas.

Over the years, warehouse, especially the delivery drivers, have represented a significant number of the heat-related hospitalizations.

- In the summer of 2020, 6/13 heat hospitalizations, 46% were related to deliveries
- In the summer of 2021, 4/14 heat hospitalizations, 28% were related to deliveries

It's important to recognize that even though warehouse workers and delivery drivers may usually be under cover and in and/or out of the direct sunlight, they are still susceptible to heat-related illnesses and heat-illness prevention precautions are important. Evaluate all your workers heat exposures and include them in your heat-illness prevention plan as appropriate.

Tips for Warehouses and Delivery Drivers

- Remind drivers before they leave about heat illness signs and symptoms and to stay hydrated.
- Whenever possible park in the shade. Use a windshield screen to help reduce heat build-up in the cab.
- When drivers call in during the day, include a message or follow up to inquire whether they have been hydrating.
- Establish a system where drivers call in periodically to check on whether they are feeling okay and are staying hydrated.
- Use acclimatized helpers during hot weather to reduce the physical demands of the job.
- Schedule heavy jobs involving loading or unloading for early in the day.
- Wear loose clothing.

- Encourage light, healthy meals instead of fast food.
- Provide portable coolers, ice, and water for the driver to keep in the cab of their vehicle.
- Whenever a driver feels any symptoms of a heat-related illness, they should stop and call their supervisor or dispatcher immediately.
- Supplement water with hydration beverages to replace salts and minerals e.g. electrolytes lost from sweating.
- Select the right clothing.
- Use sunscreen on unprotected skin expose to the sun.
- Evaluate the use of protective film on the driver window that will block UV rays if allowed.
- Use polarized sunglasses to reduce glare and protect the eyes from UV rays.
- Encourage drinking water throughout the day even when not thirsty.
- Identify available restrooms at delivery locations and along the route. Facilitate restroom access at customer locations if needed.
- Evaluate the use of shorts instead of long pants.
- Ensure vehicle air conditioners are maintained.
- Use mechanical handling devices whenever possible instead of manually moving materials to avoid physical exertion.
- Consider loading trucks in conjunction with the route to avoid having to move or shuffle items to reach a scheduled delivery.
- Evaluate the facility in regards to ventilation and use of high velocity, portable, high volume/ low speed ceiling, and exhaust fans.
- Ensure any hot air discharged from systems doesn't reenter the facility.
- Consider the use of dehumidifiers, if possible, to reduce humidity.
- Designate a cooldown area and provide air conditioning in breakrooms.
- Insulate any heat-producing heavy equipment.
- Furnish employees with a fresh supply of cool drinking water. Let visiting drivers know where water can be obtained.
- Schedule heavy, physically demanding work for cooler times of the day such as the morning, and distribute the workload evenly throughout the day.

- Use screen doors to increase air flow while preventing entry of birds and vermin.
- Maintain proper inventory control to minimize time searching for items. Check twice and load once.
- Consider replacing the roof with materials that reduce heat that is transferred inside the warehouse.
- Look into PPE designed to cool, such as wet neck wraps and cooling vests.
- Have shaded areas for truck drivers to wait if indoor waiting rooms are unavailable.

Examples of Delivery and Warehouse Heat Hospitalizations

- Employee had finished unloading the trailer when they started experiencing tingling in their legs. He was transported to the hospital for heat exhaustion.
- Employee was conducting food deliveries and got overheated and nauseated. He suffered heat exhaustion/dehydration that resulted in his hospitalization.
- Driver passed out on a customer's loading dock while standing and talking to another employee.
- During his route delivering merchandise, an employee was unloading food products and began feeling light-headed and disoriented. Hospitalized for dehydration.
- A temp employee was loading/unloading tires and experienced cramps. He drank water and it relieved the cramps some, but not completely. He went on break after finishing the load of tires and began feeling cramps again which were getting worse. The company told him to call 911 himself. After asking the company again, he called and EMS arrived. He was taken to the hospital and was hospitalized for severe dehydration and heat exhaustion.
- Delivery driver was delivering to his last stop and felt like his blood sugar was getting low. He asked the customer that he was delivering to for a soda, and he told them he felt better after drinking it. Later during the delivery, he felt cramps all over his body and was taken by ambulance to the hospital. He was kept overnight for dehydration.

- Warehouse employee was performing maintenance outside when he began feeling light-headed and disoriented. He sat down for a period of time and as he got up from the chair, he collapsed from a heat-related illness.

Delivery drivers in many situations work alone. They may have heavy, physical work in between periods of driving. Air conditioning, if it's installed, may keep them cool but it doesn't maintain hydration. We see in many reported heat-related cases that it was a coworker or another person who recognized them as suffering from a heat-related illness. Being a lone worker means that the "buddy system," an important aspect of identifying heat-related signs and symptoms, isn't there. That is why it's especially important that workers are trained so they can self-monitor and have supervisors periodically check up on them.

**DISCLAIMER: This information has been developed by an OSHA Compliance Assistance Specialist and is intended to assist employers, workers, and others improve workplace health and safety. While we attempt to thoroughly address specific topics [or hazards], it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in this presentation. This information is a tool for addressing workplace hazards, and is not an exhaustive statement of an employer's legal obligations, which are defined by statute, regulations, and standards. This document does not have the force and effect of law and is not meant to bind the public in any way. This document is intended only to provide clarity to the public regarding existing requirements under the law or agency policies. It does not create (or diminish) legal obligations under the Occupational Safety and Health Act. Finally, OSHA may modify rules and related interpretations in light of new technology, information, or circumstances; to keep apprised of such developments, or to review information on a wide range of occupational safety and health topics, you can visit OSHA's website at www.osha.gov. Narratives are rewritten for brevity and edited and may not reflect the final results of an investigation. The numbers and information are for accident prevention purposes and trending and is not intended to be a statistical study or evaluation. For questions, contact Jim Shelton, CAS, Houston North, shelton.james@dol.gov.*



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HR QUESTION OF THE MONTH



Should Deductions from Exempt Employees Pay for Vacation?



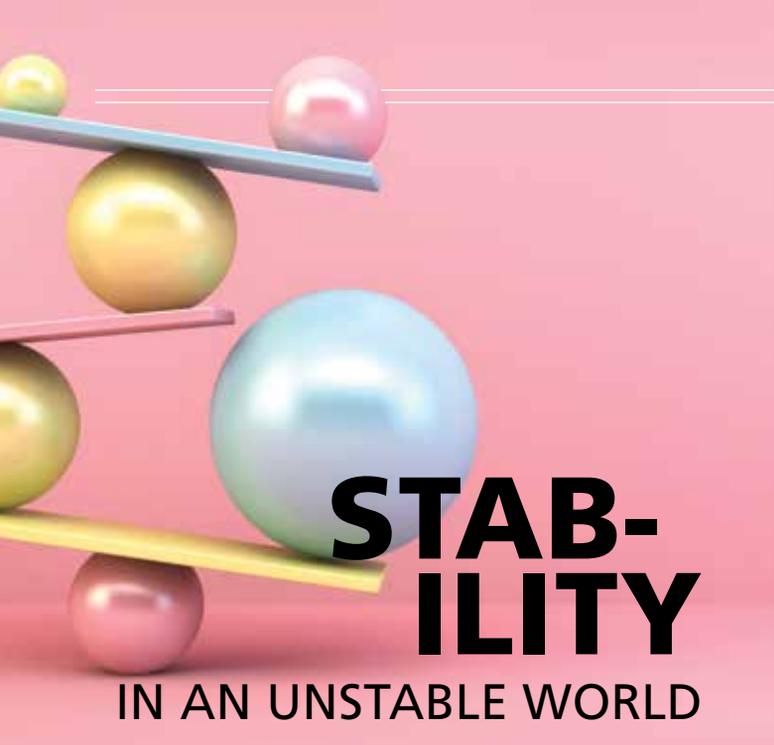
We have an exempt employee who is taking a few days off for vacation, but the employee has no paid time off (PTO) left. Can we deduct full-day absences from the employee's weekly salary? What about partial-day absences?

In general, an employer must pay an exempt employee the full weekly salary if the employee performs any work during the workweek. An employer does not need to pay an employee for any workweek during which he or she performs no work (for example, if an employee takes vacation for an entire workweek).

This general rule is commonly referred to as the "salary basis rule."

There are several exceptions to the salary basis rule, including for vacation. The U.S. Department of Labor's Fact Sheet #17G explains that an employer may make deductions from pay when an exempt employee is absent for one or more full days for personal reasons other than sickness or disability (for example, vacation). In contrast, partial-day deductions generally violate the salary basis rule, except if they occur in the first or last week of employment or for unpaid leave under the Family and Medical Leave Act. For example, if an exempt employee misses work for one and one-half days for vacation, the employer may only deduct for the full-day absence; the employer must pay the exempt employee a full day's pay for the partial day worked.

The rules above pertain to deductions from an exempt employee's pay. Note that different rules apply for deductions from an exempt employee's PTO balance. If an employer's policy gives employees PTO for personal absences such as vacation, then deductions from an exempt employee's accrued PTO account (in any amount, including partial days) to cover an absence under the policy do not violate the salary basis rule. The U.S. Department of Labor's Fair Labor Standards Act (FLSA) Overtime Security Advisor contains detailed information on these and other rules.



STABILITY

IN AN UNSTABLE WORLD



As a business owner in this time of economic uncertainty, the last thing you may be thinking about is life insurance. You hear about it frequently, and people may say you should have it, but is that really true? What benefits can come from having life insurance, and how can it help offer peace of mind for you and your business?

Life insurance is a versatile tool that can be used in a variety of ways to help meet both personal and business planning needs. You may want the security a life insurance death benefit can help provide, or the access to its cash value during challenging times. It also may offer meaningful guarantees and cash value potential that can help prepare you for the possibility of market volatility.

If you're thinking about buying life insurance coverage, you'll likely want to know how much the premium will cost. Life insurance premiums may be based on many factors, and the price of your policy will be determined by your unique situation. Although these variables can differ quite a bit by policy, there are a few common ones. The cost of life insurance coverage is generally based on age, health, and lifestyle, and may vary significantly from one individual to the next. It will also vary depending on the size and type of policy.

Life insurance policy benefits may be used for a variety of purposes for both personal and business uses, including providing survivor income, paying estate taxes and final expenses, estate equalization, funding buy-sell agreements, helping to protect and retain key employees, and lifetime access to the cash value of the policy, if any, when you need them.

Take a moment to consider how life insurance could help lead to a more stable, positive outcome for you should you need it. Consider your options, and reach out to your local marketing representative for more information on what benefits a life insurance policy could bring to you, your family, and your business.



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The Home Depot ProXTra Program

- Through the ProXTra Program, The Home Depot is able to contribute 0.5% of every dollar spent by IEC Members to the IEC Foundation. The IEC Foundation uses those funds for Scholarships, Apprentice Education, Chapter Development, Facility Improvements, and other programs.

The Equipment Grant Program

- IEC Foundation seeks to support not-for-profit organizations, to create opportunities introducing and guiding men and women to successful and satisfying careers in the electrical and communications industries through Equipment Grants.

IEC Foundation Scholarship Fund

- The IEC Foundation formed the scholarship fund exclusively for the charitable and educational purpose to award deserving and qualified students who have demonstrated drive, dedication and leadership in their pursuit of careers in the electrical industry.

Disaster Relief Fund

- The IEC Foundation has developed a special fund dedicated to supporting IEC chapters, chapter staff, instructors, and apprentices that have been affected by a natural disaster, serious accident, or catastrophic life event. By donating a tax-deductible contribution to the IEC Foundation Disaster Relief Fund, you can help those in need. Donations will be directly appropriated to a managed fund of the IEC.

IEC Foundation stakeholders provide critical support to IECF grants and scholarships. IEC's programs are regarded as among the best in the industry, and are recognized by the U.S. Department of Labor and State Apprenticeship Councils across the country.

"IEC and the Foundation helped me with tuition and became the perfect conduit to put me in touch with my current employer as one of their new engineers. I can't express in words how much I truly appreciate the help and support I have received, and still receive today from the IEC. I am also happy to have the chance to give back, whether it is sharing my story, going to high school career days, or community service events. I look forward to what the future holds for IEC, scholarship recipients, members, and my career which was jump-started with the help of IEC."

—Ross Sielhammer, IECF Scholarship Recipient

For more information, visit www.iec-foundation.org.

Planning for Extreme Weather Conditions



As temperatures around the world continue to rise, scientific studies indicate that extreme weather events are likely to become more frequent. Unusually hot summers, warmer winters, dangerous heat waves, fluctuations in precipitation throughout the United States, increases in severe storms and wildfires, and changes to flood events and drought patterns are all linked to climate changes.¹ These weather conditions can disrupt many aspects of your business—so what can you do to help keep it safe?

Clear Guidelines

Do you have an emergency preparedness and response plan for your business? If not, now is the time to put one together. Emergency planning is a year-round endeavor, but pay extra attention before the start of severe weather season in your area. Consider “best practices” before, during, and after a weather emergency, along with actions to address potential unique challenges specific to your business’ facilities and operations. Ensure your plan covers your most valuable assets and operations, conduct regular training, and make sure employees have access to your response plan should they need it.

Plan Ahead

Specific weather trends vary by region, so be sure to do your research. If your business is located in an area where extreme weather conditions occur, or are occurring more often, you may need to plan ahead to prepare for what could happen. Consider these tips:

- Regularly test and service your air conditioner, heater, and generator to ensure they are functioning properly.
- Inspect vulnerable areas of your business and make necessary repairs and fortifications in advance.
- Ensure emergency systems are functioning and up-to-date, and that employees know how to report and respond to emergencies.
- Utilize a checklist to streamline your planning process.

Check the Forecast

While weather forecasts aren’t 100 percent accurate, they can offer a good starting point for you. If you have employees who are out on the road, or who have long commutes, keep them in mind when scheduling. Most

meteorology services, such as the National Weather Service, publish their predictions a week or more in advance, and update them as conditions change. Start planning for road conditions early, but be prepared for last minute changes. If you deem the conditions too dangerous, keep your employees and vehicles off the road.

As extreme weather conditions continue to persist and intensify, keep in mind that you may need to plan for the highest ranking threats possible to be prepared for the worst. Emergency planning can help make your business more resilient, and better able to withstand potentially extreme weather events. Access Federated’s mySHIELD® or contact your local marketing representative for more information or resources.

Source:

1. U.S. Environmental Protection Agency. *Climate Change Indicators in the United States.* www.epa.gov/climate-indicators/weather-climate. Accessed 5/9/22.

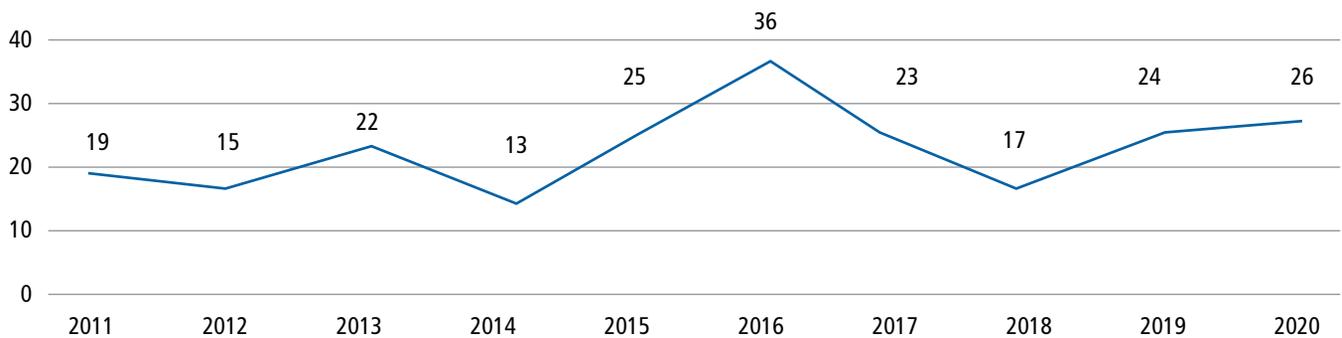
2022 National Trench Stand Down* (v1 06/2022)



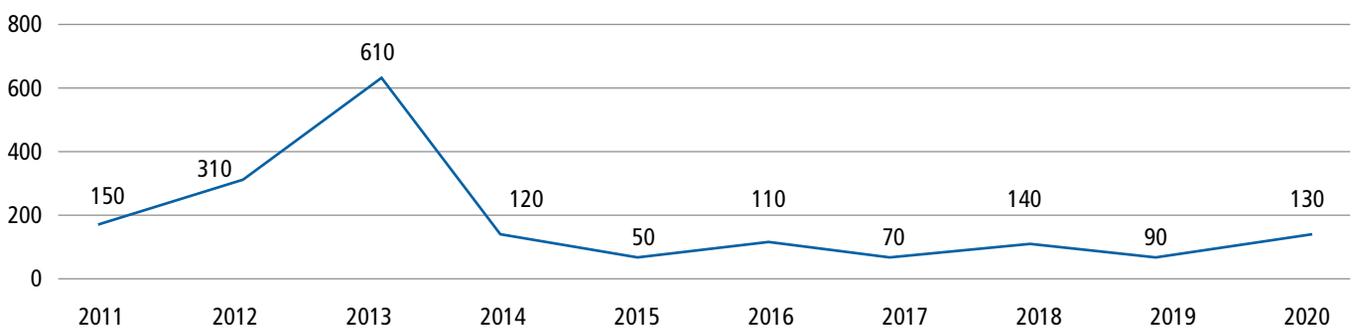
Trenching and excavation work presents serious hazards to all workers involved. Cave-ins pose the greatest risk and are more likely than some other excavation-related incidents to result in worker fatalities. One cubic yard of soil can weigh as much as a car and an unprotected trench can be an early grave.

- Protecting workers from excavation related hazards is a National Emphasis Program (NEP) and OSHA priority goal to increase the number of employees removed from excavation hazards. CPL-02-00-161_0.pdf (osha.gov)
- This stand down is an opportunity to spread the word on excavation safety and to review your training, programs, and procedures to ensure your workers are provided a safe working environment. Let's send everyone home safe—every day.

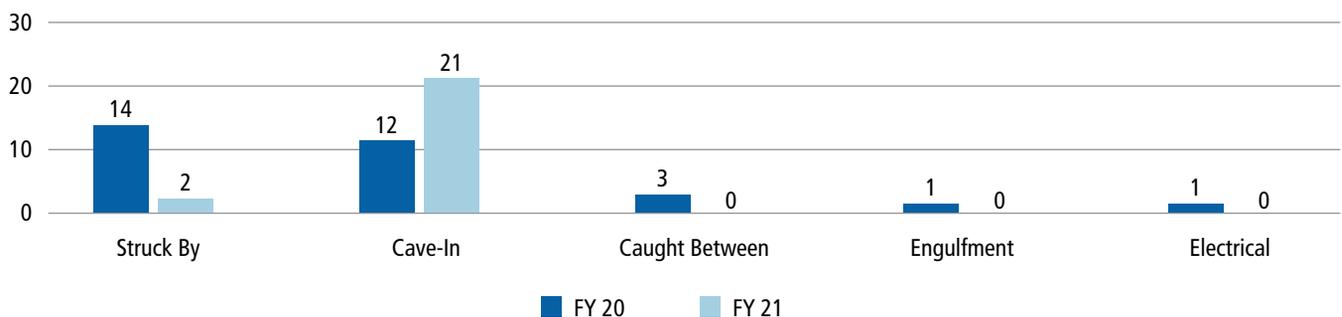
BLS Fatal Cases Excavation or Trenching Cave-In 651XXX



BLS Days Away Cases Excavation or Trenching Cave-In 651XXX



FY 21 OSHA Excavation Related Incidents**



FY 2021 Federal OSHA Most Frequently Cited Subpart P Excavations*****		
1926 Standard	Cited	Narrative
.652(a)(1)	295	Each employee in an excavation shall be protected from cave-ins by an adequate protective system designed in accordance with paragraph (b) or (c) of this section except...
.651(c)(2)	145	A stairway, ladder, ramp, or other safe means of egress shall be located in trench excavations that are 4 feet (1.22 m) or more in depth so as to require no more than 25 feet (7.62 m) of lateral travel for employees.
.651(k)(1)	105	Daily inspections of excavations, the adjacent areas, and protective systems shall be made by a competent person for evidence of a situation that could result in possible cave-ins, indications of failure of protective systems, hazardous atmospheres, or other hazardous conditions. An inspection shall be conducted by the competent person prior to the start of work and as needed throughout the shift. Inspections shall also be made after every rainstorm or other hazard increasing occurrence. These inspections are only required when employee exposure can be reasonably anticipated.
.651(j)(2)	103	Employees shall be protected from excavated or other materials or equipment that could pose a hazard by falling or rolling into excavations. Protection shall be provided by placing and keeping such materials or equipment at least 2 feet (.61 m) from the edge of excavations, or by the use of retaining devices that are sufficient to prevent materials or equipment from falling or rolling into excavations, or by a combination of both if necessary).
.651(k)(2)	35	Where the competent person finds evidence of a situation that could result in a possible cave-in, indications of failure of protective systems, hazardous atmospheres, or other hazardous conditions, exposed employees shall be removed from the hazardous area until the necessary precautions have been taken to ensure their safety.
.651(h)(1)	23	Employees shall not work in excavations where there is accumulated water, or where water is accumulating, unless adequate precautions have been taken to protect employees against the hazards posed by water accumulation. Precautions necessary to protect employees adequately vary with each situation, but could include special support or shield systems to protect from cave-ins, water removal to control the level of accumulating water, or use of a safety harness and lifeline.
.651(j)(1)	18	Adequate protection shall be provided to protect employees from loose rock or soil that could pose a hazard by falling or rolling from an excavation face...
.651(i)(3)	18	Sidewalks, pavements, and appurtenant structure shall not be undermined unless a support system or another method of protection is provided to protect employees from the possible collapse of such structures
.651(e)	13	No employee shall be permitted underneath loads handled by lifting or digging equipment. Employees shall be required to stand away from any vehicle being loaded or unloaded to avoid being struck by any spillage or falling materials...
.651(d)	10	Employees exposed to public vehicular traffic shall be provided with, and shall wear, warning vests or other suitable garments marked with or made of reflectorized or high-visibility material
.652(g)(1)(ii)	10	Shields shall be installed in a manner to restrict lateral or other hazardous movement of the shield in the event of the application of sudden lateral loads.
.651(b)(4)	10	While the excavation is open, underground installations shall be protected, supported or removed as necessary to safeguard employees.

Top 1926.651 Specific Excavation Requirements Fed OSHA FY 21 Most Frequently Cited by Industry***			
Citations	Inspections	Penalty	Industry
601	367	\$ 2,720,524	Total for All Industries
236	137	\$ 1,196,561	23711 / Water and Sewer Line and Related Structures Construction
123	76	\$ 570,991	23891 / Site Preparation Contractors
34	24	\$ 76,258	23822 / Plumbing, Heating, and Air-Conditioning Contractors
34	22	\$87,768	23611 / Residential Building Construction
23	14	\$ 180,134	23731 / Highway, Street, and Bridge Construction
20	14	\$54,319	23811 / Poured Concrete Foundation and Structure Contractors
14	10	\$ 69,691	23622 / Commercial and Institutional Building Construction
14	8	\$42,094	23899 / All Other Specialty Trade Contractors
13	6	\$ 62,436	23799 / Other Heavy and Civil Engineering Construction
12	6	\$44,918	56173 / Landscaping Services

Top 1926.652 Requirements for Protective Systems Fed OSHA FY 21 Most Frequently Cited by Industry***			
Citations	Inspections	Penalty	Industry
453	393	\$3,346,466	Total for All Industries
205	172	\$1,472,356	23711 / Water and Sewer Line and Related Structures Construction
89	79	\$867,707	23891 / Site Preparation Contractors
25	20	\$ 158,113	23731 / Highway, Street, and Bridge Construction
24	22	\$79,647	23822 / Plumbing, Heating, and Air-Conditioning Contractors
16	16	\$ 98,193	23611 / Residential Building Construction
13	12	\$90,871	23622 / Commercial and Institutional Building Construction
9	7	\$ 35,755	23799 / Other Heavy and Civil Engineering Construction
9	9	\$29,846	23811 / Poured Concrete Foundation and Structure Contractors
6	6	\$ 9,814	23899 / All Other Specialty Trade Contractors
6	5	\$31,402	56173 / Landscaping Services

A review of all Federal and State on the OSHA web page found about 23 excavation and trenching related fatalities in FY 21****

Cave-In

- Malibu, CA—A 31-year-old employee assisting in an 8-foot excavation. At some point, unstable soil fell on top of him, crushed and killed him, when the excavation collapsed.
 - o Citations issued:
 - 15410001 Cal-OSHA standard narrative not available
- Corpus Christi, TX—A 21-year-old employee was taking measurements of the depth of an excavation when the soil collapsed under him. He was caught in the soil and killed.
 - o Citations issued:
 - 119260651 K01 Specific Excavation Requirements.
- Houston, TX—A 30-year-old employee entered an excavation to check for a water leak in a sewer line. At some point, the wall of the excavation collapsed and buried him in soil.
 - o Citations issued:
 - 19260021 B02 Safety training and education.
 - 19260651 C02 Specific Excavation Requirements.
 - 19260651 D Specific Excavation Requirements.
 - 19260651 H01 Specific Excavation Requirements.
 - 19260652 A01 Requirements for protective systems.
- Eastpointe, MI—A 41-year-old foreman and coworkers, employed by a city, were working in an excavation at a sewer/water treatment plant and repairing a broken underground water main. The foreman was directing the work, operating a backhoe, and working in the excavation. The excavation measured approximately 14 feet long by 14 feet wide and was 8 feet deep. The width at the bottom of the excavation was approximately 4 feet. The pipe being repaired was a 12-inch water main, and the break was located approximately 1 to 2 feet from the excavation's north wall, which was near vertical and unshored. The water main had been leaking for several hours, and the north wall consisted of a saturated mix of clay and sand. According to later statements from coworkers, the foreman had approximately 10 minutes of work left to complete the repair when the north wall broke off and fell on top of him, pinning him face down in the mud. The pump in use to control the flow of water became clogged in the collapse, and the excavation quickly filled up with water. Coworkers estimated that he was submerged for approximately 10 minutes before emergency medical services arrived on scene and he died.
 - o Citations issued:
 - 408.40114(1) Accident prevention program
 - 408.40932(4) Inspection of an excavation or trench shall be made by a qualified person
 - 408.40941(1) Excavation more than 5 feet deep shall be sloped as prescribed in table 1
- Orange, CA—A 45-year-old employee was working in an approximately 6.5-foot to 8.5-foot-deep excavation. While he worked in the excavation, the dirt fill collapsed onto him and he was buried in the dirt. Coworkers immediately began to dig the employee out and managed to expose his head when a second collapse reburied him. He was killed by unspecified injuries sustained in the excavation collapse.
 - o Citations issued:
 - 342(A) (18B-CA) Work-Connected Fatality/Injury Reporting
 - 1511(B) Survey to determine predictable hazards to employees
 - 15410001 A01 Cal-OSHA standard narrative not available
- Lindstrom, MN—A 48-year-old employee was working in a 7-foot-deep trench. At some point, the west trench wall collapsed and he was crushed and killed.
 - o Citations issued:
 - 182.653(08) Written work place accident and injury reduction program
 - 19260651 C02 Specific Excavation Requirements.
 - 19260651 K01 Specific Excavation Requirements.
 - 19260652 A01 Requirements for protective systems.
- Longmont, CO—An 87-year-old employee was working in a trench to replace an existing sewer line. At some point, the trench wall collapsed and buried him and he died by asphyxiation.
 - o Citations issued:
 - 19260651 C02 Specific Excavation Requirements.
 - 19260651 K01 Specific Excavation Requirements.
 - 19260652 A01 Requirements for protective systems.
- Philadelphia, PA—A 30-year-old employee was working in a trench clearing away loose debris. At some point, the trench wall collapsed and killed him.
 - o Citations issued:
 - 19260021 B02 Safety training and education.
 - 19260651 K02 Specific Excavation Requirements.
 - 19260652 C Requirements for protective systems.
 - 19260652 A01 Requirements for protective systems.
- South Jordan, UT—A 47-year-old employee was working in a trench to install pipe. At some point, the trench collapsed and killed him.
 - o Citations issued:
 - 19260651 K01 Specific Excavation Requirements.
 - 19260652 A01 Requirements for protective systems
- Taylorsville, NC—A 38-year-old employee working in a trench to remove dirt with a shovel. At some point, the trench wall collapsed and killed him.
 - o Citations issued:
 - 19260652 A01 Requirements for protective systems.
 - 19260021 B02 Safety training and education.
 - 19260651 C02 Specific Excavation Requirements.
 - 19260651 D Specific Excavation Requirements
 - 19260651 K01 Specific Excavation Requirements.
- Mamaroneck, NY—A 46-year-old employee was working to expose a pipe on the side wall of a trench. At some point, the trench collapsed onto him and he was asphyxiated and killed.
 - o Citations issued:
 - 19260651 K01 Specific Excavation Requirements.

o Citations issued:

- 19260021 B02 Safety training and education.
- 19260651 H01 Specific Excavation Requirements
- 19260651 J02 Specific Excavation Requirements.
- 19260651 K01 Specific Excavation Requirements.
- 19260652 A01 Requirements for protective systems.
- 19260651 C02 Specific Excavation Requirements.

- Johnstown, CO—A 50-year-old employee and coworker were working on a 16-foot-deep by 11-foot-wide trench, with the bottom opening up to 19 feet at the top. He was using a shovel to manually dig and locate a sewer tie-in. While he dug into the trench, the sidewall of the trench collapsed and engulfed him in soil and water. He was killed by asphyxiation.

o Citations issued:

- 19260021 B02 Safety training and education.
- 19260651 C02 Specific Excavation Requirements.
- 19260651 H01 Specific Excavation Requirements.
- 19260652 A01 Requirements for protective systems.

- Monroe, NY—A 42-year-old employee was working in an 8-foot-deep trench to clean out a water drainage pipe with a coworker. At some point, the sidewall of the trench collapsed and buried him to the top of his head in the dirt and he was killed.

o Citations issued

- 19260021 B02 Safety training and education.
- 19260050 D01 Medical services and first aid.
- 19260051 A01 Sanitation.
- 19260602 B03 Material handling equipment.
- 19260651 C02 Specific Excavation Requirements.
- 19260652 A01 Requirements for protective systems.



- Huntsville, AL—A 56-year-old employee entered a straight walled, 30-foot-long, 5–7-foot-high, and 4–6-foot-wide trench to assist three coworkers to install a six-inch PVC sanitary sewer line. Shortly after entering the trench, a section of the northwest wall collapsed and buried him. He was killed by traumatic asphyxia.

o Citations issued

- 19260651 I03 Specific Excavation Requirements.
- 19260651 K01 Specific Excavation Requirements.
- 19260652 A01 Requirements for protective systems.

- Greeley, CO—A 59-year-old employee was working in a trench to assist a coworker who was testing the soil. At some point, the trench collapsed behind the employee who was buried up to the waist. He later died from their injuries after rescue from the trench.

o No citations found

- Rapid City, SD—A 45-year-old employee and coworkers, employed by a water and sewer line construction company, were attempting to repair a residential sewer line that was back flowing. While they were in the trench they had dug, a trench wall collapsed. He was caught in the collapsing material and was fatally crushed.

o No citations found

- Jenkintown, PA—A 25-year-old employee and a coworker, employed by a construction contractor, were working in a trench behind a residence. They were preparing a foundation for an addition to the house. There was a stone and mortar retaining wall, approximately 6 feet high, along the trench. This wall had been mortared into the stone wall of the house. The coworker, who was operating an excavator, saw the wall begin to collapse. He attempted to halt the collapse with the excavator arm, but the wall fell onto the employee. The coworker used the excavator arm to pull him away from the collapsed wall. Despite life-saving efforts by the police, who were the first responders, and then by emergency medical services, the employee could not be revived. He had sustained fatal traumatic crushing injuries.

o No citations found

- Hoschton, GA—A 43-year-old employee and a coworker, employed by a construction company, were engaged in site preparation for a planned multifamily residential structure. The coworker was operating an excavator and digging a trench where a sewer pipe was being removed. The employee was spotting for his coworker. For no apparent reason, he entered the trench, which was not protected from collapse. His coworker subsequently stated that he told him to get out of the trench. As he moved toward a ladder to exit the trench, a trench wall collapsed. He was buried in approximately 8 feet of dirt. It took approximately 20 minutes for

his coworker and others to extricate him from the trench. CPR was performed unsuccessfully. He was killed by asphyxia.

o No citations found

- Alexandria, VA—A 30-year-old employee and another employee, employed by a plumbing company, were working inside a trench in preparation for installing a pipe at a residential property. They were leveling the ground inside the trench when a trench wall collapsed. One employee was buried and fatally crushed by the collapsing dirt. The other employee was transported to the hospital and admitted for treatment of injuries sustained in the trench collapse.

o Citations issued

- 19260652 C02 I Requirements for protective systems.
- 19260021 B02 Safety training and education.
- 19260651 K01 Specific Excavation Requirements.
- 19260651 C02 Specific Excavation Requirements.

- Trotwood, OH—A 43-year-old employee, employed by a water and sewer line construction company, was installing a 42-inch ductile pipe inside two, 10-by-24-foot stacked trench boxes inside an 18-foot-deep trench. The trench wall collapsed, fell through the spreader bar, and struck him from behind. His body was forced against the ductile pipe. He sustained traumatic injuries and was killed.

o No citations found

- Spanish Fork, UT—A 36-year-old employee, employed by a construction company, was working at a multi-employer construction project, a new development of residential townhouses. He had been working in a trench that lacked shoring and a trench box. As he walked out of the trench, the trench collapsed. He was caught in the cave-in of sand and road base material. He sustained crushing injuries to his abdomen and lower body and was killed.

o Citations issued

- 19260651 J02 Specific Excavation Requirements.
- 19260652 A01 Requirements for protective systems.
- 19260651 K01 Specific Excavation Requirements.

Struck By

- Bryan, TX—At 4:50 p.m. on November 3, 2020, Employee #1 and a coworker, employed by a pipe line construction company, were laying reinforced concrete piping in an excavation. Employee #1 was in the excavation and preparing to lay the next section of pipe. The coworker was operating a backhoe excavator, which he was positioning near the excavation to assist Employee #1. During this process, the coworker idled the backhoe's engine, which caused the backhoe to immediately move in reverse. The backhoe backed up and dropped into the excavation, striking the 65-year-old Employee #1. Employee #1 was killed.

o Citations issued:

- 19260020 B04 General safety and health provisions.
- 19260050 C Medical services and first aid.
- 19260095 A Criteria for personal protective equipment.
- 19260651 D Specific Excavation Requirements.

- Blasdell, NY—A 25-year-old employee, employed by a construction excavation company, was working on a pipeline installation project. He was in a trench tightening bolts on an end cap. A section of the trench sidewall collapsed and struck him causing him to fall and strike his head on a plumbing valve. The employee sustained blunt force traumatic injury to his head and was killed.

o Citations issued

- 19260651 A Specific Excavation Requirements.
- 19260651 K01 Specific Excavation Requirements.
- 19260652 A01 Requirements for protective systems.

FY 2021 OSHA News Releases Related to Trenching and Excavation

- OSHA alleges Missouri plumbing contractor exposed worker to unprotected trench despite agreement to implement trench safety program.
www.osha.gov/news/newsreleases/region7/02172021

- New York contractor agrees to cease digging excavations, pay \$135K in penalties, after 2020 fatal Long Island trench collapse.
www.osha.gov/news/newsreleases/region2/03312021
- US Department of Labor again cites Oklahoma construction contractor for exposing workers to serious trenching, excavation hazards.
www.osha.gov/news/newsreleases/region6/03082021
- Excavation company agrees to increase employee training on dangerous trenching hazards prior to 2021 construction season.
www.osha.gov/news/newsreleases/region8/04212021
- Colorado court sentences Avon Construction company owner to jail, orders restitution for family of worker killed in Granby trench collapse.
www.osha.gov/news/newsreleases/region8/07152021
- US Department of Labor proposes \$1.3M in penalties for contractor with extensive history of violations after two workers die at Boston dig site.
www.osha.gov/news/newsreleases/national/08182021

Note: A news release may relate to an inspection or incident that occurred the previous fiscal year.

Resources

- NUCA Trench Safety Stand Down Web Page
www.nuca.com/tssd
- Tools and resources on excavation safety that can be used to for a safety stand down. A certificate of participation can also be obtained.
- OSHA Trench and Excavation Publications
www.osha.gov/pls/publications/publication.athruz?pType=Industry&pID=213
- OSHA Trenching and Excavation Safety and Health Topic Page
www.osha.gov/SLTC/trenchingexcavation/index.html
- OSHA Harwood Grants Excavation and Trenching (Look under 'Excavations')
www.osha.gov/harwoodgrants/grantmaterials/bytopic
- OSHA Trenching and Excavation Videos (Look under 'Trenching')
www.osha.gov/video
- OSHA Technical Manual Trenching and Excavations
www.osha.gov/otm/section-5-construction-operations/chapter-2

Keep in mind that BLS is a calendar year, OSHA goes by fiscal year (October 1–September 30)

** , ** Disclaimer: Preliminary information – Fatalities and Catastrophes are logged or recorded in various mediums and reports generated using various criteria. Late reporting, natural causes which may have generated an initial report, fatalities transferred to other jurisdictions and other factors may affect the overall numbers over time. Data is edited and key word search to determine a count of fatalities/ catastrophes under OSHA jurisdiction and may change over time as records are updated. Narratives are rewritten and edited and may not reflect the final results of an investigation. In some cases narratives may be updated using news sources regarding the incident. Citation data and incident narratives were obtained on the OSHA website and reflects what was current/issued and not the final disposition. The*

numbers and information are for accident prevention purposes and trending and is not intended to be a statistical study or evaluation. For questions contact the Houston North OSHA Office, Jim Shelton, CAS, at shelton.james@dol.gov

**** Information obtained from the OSHA website
**** Sometimes violations that occur in State-Planned States or Federal States may, or may not, be captured in the OSHA public data on the OSHA web page.*

****** Information from Ois database as of June 2022. Information is informational and may change over time. Search was a list of all Federal OSHA violations in .651 and .652.*

This information has been developed by an OSHA Compliance Assistance Specialist and is intended to assist employers, workers, and others as they strive to improve workplace health and safety. While we

attempt to thoroughly address specific topics [or hazards], it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in a presentation of this nature. Thus, this information must be understood as a tool for addressing workplace hazards, rather than an exhaustive statement of an employer's legal obligations, which are defined by statute, regulations, and standards. Likewise, to the extent that this information references practices or procedures that may enhance health or safety, but which are not required by a statute, regulation, or standard, it cannot, and does not, create additional legal obligations. Finally, over time, OSHA may modify rules and interpretations in light of new technology, information, or circumstances; to keep apprised of such developments, or to review information on a wide range of occupational safety and health topics, you can visit OSHA's website at www.osha.gov.

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2022 SE Texas Hurricane Season Begins June 1



SE Texas has had a number of weather events over recent years including severe flooding and hurricanes in East Texas and Louisiana. We don't want to forget that hurricane season is starting again, and we need to start reviewing and updating our plans. We should plan for all contingencies. Take a close look at your operations and current preparations and plan accordingly to keep your employees safe and ensure your business continuity. Don't forget that your city, county, and state agency's have important regional and local information to help in your planning and response. Think of:

- An OSHA Emergency Action Plan as protecting people in an emergency
- A Business Continuity Plan as protecting the business
- A Response and Clean-up Plan as protecting people to safely get your business up and running.



OSHCN Sample EAP Plan



Scan the QR Code above or go to www.tdi.texas.gov/oshcon

OSHA EAP eTool



Scan the QR Code above or go to www.osha.gov/etools/evacuation-plans-procedures

OSHA Emergency Action Plan 1910.38 – Protecting People

A workplace emergency is a situation that threatens workers, customers, or the public; disrupts or shuts down operations; or causes physical or environmental damage. Emergencies may be natural or man-made, and may include hurricanes, tornadoes, earthquakes, floods, wildfires, winter weather, chemical spills or releases, disease outbreaks, releases of biological agents, explosions involving nuclear or radiological sources, and many other hazards. Many types of emergencies can be anticipated in the planning process, which can help employers and workers plan for other unpredictable situations.

Employers and workers may be required to deal with an emergency when it is least expected and proper planning before an emergency is necessary to respond effectively. The best way to protect workers is to expect the unexpected and to carefully develop an emergency action plan to guide everyone in the workplace when immediate action is necessary. Planning in advance helps ensure that everyone knows what to do when an emergency occurs.



Business Continuity Plan – Protecting Your Business

Business continuity are the important steps you need to take in order to keep functioning in the event of a major disaster or even a small disruption. The goal is to continue to perform the most critical operations, which will help reduce short- and long-term losses to your bottom line. Like any plan, it should be routinely reviewed to ensure it is up to date and reflects the current business situation and practices.



Business Continuity Plan

ReadyGov



Scan the QR Code above or go to www.ready.gov

IBHS Business Planning



Scan the QR Code above or go to <https://disastersafety.org>

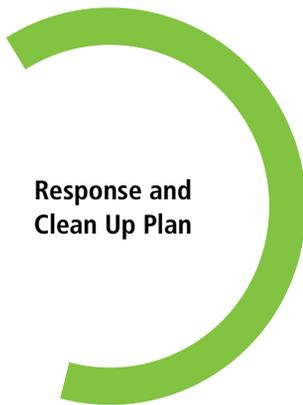
Ready Business Hurricane Book



Scan the QR Code above or go to www.ready.gov/sites/default/files/2020-04/ready_business_hurricane-toolkit.pdf

Response and Clean-Up – Getting your Business Up and Running Safely

Management of activities before, during and after an emergency is a difficult task. Different components must be considered to account for all the potential hazards that can be faced. Preparing a comprehensive plan is vital to ensure the correct management of resources, consecution of activities, and protection of responders. During the development of a disaster management plan, potential hazards can be identified which helps to establish the necessary measures to prevent, control, and mitigate those hazards. Measures can include but are not limited to the establishment of a system to manage personnel during an emergency, provide training to face a particular hazard, define the use of personal protective equipment, and install guidelines and mechanisms to be used in case of an emergency, among others.



Response and Clean Up Plan

OSHA Emergency Response



Scan the QR Code above or go to www.osha.gov/emergency-preparedness

NIOSH Natural Disasters



Scan the QR Code above or go to www.cdc.gov/niosh/topics/emres/natural.html

NIEHS Preparation & Response



Scan the QR Code above or go to <https://tools.niehs.nih.gov/wetp/index.cfm?id=556>

States, counties, and cities will usually have an emergency operations web page covering specific information such as flood zones, storm surge evacuation zones and other important information. It's a good idea to check for information specific to your area(s) and consider signing up for emergency notification emails, texts, or apps.

Mention of any group or organization is not an endorsement and the links provided are for informational purposes only. This information has been developed by an OSHA Compliance Assistance Specialist and is intended to assist employers, workers, and others as they strive to improve workplace health and safety. While we attempt to thoroughly address specific topics [or hazards], it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in a presentation of this nature. Thus, this information must be understood as a tool for addressing workplace hazards, rather than an exhaustive statement of an employer's legal obligations, which are defined by statute, regulations, and standards. Likewise, to the extent that this information references practices or procedures that may enhance health or safety, but which are not required by a statute, regulation, or standard, it cannot, and does not, create additional legal obligations. Finally, over time, OSHA may modify rules and interpretations in light of new technology, information, or circumstances; to keep apprised of such developments, or to review information on a wide range of occupational safety and health topics, you can visit OSHA's website at www.osha.gov. For questions contact Jim Shelton at the Houston North Area Office at shelton.james@dol.gov.



Five Lessons Learned from Working with

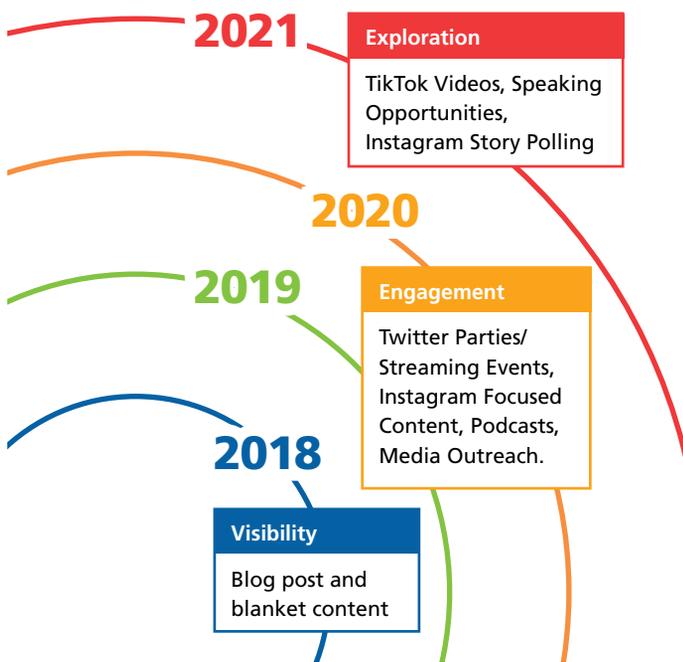
Digital Influencers

BY JESSICA EK

While the digital influencer space is huge, many associations haven't added influencers to their marketing and communications strategy yet. For those wondering how it could work for their group, the American Cleaning Institute shares takeaways from their experience.

The digital influencer space is quickly evolving and continuing to grow. It's anticipated to be a \$16.4 billion industry this year, and 75% of brands said they intend to dedicate budget to influencer marketing. Yet, when polling association professionals at this year's ASAE Marketing, Membership, and Communications Conference, 81% reported that they hadn't worked with a digital influencer. It's time for associations to get involved.

The American Cleaning Institute, with the help of BRG Communications, has developed, activated, and tracked the success of its digital influencer program over the last four years. Here are some of the top lessons we've learned along the way.



Tell Your Story Through Their Story

When thinking of influencer activations, you may think of product endorsements. As a trade association, our members have products to sell, but we don't. We're trying to raise awareness about using cleaning products safely and effectively and promoting related resources.

We started by asking influencers to help us raise awareness about storing liquid laundry packets up and out of reach of children, as part of our #PacketsUp campaign. We found that while a shoutout from an influencer can get impressions, consumers quickly adapt and many scroll right past ads. The posts with the best performance were ones where the influencers connected with the content. The key was to find where our values aligned and explore how they related to the message.

Each activation looks different because each influencer is different, so work with your influencers to understand their greatest differentiation and strongest attributes in influencing their audience.

No Partnership Is Too Small

If you just look for influencers with the biggest reach, you will run through even a healthy budget quickly. Worse, you may not even achieve your objectives. Influencers with a smaller audience often have a stronger connection with their followers and higher engagement rates. In addition, pricing for these influencer activations may be a better fit for your budget.

When we look for new influencers, of course we look at their stats. But we also go to their platforms and scroll through the posts to get a sense of what they're all about. Look closely to see who is in their tribe. Review previous content labeled as an #ad or #partnership to see what you can expect in terms of engagement.

It's All About Building Relationships

We started by casting a wide net and working with dozens of influencers. Over the years, that number has gone down. We looked at who stood out in

terms of bringing their own voice to the messaging in a way that resonated. Many of those influencers are the ones we still work with today. Those ongoing partnerships pay dividends, especially since repeat activations can build upon each other.

Ongoing influencer relationships became extremely helpful when COVID-19 hit. When we created new resources to meet changing consumer needs, we pivoted our influencer strategy too. We tapped our partners to spread timely information and were able to do so quickly because they were already familiar with us and our mission.

Be Flexible

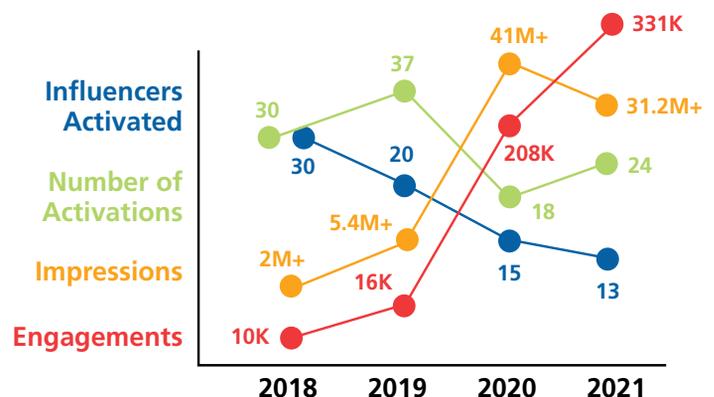
Go in with a game plan and know what you want to achieve but stay flexible on how. You are the expert on your message, but the influencers are the experts on their audiences. They can be the best source of ideas on how to get your message across. If you just dictate what you want and don't ask what they can do, you'll never know. We started by asking influencers for a blog post. But when we instead shared our goals and asked for recommendations, we got more real, authentic engagement in the form of Twitter parties, Instagram Reels, TikTok videos, Facebook Live events, and more.

Measure What Matters to You

We were trying to measure behavior change, which can be very tricky. Therefore, we focused on engagement, figuring that if you connect with a message, it's more likely to stick. It's a proxy measurement, but one we can reliably get. What gets measured gets improved, especially if you're willing to experiment and adjust to see what moves that lever.

Your key metrics may be different. The important part is to identify the metrics that will help achieve your objectives. Follow up to get reporting after each activation; that data can inform future efforts. And make sure to measure, compare, and contrast what is working over time to capture the larger, strategic picture and the success of your investment.

Interested in getting started? Your target audience and objectives will help you determine your metrics. Then do a little research on the influencers in your space. Have several options in case your first picks don't work for budgeting, timing, or other reasons. Reach out to set up an introductory call and take it from there. Start small, build over time, and good luck.



Employer Checklist for Outdoor and Indoor Heat-Related Injury and Illness Prevention



The Occupational Safety and Health Act (OSHA) has developed this checklist to help employers identify potential sources of heat hazards in their workplaces and develop a plan to address and respond to these hazards. An effective safety and health program must include Management Leadership, which is demonstrated when business owners, managers, and supervisors commit to controlling hazards, protecting workers, and continuously improving workplace safety and health. OSHA requires employers to provide workplaces free of known safety hazards. This includes protecting workers from extreme heat, which is a recognized hazard that millions of workers are exposed to each year. In order to fulfill this responsibility, employers should conduct routine workplace self-inspections to identify heat-related hazards, control identified heat-related hazards, and monitor and evaluate hazard controls to verify that they continue to be effective. This checklist helps employers identify their job-related risk factors for heat exposure, assess their preparedness, determine where challenges exist, and develop effective ways to control their heat-related risk and make their workplaces safer.

DIRECTIONS:

Review and answer the questions on the checklist to identify if your workplace has job-related risk factors for heat exposure.

Section 1 helps you identify job-related risk factors for heat exposure in your workplace:

1. For each question, mark the answer (Yes, No, N/A) that is most applicable to your workplace.
2. If you answer "Yes" to any of the questions, continue to section 2 of the checklist to assess your preparedness.

Section 2 helps you assess your preparedness to prevent heat-related injuries and illnesses in your workplace:

3. For each question, mark the answer (Yes, No, N/A) that is most applicable to your workplace.
4. If you answer "No" to any of the questions, identify the specific actions you will take to show your commitment to reducing the risk of heat-related injuries and illnesses in your workplace.

Heat-Related Injury and Illness Prevention	Yes	No	N/A	Comment
Section 1: Are any of these job-related risk factors for heat exposure present in your workplace?				
Outdoor work in warm/hot weather or direct sun				
Indoor work in warm/hot environments with heat sources such as ovens, fires, hot tar, and/or other radiant heat sources				
Moderate to strenuous physical activity performed in warm/hot indoor or outdoor environments				
Heavy or non-breathable work clothes and/or personal protective equipment worn in warm/hot indoor or outdoor environments				
High relative humidity combined with a warm/hot indoor or outdoor environment				
Other factors not listed above, such as lack of air movement or lack of air-conditioning, combined with a warm/hot indoor or outdoor environment				
Section 2: If you checked "Yes" for any of the above, use the following checklist to assess your preparedness:				
A written plan is in place to prevent heat-related injury and illness				
The plan contains procedures that should be used during heat events, such as when the National Weather Service issues a heat advisory or heat warning				
The plan requires the assessment of environmental heat at the worksite (e.g., continually monitoring temperature, heat index, or Wet Bulb Globe Temperature [WBGT]) and considers how physical activity and clothing/PPE affect heat stress of workers				
Procedures are in place to determine throughout the workday if heat is hazardous to workers				
A designated, trained individual at the worksite is responsible for assessing and monitoring conditions (e.g., temperature and humidity) and workers for symptoms of heat-related injury and illness (see OSHA: Signs and Symptoms of Heat Illness), implementing the heat plan when necessary, and notifying workers when the heat plan is in effect				
An acclimatization plan is in place to modify work duties for and to closely supervise (1) new workers, (2) temporary or contract workers, and (3) workers returning from extended leave to ensure they gradually build tolerance to heat. The plan should also require supervisors to monitor these workers for symptoms of heat-related injury and illness				
Engineering controls (e.g., shade structures with cool air temperatures, reflective barriers, ventilation) are used to reduce heat stress				

Heat-Related Injury and Illness Prevention	Yes	No	N/A	Comment
Fluids (e.g., cool, potable water, sports drinks) are readily available and are provided to workers, and supervisors ensure they are hydrating				
Rest breaks are provided and their length and frequency are adjusted, as needed. Supervisors ensure breaks are taken				
Shade or a cooled area for rest and hydration breaks is provided				
A buddy system is in place so workers observe each other for signs of heat-related injury and illness				
Supervisors and workers have a way to contact emergency services. Instructions for what to do in case of a heat-related medical emergency are posted at the worksite				
Supervisors and workers are provided with proper training in a language they understand on the following topics:				
• Identifying and controlling heat hazards and understanding environmental risk factors				
• Recognizing the signs and symptoms of heat-related injuries and illnesses				
• Understanding that there are individual factors that may impact workers' risk for developing heat illness				
• Administering first aid and CPR for heat-related illness				
• Activating emergency medical services quickly when needed				
Workers know how to and are expected to report to the employer any symptoms of heat-related injuries or illnesses that develop while working				

Additional Resources

- OSHA – www.osha.gov/heat-exposure/illness-first-aid
- OSHA – www.osha.gov/heat
- OSHA – www.osha.gov/heat-exposure
- OSHA – www.osha.gov/otm/section-3-health-hazards/chapter-4
- OSHA-NIOSH – www.osha.gov/heat/heat-app
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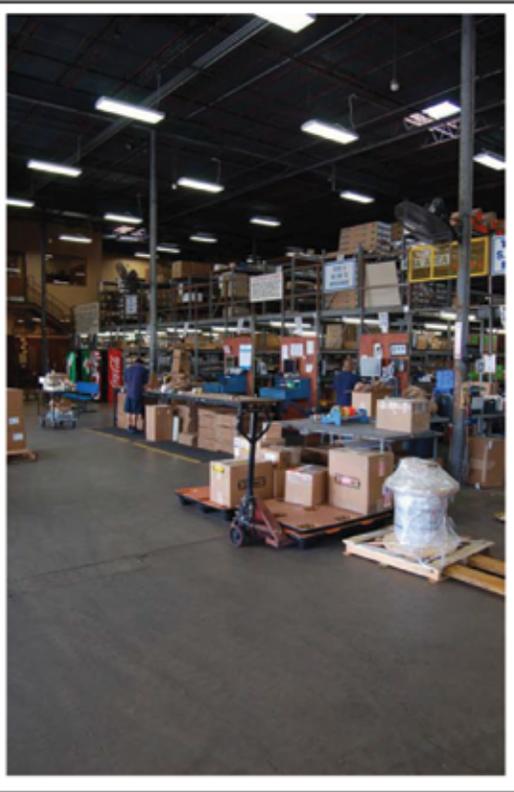
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SE Texas Heat Illness Prevention Flyer



This flyer covers general heat illness prevention information found on OSHA and NIOSH websites. California and some other states also have heat related information. The areas covered in this flyer discuss general information. It's important to assess the workplace based on the heat exposure and the type of work being done. Some jobs may have an extreme heat exposure due to hard physical work in conjunction with the wearing of heavy personal protective equipment and clothing. Identify someone trained in the hazards, physiological responses to heat, and controls. This person can develop, implement, and manage the program.

OSHA Heat National Emphasis Program (NEP) CPL 03-00-024

- As part of the program, OSHA will proactively initiate inspections in over 70 high-risk industries in indoor and outdoor work settings when the National Weather Service has issued a heat warning or advisory for a local area
- On days when the heat index is 80°F or higher, OSHA inspectors and compliance assistance specialists will engage in proactive outreach and technical assistance to help stakeholders keep workers safe on the job
- Inspectors will look for, and address, heat hazards during inspections, regardless of whether the industry is targeted in the NEP
- Overall goal of a 100% increase over previous baseline average of heat inspections conducted FY 2017–2021
- For additional details, review the NEP

There are many risk factors when looking at preventing heat-related illnesses. The Heat Illness Prevention Program is a way to management heat related hazards and to protect employees. Hazards related to heat can also be individual in nature to due health status, medications taken, and other factors.

A Heat Illness Prevention Program is a way to manage heat exposures taking into account the various risk factors.

Two places where OSHA discusses heat-illness prevention programs and areas that should be addressed are:

- OSHA Fact Sheet 'Protecting Workers from the Effects of Heat'
- 'Heat Related Hazard Alert Letter' in the Heat NEP

A third area that may be helpful to review are the suggested questions for an OSHA inspector found in the NEP.

OSHA Fact Sheet 'Protecting Workers from the Effects of Heat' eight areas of a Heat Illness Prevention Program

This fact sheet also provides additional general information on each of the eight elements:

- A Person Designated to Oversee the Heat Illness Prevention Program
- Hazard Identification



- Water. Rest. Shade Message
- Acclimatization
- Modified Work Schedules
- Training
- Monitoring for Signs and Symptoms
- Emergency Planning and Response

OSHA Heat Hazard Alert Letter outlines key areas to address in regards to a Heat Illness Prevention Program

General Controls:

General controls include training, personal protective equipment (PPE), engineering, work practice, and administrative controls, health screening, and heat alert programs.

- See also NIOSH Criteria Document, Criteria for a Recommended Standard: Occupational Exposure to Heat and Hot Environments, February 2016, page 7
- www.cdc.gov/niosh/docs/2016-106

Training: Inform workers of the following (Modify this list as appropriate for the specific situation):

- Hazards of heat-related illnesses.
- How to avoid heat-related illnesses by recognizing and avoiding situations that can lead to heat-related illnesses.
- Recognition of signs and symptoms of heat-related illnesses.
- First aid procedures.
- Employer's program to address heat-related illnesses.

Personal Protective Clothing and Equipment:

- Hats for work outdoors in the sun.
- For indoor work, loosely worn reflective clothing designed to deflect radiant heat, such as vests, aprons, or jackets.
- Cooling vests and water-cooled/dampened garments may be effective under high temperature and low humidity conditions. However, be aware that cooling vests can become an insulator when they reach the body's temperature.
- In environments where respirator usage is necessary, consult with an industrial hygienist to determine the appropriate clothing to prevent heat stress while still protecting the workers.
- Consider the use of dermal patches for monitoring core temperature to better identify when workers need to be removed from the work area.
- Consider the use of heart rate monitoring to better identify when workers need to be removed from the work area. Both sustained (180 bpm minus age) and recovery (120 bpm after a peak work effort) heart rates are recommended guidelines for limiting heat strain.

Engineering Practice Controls: (See OSHA Technical Manual, Section III Chapter 4, for more information)

- Use air conditioning
- Increase general ventilation
- Provide cooling fans
- Run local exhaust ventilation where heat is produced (e.g., laundry vents)
- Use reflective shields to block radiant heat
- Insulate hot surfaces (e.g., furnace walls)
- Stop leaking steam
- Provide shade for outdoor work sites.

Administrative and Work Practice Controls: (See OSHA Technical Manual, Section III Chapter 4, for more information)

- Schedule hot jobs for cooler parts of the workday; schedule routine maintenance and repair work during cooler seasons of the year when possible

- Provide adequate, cool drinking water on the worksite that is easily accessible and permit employees to take frequent rest and water breaks
- Use relief workers and reduce physical demands of the job
- Use work/rest schedules

Health Screening and Acclimatization:

- Allow new workers to get used to hot working environments by using a staggered approach over 7–14 days. For example, new workers should begin work with 20% of the normal workload and time spent in the hot environment, and then gradually increase the time over a 7–14-day period. The same should be done for workers returning from an absence of three or more days, starting with 50% of the normal workload and time spent in the hot environment, then staging acclimatization over three consecutive days.
- Advise workers that certain medications can increase risk of heat stress. These include:
 - o Amphetamines – sometimes prescribed for narcolepsy or attention deficit hyperactivity disorder (ADHD),
 - o Diuretics – water pills,
 - o Antihypertensives – blood pressure medication,
 - o Anticholinergics – for treatment of chronic obstructive pulmonary disease (COPD), and
 - o Antihistamines – allergy medications.
- In addition, alert workers to the dangers of using illegal drugs and alcohol in hot work environments. Illegal amphetamines, such as methamphetamine, are particularly hazardous when heat stress is present.
- Some conditions, such as pregnancy, fever, gastrointestinal illness, heart disease, and obesity, may increase the risk of heat-related illness. Advise workers to check with their doctors if they have any questions. (Please note: the employer is NOT entitled to know whether workers have these conditions, but only whether workers have any health conditions that limit their ability to perform their job duties. In some instances, workers with chronic conditions may need extra time to become acclimatized or may need other accommodations, such as more frequent breaks or restricted work.)
- Encourage workers to consult a doctor or pharmacist if they have questions about whether they are at increased risk for heat-related illness because of health conditions they have and/or medications they take.

National Emphasis Program – Outdoor and Indoor Heat-Related Hazards OSHA Heat Inspections

During heat-related inspections, CSHOs shall:

- a) Review OSHA 300 Logs and 301 Incident Reports for any entries indicating heat-related illness(es),
- b) Review any records of heat-related emergency room visits and/or ambulance transport, even if hospitalizations did not occur, [this may require the use of a Medical Access Order],

c) Interview workers for symptoms of headache, dizziness, fainting, dehydration, or other conditions that may indicate heat-related illnesses, including both new employees and any employees who have recently returned to work,

d) Determine if the employer has a heat illness and injury program addressing heat exposure, and consider the following:

- Is there a written program?
- How did the employer monitor ambient temperature(s) and levels of work exertion at the worksite?
- Was there unlimited cool water that was easily accessible to the employees?
- Did the employer require additional breaks for hydration?
- Were there scheduled rest breaks?
- Was there access to a shaded area?
- Did the employer provide time for acclimatization of new and returning workers?
- Was there a “buddy” system in place on hot days?
- Were administrative controls used (earlier start times, and employee/job rotation) to limit heat exposures?
- Did the employer provide training on heat illness signs, how to report signs and symptoms, first aid, how to contact emergency personnel, prevention, and the importance of hydration?

e) Document conditions relevant to heat-related hazards, including:

The heat index and additional weather data from that day, e.g., heat alerts from the NWS, data from the OSHA-NIOSH Heat Safety Tool App, or saving a screenshot on a mobile phone or tablet. Additional information may be needed or indoor heat investigations.

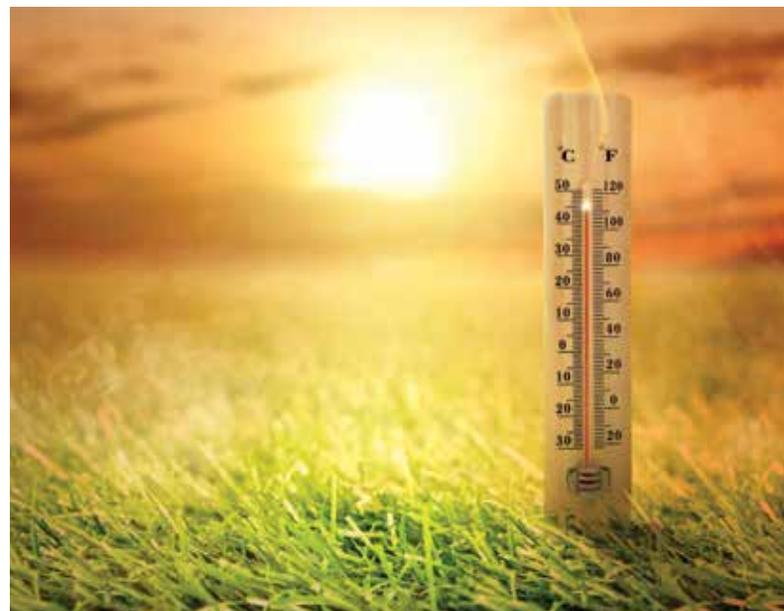
Observe and document current conditions and those at the time the incident occurred (for unprogrammed inspections), including:

- Observed wind speed and relative humidity,
- Dry bulb temperature at the workplace and in the shaded rest area,
- Wet-bulb globe temperature at the workplace, (ensure the equipment has been properly calibrated prior to use),
- Cloud cover (no clouds, 25%, 50%, 75%, 100%), and
- The existence of any heat advisories, warnings, or alerts the previous days.

f) Identify activities relevant to heat-related hazards. These can include, but are not limited to:

- Potential sources of heat-related illnesses (e.g., working in direct sunlight, a hot vehicle, or areas with hot air, near a gas engine, furnace, boiler, or steam lines),
- The use of heavy or bulky clothing or equipment, including personal protective equipment,
- Estimate workload exertions by observing the types of job tasks performed by employees and whether the activities can be categorized as moderate, heavy, or very heavy work, considering both average workload and peak workload,
- Duration of exposure during which a worker is continuously or repeatedly performing moderate to strenuous activities.

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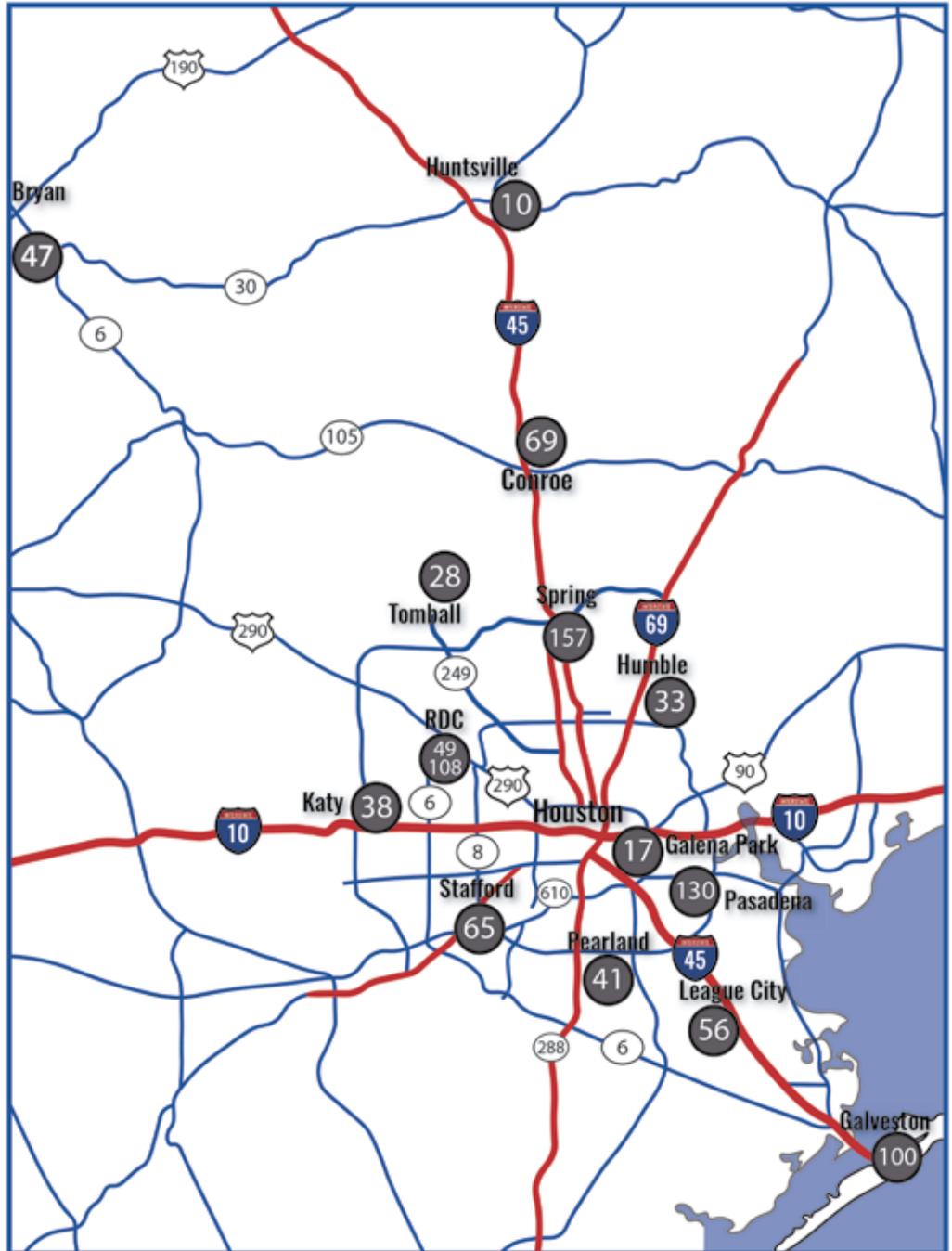
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