How to Protect Workers from Cold Stress

Are you doing enough to protect your workers against the risks of cold stress? If one of your workers should suffer a serious or fatal cold stress injury, could you and your company be liable?

OSHA COLD STRESS REQUIREMENTS

OSHA doesn’t have a specific standard for cold (or heat) stress. But OSHA doesn’t need one to hold you liable for failing to protect workers from extreme cold.

That’s because the OSHA General Duty Clause, Sec. 5(a)(1) of the Occupational Safety and Health Act, says that every employer must safeguard workers against “recognized hazards” that can cause great bodily harm or death. Although more vocal on the heat stress side, OSHA has long taken the position that cold stress may be a “recognized hazard” covered by the GDC. As a result, it expects employers to take steps to protect their workers against cold stress.

Cold Stress—What Does OSHA Require?

Over the years, OSHA has had much more to say about heat stress than cold stress. But there is some OSHA guidance we can use to figure out what’s expected. The closest thing to official OSHA guidance is a Safety and Health Guide on Cold Stress that OSHA issued a few years back.

When Is Cold Stress a “Recognized Hazard”?

The first thing the Guidance clarifies is when cold stress becomes a recognized hazard. It’s not temperature alone, the Guidance says. It’s how cold the air actually feels on the body. The Guidance cites 4 factors that employers must consider in determining how cold is too cold:

- Temperature of the air;
- Wind or other factors causing the air to move at a high velocity—thereby making it feel colder;
- Dampness of the air; and
- Contact with cold water or surfaces.

Mere lack of comfort isn’t determinative. A cold stress hazard exists when the working climate makes the risk of cold-induced problems a real one. The Guidance cites 3 of the most common problems:

- Hypothermia, i.e., when body temperature drops below the normal 98.6°F to around 95°F or lower;
- Frostbite, i.e., actual freezing of the skin which can lead to amputation; and
- Trench foot, i.e., freezing of the foot caused by immersion in cold water or prolonged exposure to extremely cold air.

Read More on Page 2
4 THINGS YOU MUST DO TO PROTECT WORKERS FROM COLD STRESS

The Guidance lists 4 kinds of protective measures that employers should take to prevent workers from suffering cold stress:

1. Require Protective Clothing
First, you need to ensure workers exposed to cold stress wear protective clothing. The Guidance sets out 6 things employers must make workers do:
   - Wear at least 3 layers of clothing—an inner layer of wool, silk or synthetic to wick moisture, a middle layer of wool or synthetic for insulation and an outer layer of wind and rain protection that allows for ventilation;
   - Wear a hat or hood on their head;
   - Wear boots or other footwear that’s insulated;
   - Keep a change of dry clothes on hand;
   - Wear loose clothing (other than the wicking layer which needs to be tight); and
   - Consider the wetting effects of sweat.

2. Implement Work Practices
The Guidance calls on employers to implement steps to ensure the work is done safely such as:
   - Making workers drink plenty of liquids and avoid caffeine and alcohol so they don’t become dehydrated;
   - Scheduling heaviest work for the warmest part of the day;
   - Letting workers take frequent breaks so they can come out of the cold; and
   - Having workers work in pairs so they can keep an eye on each other and monitor for signs of cold stress.

3. Use Engineering Controls
Employers should use things like radiant heaters, shields, insulating materials and other engineering measures to make the air warmer.

4. Provide Safety Training
Last but not least, employers need to train workers about the dangers of cold stress, how to recognize when cold stress occurs and how to respond if they experience or see one of their co-workers experiencing such symptoms.

HOW TO CREATE A COLD STRESS EXPOSURE POLICY

One of the best ways to comply with these requirements is to adopt a written cold stress exposure plan for your workplace. Although you need to tailor the plan to your own particular circumstances, the featured tool above, “Model Cold Stress Prevention Policy”, is a good illustration of what to include. Like ours, your plan should:

- **Explain Purpose.** Help workers understand the dangers they are trying to prevent, such as frostbite and hypothermia, by explaining them in the policy.
- **Require Periodic Monitoring of Temperature, Wind Chill, and Other Factors.** The obligation to protect workers against cold stress involves monitoring temperature and wind chill levels.
- **Require Supervisors to Protect Workers Subject to Cold Exposure.** Your supervisors should also monitor workers performing light, moderate or heavy work. While moderate work provides a warming effect, heavy work produces perspiration which makes workers more vulnerable to cold stress injuries. Another important factor is whether working conditions are wet—which would require additional protection—or dry.
- **Make Workers Work in Groups.** Cold stress problems can creep up on a worker before he or she realizes what’s going on. The best way to protect your workers is to have them work together, putting each worker in charge of another’s safety.
- **Provide for Worker Training.** The plan should require somebody at your facility to train all workers and supervisors about the signs, symptoms and prevention of cold stress. Too many workers regard being cold as a mere discomfort, something a “real man” (or “woman”) wouldn’t complain about.

ABOUT US

SafetySmart Compliance is published by Bergande Holdings Inc. and is intended for in-house use only. Commercial reproduction is a violation of our copyright agreement. This publication is designed to provide accurate and authoritative information on the subject matter covered. It is sold with the understanding that the publisher is not engaged in rendering legal, accounting or other professional services. If legal or other expert assistance is required, the services of a competent professional should be sought.

To order a subscription to SafetySmart Compliance for $397/12 months, please call our customer service center at 1-800-667-9300, fax us at 1-250-485-1800 or visit our website at www.SafetySmartCompliance.com. Publications Mail #40065442. Printed in Canada.

**S E N I O R A D V I S O R**
GLENN S. DEMBY, ESQ.

**P R E S I D E N T A N D C E O**
ROB RANSOM

Quick Codes: Make It Easy to Access All the Content in this Issue Online!

How do you use them? It’s easy, just follow these 3 steps.

1. Go to SafetySmartCompliance.com and look for the Quick Code box.
2. Type in the Quick Code (example: 1001).
3. Press the “Go” button.

Instantly you will be taken to the article, tool, or analysis. On the webpage you’ll also find related articles, helpful tools, and/or additional resources that have been expertly chosen by our editor to help simplify your job of building a compliant safety culture.
ASK THE EXPERT

Is Flu a Recordable Injury?

Is influenza a work-related illness that must be recorded in the OSHA 300 under the OSHA Recordkeeping standard? The short answer is that it depends on the kind of flu the worker gets:

- Cases of seasonal flu does not have to be recorded; but
- Cases involving special flu strains, like H1N1, apparently are recordable.

Seasonal Flu Not Recordable

Influenza comes in different forms or strains:

- Seasonal influenza—the common flu; and
- Novel strains that emerge from time to time, like avian influenza A H5N1 or swine flu, H1N1

The recordkeeping standard 1904.5(b)(2)(viii) itself states that the common cold or flu are not recordable.

H1N1 May Be Recordable

Until 2009, OSHA hadn’t specifically addressed the recordability of novel strains. So the the assumption was that these strains were also unrecordable under Sec. 1904.5(b)(2)(viii). But in November 2009, OSHA issued an enforcement directive on H1N1 that dispels this function.

“Illness due to the 2009 H1N1 influenza is not considered a common cold or seasonal flu,” according to the directive. So it is recordable if:

- It’s a confirmed case of H1N1 as defined by the CDC (Centers for Disease Control), i.e.:
- The person has influenza-like illness; and
- A lab confirms H1N1 via 1 or more of the following tests via real-time RT-PCR and/or viral culture
- The case is work-related under Sec. 1904.5 of the Recordkeeping standard; and

- The case involves 1 or more of the recording criteria set out in Sec. 1904.7, i.e.:
  - Death;
  - Days away from work;
  - Restricted work or transfer to another job;
  - Medical treatment beyond first aid;
  - Loss of consciousness;
  - A significant injury or illness diagnosed by a physician or other licensed health care professional.

Caveats Apply

The OSHA enforcement directive on H1N1 applies only to one novel strain of influenza—the 2009 H1N1—which encompasses the 2009-2010 flu season.

Moreover, it covers only workers deemed to be in occupations that carry a “high” or “very high” risk of exposure, including:

- Healthcare workers performing or present during the performance of aerosol-generating procedures on confirmed or suspected 2009 H1N1 patients, such as sputum inductions;
- Healthcare workers in close contact, i.e., working within 6 feet of suspected or confirmed patients or entering into a small enclosed airspace with the patient; and
- Staff transporting suspected or confirmed patients in ambulances or other enclosed vehicles.

The directive doesn’t apply to workers with only medium or low exposure risk, including:

- Employees with high frequency contact with the general population, e.g., teachers or retail workers; or
- Employees in jobs that don’t require close contact, i.e., within 6 feet of others.

CONCLUSION

What we know for sure is that seasonal flu cases are not recordable.

We also know that 2009 H1N1 cases were properly recorded for covered workers during the 2009-2010 flu season.

The last thing we know based on the 2009 directive on H1N1 is that OSHA may stipulate that certain kinds of novel strains of influenza are recordable.
1. $283,500—Lockout/Tagout & Machine Guarding
   Who Got Fined: Fail fastening system manufacturer in NJ.
   Why OSHA Inspected: Responding to worker complaints.
   Major Violations Cited: 3 willfuls for failure to implement LOTO procedures for hydraulic and mechanical presses, lack of machine guarding and not providing proper LOTO safety training and instruction to workers performing service and maintenance of machinery; and 20 serious including forklift electrical hazards, confined spaces, lack of hearing conservation program, PPE and fire extinguishers. Company placed into SVEP (Severe Violators Enforcement Program).
   [Pandrol USA, No. 12-2312-NEW (osha 12-06), Reg.2, Dec. 3, 2012]

2. $170,500—Machine Guarding & Fall Protection
   Who Got Fined: Ohio steel mill.
   Why OSHA Inspected: Responding to worker complaints.
   Major Violations Cited: 5 repeats for lack of machine guarding on ingoing nip points; points of operation and rotating parts, no guardrails on elevated platforms and electrical hazards (not ensuring electrical boxes with unused openings were closed)—the same violations cited at other facilities owned by the mill in 2007; and 7 serious including not reducing compressed air used for cleaning to 30 psi or below, no annual training on use of fire extinguishers, no emergency eyewash station and LOTO.

3. $144,400—Confined Spaces, Lockout/Tagout
   Who Got Fined: Nebraska grain storage facility.
   Why OSHA Inspected: Under local emphasis program targeting grain handling facilities.
   Major Violations Cited: 2 willfuls including one for LOTO—not locking out energy sources of mechanical equipment during bin entry—and one for confined spaces—not requiring workers entering bins to wear a body harness with an attached lanyard for emergency rescue. There was also a serious violation for having a deficient handrail on a stairway.
   [CPD-Lansing LLC, No. 12-2348-KAN, Reg.7, Dec. 5, 2012]

4. $134,000—Process Safety Management (PSM)
   Who Got Fined: Texas food storage facility and its maintenance subcontractor.
   Why OSHA Inspected: Scheduled inspection under PSM National Emphasis Program.
   Major Violations Cited: Facility cited for 14 serious PSM and 11 other serious violations, including LOTO, fall protection and electrical. The subcontractor was cited for 2 serious Hazcom violations—lack of training and MSDSs.

5. $115,500—Trenching
   Who Got Fined: Ohio excavations contractor.
   Why OSHA Inspected: Response to worker complaint. Contractor was already in SVEP for a fatal trench collapse in 2010.
   Major Violations Cited: 3 willfuls for not protecting workers in trenches against cave-in.
   [Bontrager Excavating Ltd., No. 12-2359-CHI, Reg.5, Dec. 12, 2012]

6. $100,000—Scaffolding & Fall Protection
   Why OSHA Inspected: Temporary construction worker killed in 27 foot fall that occurred when the scaffold plank he was working on snapped.
   Major Violations Cited: Contractor settles case for $100,000 and promise to remedy violations it originally contested, including failing to inspect scaffold for defects, adequately train workers in scaffold erection and inspection and determine the feasibility of or ensure use of fall protection for workers during the scaffold erection.

7. $99,000—Process Safety Management
   Who Got Fined: Chicken processing company that operates in 12 southern states for violations at Texas plant.
   Why OSHA Inspected: Scheduled inspection under PSM National Emphasis Program.
   Major Violations Cited: 3 repeat PSMs including failing to inspect and process equipment in accordance with manufacturer’s instructions, ensure equipment meets generally accepted good engineering practice and label containers of hazardous chemicals; and 4 serious PSM violations.
   [Pilgrim’s Pride Corp., No. 12-2379-DAL, Reg. 6, Dec. 11, 2012]

8. $82,900—Lockout/Tagout & Hazardous Chemicals
   Who Got Fined: Texas engine manufacturing plant.
   Why OSHA Inspected: Response to worker complaint.
   Major Violations Cited: 13 serious including lack of machine guarding on punches, lathes and brakes, failure to mark electrical disconnects, no emergency eyewash or shower, lack of LOTO procedures, PPE—not protective gloves for workers using hazardous chemicals—and failure to train and certify operators of powered industrial trucks. Company also cited for 15 other-than-serious violations.
   [Amerimex Motors & Controls, No. 12-2357-DAL, Reg. 6, Dec. 10, 2012]

9. $75,600—Electrical, PPE, Fire & Confined Spaces
   Who Got Fined: Texas-based fiberglass products manufacturing company for violations at Montana plant.
   Why OSHA Inspected: Response to worker complaint.
   Major Violations Cited: 1 repeat electrical—not containing energized wires in a flammable area with covering—similar to violation cited at company’s Georgia plant in 2009; and 11 serious including fire and explosion hazards in spray booths, improper storage of hazardous chemicals, failure to provide PPE and PPE training, no emergency eyewash and lack of confined spaces training.

10. $71,200—Electrical & Machine Guarding
    Who Got Fined: Texas oilfield equipment manufacturing plant
    Why OSHA Inspected: Scheduled inspection under National Emphasis Program on amputations.
    Major Violations Cited: 1 repeat electrical—not containing energized wires in a flammable area with covering—similar to violation cited at company’s Georgia plant in 2009; and 3 repeat PSMs including failing to inspect and process equipment in accordance with manufacturer’s instructions, ensure equipment meets generally accepted good engineering practice and label containers of hazardous chemicals; and 4 serious PSM violations.
P.R. and Safety: Mr. Squiggles & Safety Public Relations

The story of how Mr. Squiggles Avoided Recall probably won’t make it as a Hallmark Christmas special. But if you’re a safety director, the episode is one you should know about.

Who is Mr. Squiggles?

If you were one of the more than 8 million who’ve bought one of these furry cuties, you know full well who Mr. Squiggles is.

For the rest of you, Mr. Squiggles is a robotic hamster that retails for about 20 bucks, depending on which cute accessories you buy. And back in 2009, Mr. Squiggles also happened to be the holiday season’s hottest toy. But in early December of that year—right in the heart of the Xmas toy buying season—it almost all came to a tragic end for Mr. Squiggles.

The Mr. Squiggles Imbroglio

Mr. Squiggles is produced by a small St. Louis company called Cepia and sold under the brand name Zhu Zhu Pets. Our tale begins on December 4, 2009, when GoodGuide, a San Francisco-based consumer safety group, issued a press release proclaiming that its testing revealed Zhu Zhu Pets contain dangerously high levels of antimony, a metal that can cause cancer, lung and heart problems.

Faced with the possibility of a recall, Cepia reacted swiftly. Management immediately hired a crisis communication firm. The next day, the company published the results of its own testing showing Zhu Zhu Pets to be safe. The tests weren’t just a self-serving corporate report. They were carried out to comply with federal safety requirements and performed by a respected products testing firm that has been in business since 1828.

Cepia also took its case directly to the U.S. government. On Dec. 7, the company sent representatives to the Consumer Products Safety Commission (CPSC) toting briefcases of information, including reports showing that GoodGuide’s testing methods didn’t follow federal standards.

Almost immediately, GoodGuide began backing off its claims, admitting that it should have compared its findings on the levels of antimony in Zhu Zhu Pets to federal standards and announcing that it would be changing its testing protocols. You can check out the GoodGuide statement here.

Pets to federal standards and announcing that it would be changing its testing protocols. You can check out the GoodGuide statement here.

OSHA Quiz

Do Workers on Scaffolds with Guardrails Need to Tie-Off?

Situation: Workers are working on a scissor lift platform scaffold over 10—feet-high that extends beyond the lift’s wheelbase. The platform is equipped with guardrails that meet ANSI standards and the scissor lift itself meets all of the requirements for a scissor lift under the OSHA Scaffolding for Construction standards (Part 1926 Subpart L).

Question: Must the workers tie-off when they’re on the platform?

A. Yes, because they’re at risk of falling more than 10 feet.

B. Yes, because guardrail systems must be supplemented by fall arrest systems.

C. No, because a properly designed guardrail system is sufficient fall protection.

D. No, because the platform extends beyond the scissor lift’s wheelbase.

Answer: C. As long as the platform has proper guardrails, workers don’t have to tie-off.

Explanation: This scenario, which comes from a 2005 OSHA Interpretation Letter, illustrates the fall protection options to protect construction workers on scaffolds over 10-feet-high: Specifically, you can use either a properly designed and maintained guardrail system, i.e., one that meets the requirements of Sec. 1926.451(g)(4) or a personal fall arrest system. You don’t have to use both.

Why Wrong Answers Are Wrong

A is wrong: because the OSHA Scaffolds General Requirements standard for Construction requires you to provide fall protection for workers on scaffolds above 10 feet in elevation, it doesn’t necessarily require guardrails and personal fall arrest systems at the same time.

B is wrong: because fall arrest systems are required only if:
- There are no guardrails on the platform;
- There are guardrails on the platform but they don’t meet the design and maintenance standards for guardrails (Sec. 1926.451(g)(4)); or
- Workers leave the safety of the work platform.

None of these things are true in this scenario.

D is wrong: because the fact that the platform of a scissor lift extends beyond its wheelbase doesn’t affect the fall protection required. Of course, you can’t use a platform in such a configuration unless the scissor lift meets the requirements for such lifts under Part 1926 Subpart L. But that’s not a problem in this scenario: we stated that the lift does comply with the Part 1926 Subpart L requirements.

How to Perform Fall Hazard Assessments

Identify and analyze the fall hazards at your workplace by visiting SafetySmartCompliance.com and typing quick code 1059
The OSHA needlestick and sharps recording criteria standard (Sec. 1904.8) requires you to record all work-related needlestick injuries and cuts from sharp objects that are contaminated with another person’s blood (or other potentially infectious material) on the OSHA 300 Log as an injury. Here are the 6 things you have to do to comply:

MAKE SURE YOU:

1. To uphold privacy protection, Don’t enter the worker’s name on the OSHA 300 Log, to protect privacy.

2. Record cuts, lacerations, punctures and scratches if they’re work-related and involve contamination with another person’s blood or “other potentially infectious material.” -
   - Other Potentially Infectious Material - “i. Human body fluids, including semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid that’s visibly contaminated with blood and all body fluids in situations where it’s difficult or impossible to differentiate between body fluids; ii. Any unfixed tissue or organ (other than intact skin) from a human (living or dead); and iii. HIV-containing cell or tissue cultures, organ cultures, and HIV- or HBV-containing culture medium or other solutions; and blood, organs, or other tissues from experimental animals infected with HIV or HBV.”

3. Go back and update the OSHA 300 if an injury you recorded is later diagnosed as an infectious bloodborne disease and the case results in death, days away from work, restricted work or job transfer. Do the following:
   - Identify the description as an infectious disease; and
   - Change the case classification from an injury to illness.

4. Separately track percutaneous injuries, i.e., those that involve puncturing or going through the skin, from contaminated sharps, recording at least the following information:
   - The type and brand of device involved in the incident;
   - The department or work area where the exposure occurred; and
   - An explanation of how the incident occurred.

5. Record the above information either in:
   - Your OSHA 300 Log in a way that segregates the information from other injuries and illnesses; or
   - A separate sharps injury log.

6. Recognize the sensitive nature of sharps injuries and record and maintain the sharps injury information in a way that protects the injured worker’s confidentiality.

Featured Tool

Model Form for Reporting Needlestick Injury

Use this Model Reporting Form to ensure you capture the right information to properly report needlestick injuries in your OSHA 300.
SPOT THE OSHA VIOLATION
Is This a Good Place for a Portable Space Heater?

WHAT’S WRONG WITH THIS PICTURE?

Answer
Even a blurry photo can’t obscure the danger of placing a kerosene heater inches away from fuel containers. Hopefully, the containers are empty; but even if they are, they may emit flammable vapors that heat from the device could cause to ignite. The electrical cord stretching across the floor as a trip wire/additional source of ignition adds insult to injury.

The Moral
Temporary heating devices are a potential ignition source that must be kept a safe distance from flammable and combustible materials like chemicals, wood, paper—and even tarpaulins used to cover the heater.

PORTABLE SPACE HEATERS: WHAT’S AT STAKE

3 Reasons to Pay Attention
Portable space heaters are a leading cause of:
1. Fires;
2. Explosions; and
3. Carbon Monoxide poisoning.

3 Types of Portable Space Heaters

1. Kerosene Heaters
   - Largest and heaviest type
   - Use fuel grade kerosene
   - Not regulated by a thermostat
   - May require use of outside ventilation source to prevent buildup of combustible vapors

2. Electric Heaters
   - Lighter, cleaner & quieter than kerosene heaters
   - Function like old-style radiator
   - Typically have thermostat allowing you to control temperature
   - Electric supply and flow potential source of ignition—although most models include automatic shutoff in case of electrical surge or tip over

3. Forced Air Heaters
   - Lightest kind of portable heater
   - Can run on electric or liquid fuel
   - Have thermostat allowing you to control temperature
   - Generally most effective in heating a space quickly
   - Often also used as fans in hot weather

8 PORTABLE SPACE HEATERS DO’S AND DON’TS

There are 8 things to do/not do when using portable space heaters at work (or even at home):
1. DO make sure you keep the heater at least 3 feet away from chemicals and other combustible items—don’t ever get into a situation like the one in the photo above
2. DON’T use a portable space heater without first getting your supervisor’s permission
3. DO make sure the space heater you use has a label indicating that it’s been tested by a testing lab like the Underwriter’s Laboratories (UL)
4. DON’T use a light-duty extension cord or multi-outlet strip/surge protector with a high wattage electric heater—it might start a fire
5. DO keep electric heaters plugged directly into the outlet
6. DON’T place electric heaters in enclosed spaces like bathrooms (unless you get a supervisor’s permission)
7. DO ensure that electric heaters are grounded with a 3-pronged plug
8. DON’T run the power or extension cord across the floor so that it becomes a trip hazard
HAZARDOUS CHEMICALS
Monitoring Workers’ Exposure to Airborne Cadmium

Roughly 300,000 U.S. workers are exposed to cadmium each year. The OSHA Cadmium Standard (Sec. 1910.1027 for General Industry, Sec. 1926.1127 for Construction) requires you to protect workers from the hazards of airborne cadmium exposure. The good news is that it’s just gotten a little easier to comply. Here’s why.

CADMIUM HAZARDS & OSHA REQUIREMENTS
Airborne exposure to cadmium, a soft metal used in machining, plastics and many other operations, can cause fever, headaches, weakness, chills, sweating and muscular pain. Chronic, i.e., repeated and continuous exposure can damage the kidneys and cause lung or prostate cancer as well as bone disease.

One way the OSHA Standard protects workers from these hazards is by requiring employers to keep exposure below a Permissible Exposure Limit (PEL), i.e., maximum concentration over a period of time. The PEL for airborne cadmium is 5 micrograms per cubic meter of air (5 ug/mg(3)) calculated as an 8-hour time-weighted average (TWA) (Sec. 1910.1027(c)).

As with other hazardous chemicals subject to PELs, employers must perform monitoring to ensure that they’re staying within the cadmium exposure limits. Monitoring involves testing of breathing air samples in the work area as well as biological monitoring and medical surveillance of the actual workers exposed to cadmium.

How to Perform Cadmium Biological Monitoring & Medical Surveillance
On Dec. 11, 2012, OSHA posted an online tool on its website to make it easier to perform biological monitoring and medical surveillance. Here’s how it works.

Step 1: To perform biological monitoring and medical surveillance, you still need to collect the same medical data from workers required by Sec. 1910.1027(l).

Step 2: You can use the new OSHA Cadmium Biological Monitoring Advisor to analyze the biological monitoring data. Simply enter the data the worker provides into the Advisor and answer the questions it asks.

Step 3: The Advisor will then crunch the numbers and process the non-numeric information enabling you to determine:
- Whether you meet the biological monitoring and medical surveillance requirements of the Standard; and
- The steps you should take next, e.g., whether additional monitoring is required.

Who Can Use the Cadmium Advisor
Practically speaking, the Advisor is principally designed for experienced medical professionals since they’re the ones responsible for assessing worker exposure to airborne cadmium. But safety directors and even workers can also use the Advisor to educate themselves about the dangers of overexposure to cadmium and what can be done to prevent it.

Top 5 Resources Used on SafetySmartCompliance.com
Go to Compliance.SafetySmart.com and type in quick code 1064 to access the following resources.

1. Would You Want Your Workers Walking on These Floors?
If you’re a fan of slip, trip and fall hazards, this workplace is nirvana; if you’re a safety manager, it’s a nightmare.

2. A Workplace Violence Prevention Strategy
All organizations must develop policies and contingency plans to deal with the threat of workplace violence. They must acknowledge that workplace violence can happen to them, anticipate problems before they occur and act to prevent them.

3. Why Workers Won’t Wear PPE
Of course, ensuring proper use of PPE by workers isn’t just an OSHA obligation; it’s a vital safety measure. So why don’t workers use the stuff?

4. 16 Steps to Comply with Employee Alarm Systems Rules
OSHA requires employers to install alarms to alert employees to emergencies. Such alarms must meet requirements set out in Sec. 1910.165. Here’s a checklist of 16 things to check to ensure your system complies.

5. GHS Hazard Symbols: The 9 New Pictograms
Effective Dec. 1, 2015, all containers of hazardous chemicals subject to GHS regulation must be marked with a label that includes one of the following 9 hazard symbols for classes of chemicals that have the particular hazard symbolized.