



## **AGC/NWUCA SAFETY FORUM – BEST PRACTICES FEBRUARY 24, 2017**

### **Drug and Alcohol Testing: New Rules**

- Complete an evaluation of each accident; can you rule out that drugs contributed to the incident?
- Update your written policy to reflect new rules (no blanket testing)
- Individually evaluate each incident; no blanket post-accident testing
- New oral testing method for marijuana should be available within a few years
- New post-accident testing rule does not impact pre-hire drug testing
- Supervisors need training to recognize impairment (reasonable suspicion training)
- Recommend adding “synthetic opioids” to test panel

### **Emergency Preparedness**

- Conduct mock fire drills; make sure everyone knows rally point location(s)
- Develop project-specific Emergency Action Plans
- Have basic supplies on hand: water, food, first aid supplies
- Supervisors should have head counts for project, including sub-contractors
- Have workers assigned to areas/floors conduct sweeps of area to ensure workers have evacuated
- Each site needs a portable emergency kit to address traumatic injuries, medical emergencies, treatment of shock, etc.
- Difficult decisions will have to be made: who will make these decisions?
- Anticipate transportation problems after natural disasters
- Update your voicemail message after natural disaster (“I’m safe message”)
- Thirteen active shooter situations per year in U.S. (in the past five years); be prepared to take action (run/hide/fight)
- Need to know general contractor’s emergency plan (communicate with all subs)

## **Patient Centered Care of Oregon**

- Educate injured worker (IW) about workers' comp system; make sure they understand the process
- Keep in touch with the IW; good communication demonstrates you care about the employee
- Be creative with jobs/tasks to bring IW back to work as soon as possible; consider online training for IW (learn while recovering)
- Have restricted (light duty) job descriptions established before injuries occur
- "A Fit Life" is a system designed to lower cost of injuries and deliver better results for IW, employers, and insurance companies <http://afitlife.com>

## **Managing Injury Claims and Return-to-Work**

- Establish a packet for injured workers to educate them on the process of filing claim, required communication with doctor/employer/supervisor, how time-loss affects IW/company, importance of recording details associated with incident/injury, etc.
- It's important to have a process in place (written policies) for Employer-at-Injury Program (EAIP) and return-to-work (RTW) programs
- Ensure the average weekly wage is established for the injured worker
- Bona fide job offer must be justified work, not discriminatory/retaliatory in nature
- Ensure IW completes injury packet at earliest opportunity. Details are important.
- Make sure IW promptly communicates details for light-duty work to supervisor/human resources (HR)
- Always attempt to avoid time loss; brief IW before seeking medical treatment

## **OSHA Rules Updates**

- Fall protection trigger height across all industries is six feet (driven by Fed-OSHA)
- Effective October, 2017, slide guards will no longer be allowed as sole means of fall protection
- Thoughtful consideration of drug testing in post-accident situations (no more blanket testing policies)
- Incentive programs must not deter reporting of injuries (should be based on leading indicators, instead of number of days without injury, total number of injuries, etc.)
- Reporting workplace injuries: your company's info will be public. No federal system in place to report (at this time)
- Drug testing for post-accident cause: you need to be able to justify why IW was tested
- Effective July, 2018, silica PEL will be 50 mg3 and Action Level will be 25mg3
- Walking Working Surfaces rule is in the process of being revised
- Make sure to sign up for email updates from OR-OSHA

- Post the updated OR-OSHA poster now, inform employees of law prohibiting discrimination for reporting workplace injuries
- Bloodborne pathogen training is available on the OR-OSHA website

## **Silica Management**

- Don't wait until 2018 to evaluate silica exposure. Conduct exposure assessments now and have controls in place prior to July, 2018
- Update policy to reflect changes; wet-cut methods are critical to meeting PEL/Action level
- OR-OSHA factsheet is available now
- Fed-OSHA "Small Entity Compliance Guide" is available at [www.osha.gov/Publications/OSHA3902.pdf](http://www.osha.gov/Publications/OSHA3902.pdf)
- Resources available: SAIF's Silica Management Program; Silicasafe.org; a Silica awareness video available on AGC's website
- Medical surveillance in effect July, 2020
- OSHA is allowed to initiate inspection if a dust cloud is noticed by an inspector
- Silica "competent person" training is available; get trained prior to 2018
- Remove slurry before it hardens to avoid creating dust on your site