



ASSP NORTH FLORIDA CHAPTER NEWSLETTER – FEBRUARY 2020

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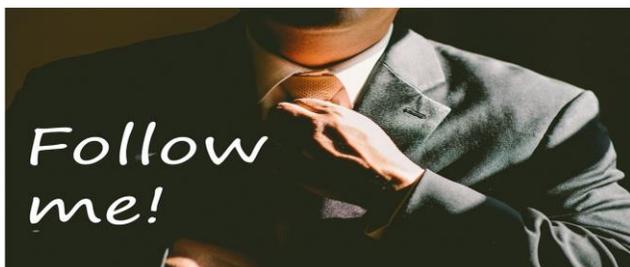
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Three Workplace Safety Trends Every Risk Manager Should Understand in 2020

Kevin Lombardo

Every seven seconds, a worker in America is hurt on the job, according to the National Safety Council. The new year brings fresh opportunities to improve your safety culture and streamline your enterprise, and safety experts are creating innovative solutions to tackle some of the toughest questions in workplace health and wellness. Technology continues to find new roles in the workplace, and safety leaders are increasingly turning to holistic solutions to keep employees safe and healthy. Here's a rundown of the top three trends in workplace safety you can expect to encounter in 2020.

Trend 1: Holistic worker safety strategies are catching on fast

Risk managers and safety professionals across industries are increasingly

The Total Worker Health® (TWH) approach to workplace safety, as outlined by the National Institute for Occupational Safety and Health (NIOSH)¹, has shaped the world of risk management, and companies everywhere are catching on.

looking to adopt total-worker solutions that promote health in a broader, more holistic manner. The Total Worker Health® (TWH) approach to workplace safety, as outlined by the National Institute for Occupational Safety and Health (NIOSH)¹, has shaped the world of risk management, and companies everywhere are catching on. By addressing the worker's entire experience—from the physical requirements of their tasks on the job to their sleep patterns at home and the equipment they use at work—this strategy has delivered results for companies of all types.

By utilizing strategies that tackle workplace safety from several angles, businesses can account for

risks that originate from all aspects of the worker's experience. Through a focus on body, behavior, and environment, organizations are quickly implementing TWH solutions through an integrated approach. Safety managers are now responsible for more facets of the workplace than ever, and they will continue to lean more heavily on proactive solutions that eliminate risk at the source before it leads to injuries and major costs for the organization. With the proper tools from a multi-pronged safety strategy, you can be ready for all the challenges of the new year.

Trend 2: Technology-based safety programs are stepping up

To counter the range of risks employees face on a



daily basis, more and more enterprises are investing in high-tech solutions that can enhance workplace safety programs. These solutions are easy to integrate into an existing strategy and can provide assistance both in analyzing the risks of the workplace and in preventing injuries, chronic pain, and fatigue.

From wearable devices that measure workers' exertion levels and offer predictive safety analysis to exoskeletons that provide support for employees whose jobs require difficult postures or high levels of

employees to take charge of their health through self-correction and at-home self-care, allowing them to monitor ergonomic factors and perform exercises that contribute to better strength and conditioning. Smart tech has also shown promise in preventing fatigue among workers, offering predictive analysis that can determine fatigue risk at virtually any point of a shift.

Even more exciting is the growing integration of artificial intelligence in workplace risk management systems. AI-

powered software can monitor the workplace and evaluate risks in real time, warning managers and employees when a risk factor turns into a safety hazard. Combined with other tactics like increased training, ergonomics, and on-site coaching, technology can be an integral part of an effective and proactive strategy.

Trend 3: Managers are acknowledging worker substance abuse and mental health issues

Employees face a range of stressors at work regardless of their health status, and these risks only compound when drugs and alcohol become involved. About half of all workplace injuries involve drug use in some capacity, and up to 20 percent of workplace fatalities can be attributed to alcohol or drug abuse. In light of the national opioid crisis, it's essential that managers and their companies take the issues of drug abuse and mental health seriously. Mental health issues can have a dramatic effect on morale and productivity, as individuals with chronic mental health disorders like depression or anxiety

Many employees also live, work, and play with chronic pain as a constant in their lives...

This is a significant issue that costs American employers over \$600 billion annually and increases opioid abuse and emotional distress.

force, there is no shortage of technologies available to optimize your safety program. New desktop software and cloud-based tech offer ways for

powered software can monitor the workplace and evaluate risks in real time, warning managers and employees when a risk factor turns into a safety



are more likely to exhibit presenteeism and lose work time than workers with other chronic illnesses.

Likewise, the work environment and mental health are strongly linked - employees who suffer from chronic fatigue as a result of overwork or burnout are more likely to experience depression or anxiety, and physical factors like chronic pain can also contribute to mental illness. Many employees also live, work, and play with chronic pain as a constant in their lives. Up to now, managing and addressing pain has been left to the employee and their healthcare professional. This is a significant issue that costs American employers over \$600 billion annually and increases opioid abuse and emotional distress.

Employers should evaluate on-site solutions that help employees address pain, self-care, and proper use of biomechanical technique. With more resources becoming available to help managers deal with these complex issues, now is the

time to start addressing substance abuse and mental health issues in the workplace.

Conclusion

Every year brings its own unique surprises and challenges, but with a proactive mindset and a holistic strategy, safety managers can make major strides in preventing injuries, protecting workers, and streamlining operations. With investment in diverse safety tactics and a commitment to addressing difficult issues, companies can cut costs and improve productivity, all while fostering a supportive and positive culture of safety in the workplace.

1Total Worker Health is a registered trademark of the U.S. Department of Health and Human Services

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January 29, 2020
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Summary

Trend 1: Holistic worker safety strategies are catching on fast

Trend 2: Technology-based safety programs are stepping up

Trend 3: Managers are acknowledging worker substance abuse and mental health issues

Every year brings its own unique surprises and challenges, but with a proactive mindset and a holistic strategy, safety managers can make major strides in preventing injuries, protecting workers, and streamlining operations.



How does your state rank for on-the-road safety?

Fred Hosier

Motor vehicle crashes are the leading cause of work-related deaths. More than 27,000 employees died in work-related motor vehicle crashes from 2003-2017, according to federal statistics. Where are drivers most at risk?

Advocates for Highway and Auto Safety (Advocates) [ranked all 50 states](#) and Washington, DC, on passage of 16 highway/driving laws that have been proven to save lives. No state has enacted all 16 laws.

States that have passed the highest number of these laws are ranked “green.” Those that have enacted the fewest are categorized as “red.” Those in between are “yellow:”

- Green (7 and DC): California, Delaware, DC, Louisiana, Maine, Oregon, Rhode Island and Washington (state)
- Yellow (31): Alabama, Alaska, Arkansas, Colorado, Connecticut, Georgia, Hawaii, Idaho, Illinois,

Indiana, Iowa, Kansas, Kentucky, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, New Jersey, New Mexico, New York, North Carolina, North Dakota, Oklahoma, Pennsylvania, South Carolina, Tennessee, Texas, Utah, West Virginia, and Wisconsin

- Red (12): Arizona, Florida, Missouri, Montana, Nebraska, Nevada, New Hampshire, Ohio, South Dakota, Vermont, Virginia and Wyoming.

Employers can't control state traffic laws.

But companies can encourage employees who travel as part of their jobs to drive as if all the laws were in effect.

Safe driving practices tied to the 16 laws include:

- Always fasten your seat belt, for both drivers and passengers
- Don't [drive under the influence](#) of [alcohol](#) or [drugs](#) – whether

they're [prescriptions](#) or illegal substances

- Don't use your [cell phone](#) to make calls when driving – hand-held or hands-free, and
- Avoid other distractions while driving, such as [texting](#), accessing the internet, reading and updating social media.

New technology

The report notes that driver assistance technology, such as automatic emergency braking and blind spot detection, have been proven to help avoid crashes that can cause injuries or kill.

The group isn't as positive about autonomous vehicles. Advocates hopes AVs will meaningfully reduce crash deaths and injuries eventually but says the current development of this technology isn't sufficient to protect road users.

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Court: Employer must reimburse injured worker for medical weed

Merriell Moyer

A New Jersey employer must reimburse an injured worker for medical marijuana, according to an appeals court decision.

The court found a workers' comp judge's order doesn't require the company to possess, manufacture or distribute marijuana, so there is no conflict between the state's Medical Marijuana Act and the federal Controlled Substances Act.

Truckload of concrete dumped on him

In 2001, Vincent Hager was employed by M&K Construction and was working on a company jobsite when a truck delivering concrete dumped its load onto him.

Hager suffered lower back pain radiating down both legs and was diagnosed with central disc herniation, annular disc bulging and other spinal problems, and was told to see a neurosurgeon.

The company denied Hager's workers' compensation claim, stating it was investigating the incident.

Hager used his private health insurance to pay his medical bills, but in December 2001, when the pain prevented him from working, he left M&K.

His health insurance was terminated Jan. 2002, so he could no longer afford testing and treatment for his condition.

Surgery, opioids offer no relief

M&K continued to deny workers' comp benefits, so Hager hired an attorney who referred him to another neurosurgeon.

From 2003 to 2011, Hager suffered extreme pain, underwent two unsuccessful surgeries to relieve the pain and was eventually prescribed a variety of opioid pain medications.

In November 2015, a doctor diagnosed Hager with chronic debilitating pain and stated his condition was unlikely to improve.

Further, his long-term use of opiate medications caused excessive sensitivity

to pain and dependency on the drugs.

A few months later, Hager told another doctor he wanted an alternative to the opioids, so the doctor suggested medical marijuana.

Marijuana eases the pain

After going through the extensive registration process for medical marijuana use, Hager was provided with a prescription, paying \$616 a month out-of-pocket.

In May 2016, he told his doctor the medical marijuana provided some relief from the pain, he was sleeping better and he had stopped taking opioids.

M&K agreed in November 2016 that Hager should receive workers' compensation benefits, but it refused to pay for the medical marijuana, so Hager filed a dispute with the judge of compensation.

The judge ordered M&K to pay for the prescription July 30, 2018.

Reimbursement isn't illegal



On appeal, the company argued the federal Controlled Substances Act – which makes the manufacture, possession or distribution of marijuana a crime – preempts the New Jersey Compassionate Use Medical Marijuana Act since it's impossible to comply with both laws.

Because the order doesn't require M&K to possess, manufacture or distribute marijuana, but only reimburse Hager for his purchases of the drug, the appeals court found no conflict between the federal and state laws.

Further, Hager had successfully demonstrated the severity and chronic nature of his pain, how he attempted to alleviate that pain through multiple unsuccessful methods and how effective the medical marijuana had been, so the court stated use of the drug was reasonable and necessary.

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OSHA Sets Focus on Silica Enforcement

Agency revises National Emphasis Program to further target high-risk industries.

Stefanie Valentic

With OSHA's respirable crystalline silica (RCS) standards now in full effect for the general, maritime and construction industries, the agency has announced a revision to its National Emphasis Program (NEP).

The adjustments to the directive were enacted in an effort to further protect worker exposures to the naturally-occurring mineral.

Inhaling silica particles generated during cutting, sawing, grinding, drilling, and crushing materials such as stone, rock, concrete, brick, block and mortar can cause negative health consequences including silicosis, an incurable lung disease, lung cancer, and chronic obstructive pulmonary disease.

Specific industry standards related to RCS, which

became effective in June 2016, are outlined in general industry and maritime (29 CFR § 1910.1053) and construction (29 CFR § 1926.1153).

Compliance dates for respirable crystalline silica were Sept. 23, 2017 for construction employers and June 23, 2018 for employers in the general and maritime industries.



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

The agency now has enacted a revised application to the lower permissible exposure limit (PEL) to 50 micrograms per cubic meter ($\mu\text{g}/\text{m}^3$) as an 8-hour time-weighted average in general industry, maritime, and construction.

While OSHA's regional and area outlets must follow the NEP, they are not required



to create and implement their own regional or local emphasis programs. However, because of silica exposure is a national issue, state-run plans must participate, according to the agency.

OSHA area offices are now tasked with curating a randomized establishment list of employers in their respective jurisdictions for targeted inspections, based on updated target industries found in the appendix of the NEP.

Compliance safety and health officers will continue to reference current enforcement guidance for RCS inspection procedures, according to the agency.

Before initiating programmed inspections in accordance with the NEP, OSHA will offer 90 days of compliance assistance for stakeholders affected by the new measures.

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February 7, 2020
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4 Critical Ways to Be a Better Leader This Year

Gene Hammett

Every leader must balance their time between the short term and the future.

All leaders experience the pressure of day-to-day work. But they also know the importance of strategic work. The biggest problem is that typically, the day-to-day work gets their attention.

In other words, the least important work is getting the best of your attention. The items on your to-do list are important -- they wouldn't be there if they weren't. However, the truly visionary work that leaders must do is pushed aside. Like Stephen Covey's "urgent versus important" time management matrix, described in his book *The 7 Habits of Highly Effective People*, leaders are losing the forest for the trees.

I coach founders and CEOs to focus on strategic leadership. They know it's critical, but they also have logical reasons for why it's not getting done. I uncover the real reason. Without intervention, leaders will

avoid strategic activities and focus on their to-do list.

This avoidance usually comes down to fear. Focusing on day-to-day work is easier and more predictable. Strategic work is harder, carrying more risk. That fear is amplified as companies grow and the risk of big decisions increases.

Here are four traits to overcome your fear and expand your capacity to be strategic:

1. Let go of the day-to-day.

The ability to step back from immediate work is an underdeveloped skill. There's fear that no one can do it as well or as fast as you can. This trap keeps leaders focused on details and status updates. I talked with a potential client who was wrapped up in invoicing, yet he complained he didn't have time to sell. It was clear that he prioritized small tasks and failed to commit to the work that would grow the company.

Strategic leaders know how to let go of most day-to-day tasks so they can lead the company by doing visionary work.

2. Connect the dots.



The ability to find the relationship between various data points and strategies is essential to strategic leadership. Organizational complexity increases with departments in marketing, sales, technology, operations and finance. Strategic leaders are able to go beyond the internal to include external partners, clients and other stakeholders.

A leader's job is to step back to see how various people and projects are connected to each other. They must create and simplify contextual models so others can see how the dots are connected as well.

3. Prioritize time to think.

Leaders often over-index on execution. Strategic leaders know that if they don't protect their calendars, someone will do it for them. One critical discipline for those who want to be more strategic is to prioritize time for thinking.

One of my clients, Favio Lopez, struggled making time to think -- his days were filled with back-to-back meetings, travel and email. Lopez is the COO of Trideum Corporation, which delivers engineering services to the

federal government and ranked No. 4404 on the 2019 Inc. 5000 list. Lopez felt the pressure of leading more than 260 people and creating consistent growth, but eventually found that having time to think helps him to become a better leader. You may see time to think as a luxury in a fast-paced world, but like Lopez found, it's a requirement.

Look back at your schedule, and consider your hours of highest creativity and thinking. I refer to these as the "hours of genius." Protect that time like it's a meeting with your best client. Also, keep in mind that some of your best ideas will come when you're not actively engaged in solving problems, such as in the shower or during a walk. Make space for these activities, too.

4. Be proactive as a default.

Fast-paced work environments are the norm. Everyone must react to the challenges that arise. Over time, you end up putting out "fires" instead of building space to be proactive.

This is one area where I struggled myself; I felt more like a firefighter than a CEO. My day was consumed

by reacting to work that was never supposed to be part of my day. To grow the company, I needed to be proactive. This meant I would work on projects that allowed the company to get ahead of the current cycle of work and not become a victim to immediate problems.

Change your mindset -- make a defined percentage of your day proactive. For me, that number is 80 percent. Examine last week's calendar to determine your percentage of reactive versus proactive time. Create systems that allow you to streamline the work operations you're touching. You might automate some things. You might delegate others. The key is to make proactivity your default.

Average leaders focus on day-to-day work and let their fears control them. Visionary leaders think ahead and realize where their time is best spent.

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Local Chapter Officers and Chairs

Elected Officers

- President - Bob Dooley
- President Elect - Eric Gray
- Secretary - Steve Wilson
- Treasurer - Yaniv Zagagi
- Delegate – Paul Thomas

Appointed Chairs

- Membership Chair
Mark Gibson
- Newsletter Chair
Allen Davis
- Nominations Chair
Steve Brown
- Past President
Steve Brown
- Program Chair
Dan Hemsall
- Social Chair
Phil Baker
- Social Media Chair
Vernon Adams
- SPY Awards Chair
Open
- Scholarship Chair
Stephen Brown

Local Chapter Information

The North Florida Chapter of the American Society of Safety Professionals, formerly the American Society of Safety Engineers, was chartered in 1952 and currently has over 200 members.

Professional meetings are held nine times per year in the Jacksonville area.

Meeting notices are distributed, and RSVP's are returned by email. If you are a member of ASSP and are not receiving notices by email, please email the [Chapter Secretary](#).

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Job Market Links General Employment Links

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[BCSP Construction Safety
Jobs](#)

[BCSP Industrial Hygiene Jobs](#)

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ASSP Chapter Links

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LOCAL CHAPTER MEETING SCHEDULE

February 19, 2020

Active Shooter/Workplace

Violence

Location: NEFSC

1725 Art Museum Drive

Building B, Classroom D

Jacksonville, FL 32207

11:30 Lunch & Networking

12 Noon Meeting

April 15, 2020

Ergonomics

Location: NEFSC

1725 Art Museum Drive

Building B, Classroom D

Jacksonville, FL 32207

11:30 Lunch & Networking

12 Noon Meeting

May 20, 2020

TBA

For all meetings, please RSVP

Steve Wilson at

steven_wilson1@me.com.

Cost: Members: \$15

Non-Members: \$20

March 18, 2020

Annual OSHA Update

Location: NEFSC

1725 Art Museum Drive

Building B, Classroom D

Jacksonville, FL 32207

11:30 Lunch & Networking

12 Noon Meeting

April 24, 2020

Worker's Memorial

Location: NEFSC

1725 Art Museum Drive

Building B, Classroom D

Jacksonville, FL 32207

11:30 Lunch & Networking

12 Noon Meeting

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