



Construction Safety and Health Newsletter

Protecting your most valuable resource – your workers.

Issue 14

2nd Quarter 2013

In this issue:

Safety Discussion
Young Worker Safety

Large Loss Review
Young worker, no training

Tool Box Meeting
Young worker mindset

Construction Safety and
Health Training
Educating the young worker

In each issue:

OSHA Input
Interpretations, Directives,
Standards, Fact Sheets,
Quick Cards

The To Do List
Loss Reduction Tips

Training Resources
New resources this quarter

Produced by:
Robert Bertera, CSP, CRM
QBE US Middle Markets
608-825-5684
Robert.bertera@us.qbe.com

*If you would like to subscribe to this newsletter send a request to:
Robert.Bertera@us.qbe.com
Please pass this newsletter on to your friends and associates.*

Safety Discussion - Young Worker Safety

Young workers are generally defined as being between the ages of 15 and 25. When you compare young construction workers to adult construction workers, there is a direct correlation between the number of injuries and age. Two factors are generally believed to contribute to this high rate of injuries among young workers; the immaturity factor, and lack of practical experience and training. Young workers often consider themselves invincible. They may try to create a good impression by working hard and fast with no regard for safety. They may also be hesitant to report hazards for fear of reprisal or loss of their jobs. In addition, young workers are often given the most physically demanding jobs on their first days of work with little or no orientation to the hazards or controls. Entry-level training can help reduce the number of injuries to young workers. Training and job site orientation should be completed *before* work begins. Training a new worker should include a complete discussion of the work hazards and controls. In some cases job skills should be demonstrated and practiced. Company safety regulations should be discussed and provided to the worker. An experienced and trusted worker should be paired with the younger worker until it is determined that they understand the hazards, controls, rules, and are capable of safely performing their tasks. Handing the safety manual to a new employee and telling them to read it when they have time is not proper entry level training.



Large Loss Review – Young Worker, No Training

A short time after graduating from high school, Mark reported to work at Smith Sewer Inc. Mark's uncle worked at Smith's as a foreman on an underground crew and got Mark a job. Mark was eager to work construction, having spent a few weeks in a fast food job working the weekend shift. Mark arrived at work the first day with new work boots, as instructed by his uncle. He met and shook the company owner's hand, received a hard hat and a pair of gloves, and jumped in the truck with his new boss, Kevin. Kevin, age 30, had been working in underground construction 15 years. On the way to the job site Kevin described to Mark the sewer main project they would be working on and informed him that he would be the "bottom man", making pipe connections at the bottom of the trench. Mark nodded as they spoke and agreed to work hard. There were no discussions about the hazards of working in, or around, trenches or about the controls that would be used to keep the workers safe. Mark was not informed of any company or federal safety rules. Mark went straight from the pickup truck into an 8 foot deep trench along with two co-workers. Mark worked hard for weeks without complaining. At times he worked in standing water while maneuvering 1,000 pound concrete pipes into position. There were times that the sides of the trench wall would slide off into the hole. No one complained and the work got done. On September 25, Mark was working in another 8 foot deep trench when the unprotected trench walls caved-in. Mark died never realizing how unsafe the working conditions were.

Tool Box Meeting – Young Worker Mindset

Can your crew answer the following questions about young work safety correctly? The answers can be found on the last page of this newsletter.



1. Over 110,000 young workers were injured in the workplace in 2010. True or False?
2. New employee orientation for a young worker may need to last for weeks or even months. True or False?
3. Young workers may need to be trained differently than adult workers. In general, young workers need to be shown the proper way to perform tasks and then demonstrate the tasks, not just be told how to do them. True or False?
4. The best way for a young worker to learn the company safety rules is to take the company safety manual home and read it on their own time. True or False?
5. Learning by trial and error is the most effective way to train young workers. True or False?
6. Only about half of parents talk to their teens or young adult children about safety at work. True or False?
7. New employers, just like new employees, have higher accident rates than established businesses. True or False?
8. Every 9 minutes in the U.S. a young worker is injured in the workplace. True or False?
9. Mentoring or the buddy system is an excellent way to teach / show young workers the proper and safe way to work. True or False?
10. Statistics show that a significant percentage of all injuries to young workers occur within the first 30 days on the job. True or False?

Looking for some free safety meeting topics? www.toolboxtopics.com/

Construction Safety and Health Training – Educating the young worker

Employers must provide their workers with the training necessary to perform their jobs in a safe manner. This is especially true with young workers in construction. Often young workers are placed in high-hazard jobs with little or no training on how to identify and control their workplace hazards. Workers in a non-union environment may not receive any apprentice training in construction safety and health. Traditionally, young workers are attracted to the trades because of higher than average starting wages and freedoms enjoyed, compared to office or fast food positions. Protect the young workers on your job site by assigning them a qualified mentor to teach them how to recognize and control the hazards in their workplace.



OSHA Young worker's rights - <http://www.osha.gov/youngworkers/>

OSHA Young worker construction safety topics / videos - http://www.osha.gov/as/opa/teen_safety/teen-vignettes.html

OSHA Young worker accidents – actual stories - <http://www.osha.gov/youngworkers/stories.html>

Construction Safety Magazine – Young Workers - http://www.csao.org/images/pfiles/280_YoungWorkers.pdf

QBE North America Loss Control Services www.qbena.com/for-policyholders/loss-control/construction-safety.aspx

2nd Quarter 2013

OSHA Input – Interpretations, Directives, Standards, Fact Sheets, Quick Cards

In this section you will find links to letters of interpretation written by OSHA in response to questions they have received from the public, along with directives, Fact Sheets, Quick Cards, and other information. Questions you have may have already been asked, and answered by OSHA.

OSHA Young Worker Fact Sheet - http://www.osha.gov/OshDoc/data_YoungWorkers/osha_fact_young_workers.pdf

OSHA Young Workers in Construction - <http://www.osha.gov/SLTC/teenworkers/residentialconstruction/onjobhazards.html>

Public Service Announcements (YouTube) - <http://www.osha.gov/as/opa/quicktakes/qt04022012.html#15>

The To Do List

Throughout the year we often have great ideas about how to get organized, how to work more safely, or how to reduce our exposure to loss. We might write a note to ourselves and put it in our inbox or on a Post-It Note on our computer monitor. Here are some loss reduction suggestions for your inbox that will help you manage your exposures.

April 2013

- Before bringing in the crew for their annual training, evaluate your training methods. For training to be effective, you must match up your training methods with your audience. Below are a few things to consider when organizing your next training session.
 - Location – Make it clear that safety is a top priority. Provide a comfortable learning environment. Metal chairs in a cold, dark shop at 6:00 am sends one message. Renting a small comfortable banquet room in a local motel and providing coffee and rolls sends a better message.
 - Teach don't preach – Not everyone can be an effective trainer. Select experienced presenters that focus on finding solutions to problems, not finding fault. Enroll your workers in the training. Ask for their opinions about safety and loss prevention. Listen to, and follow-up on, their suggestions.
 - Respect your workers' time – Asking workers to attend safety training on their own time sends a clear message – safety is not as important as other company functions. Pay your workers for time spent learning how to work safely. In the end, the company will benefit by avoiding accident related expenses and increased insurance premiums.
 - Acknowledge and respect your workers limitations – Asking your crew to sit in training after working a full day is usually a waste of their time and the company's money. They worked hard all day and they are tired. Their attention span is short and most will resent being asked to "stay after" for training. Train your workers when they are fresh minded and they will retain more and participate. Work them half the day, and train the other half. This will result in successful training sessions.



May 2013

- As you start to hire workers, be aware of the additional exposures faced by new and young workers. Take a close look at your new employee orientation program. Is it pro-active? Does it provide for continued on-the-job training and mentoring?

June 2013

- With construction season now in full swing, it is time to follow-up on the new hires and young workers. Company owners, engineers, architects, and safety administrators should be making regular job site inspections. Prepare a checklist of hazards to be evaluated and note observed controls. Address all safety issues with the supervisor before leaving the job site. Be sure to lead by example. A "shirt and tie" walking the job site without a hard hat, safety glasses, work boots, etc. sends a clear message to the workers. Show them you believe in and support the company safety program 100%.

Let's get all these in the outbox before next quarter!

Construction Safety and Health Training Resources – New resources added this quarter

Builders Associations

Associated General Contractors (AGC) www.agc.org

Associated Builders and Contractors (ABC) www.abc.org

Codes and Standards

American Society of Mechanical Engineers www.asme.org

American National Standards Institute www.ansi.org

National Fire Protection Association www.nfpa.org

Occupational Safety and Health Administration (OSHA) www.osha.gov

Mine Safety and Health Administration (MSHA) www.msha.gov

National Association of Chain Manufacturers www.nacm.info/welded

Concrete Pumping Resources

American Concrete Pumping Association www.concretepumpers.com

Construction Contract Resources

Consensus Documents www.consensusdocs.org

The American Institute of Architects www.aia.org

Associated General Contractors (AGC) www.agc.org

Crane Safety Resources

The Crane Institute of America www.craneinstitute.com

The National Commission for the Certification of Crane Operators www.nccco.org/

Specialized Carriers and Rigging Association www.scranet.org

Crane Inspection Certification Bureau www.cicb.com

Life and Handlers magazine - <http://www.khl.com/magazines/access-lift-and-handlers/>

Driver Safety and Defensive Driving

Insurance Institute for Highway Safety - www.iihs.org/laws/maptextingbans.aspx

National Safety Council - www.nsc.org/Pages/Home.aspx

Fleet Driver Training - www.idrivesafelyfleet.com/

Smith System - <http://www.smith-system.com/>

Pure Safety - www.puresafety.com/public/products-services/course-library/driver-safety

AAA - www.aaa.com/aaa/270/Lightbox/AAA_Wisconsin_DriversTraining.html?campaign=drivesed_WI_google

American Driver and Traffic Safety Education Association - www.adtsea.org/adtsea/

AARP - www.aarp.org/home-garden/transportation/driver_safety/

Demolition Safety Resources

Chutes International – www.chutes.com

Electrical Safety Resources

Ericson Safety Products www.ericson.com

Salisbury Personal Safety Supplies & Dielectric Supplies www.whsalisbury.com

Ideal Electrical Tools and Supplies www.idealindustries.com

Martin Technical Arc Flash Assessment www.martinarcflash.com

Electrical Safety and Arc Flash Training <http://www.avotraining.com/>

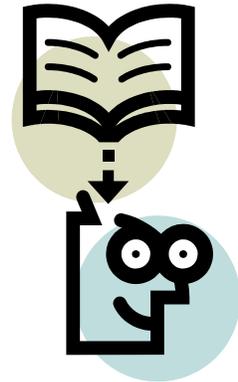
Westex Incorporated FR Arc Flash Clothing www.westexinc.com

Lewellyn Technology Arc Flash Assessment www.lewellyn.com

Environmental Safety Resources

Wisconsin Department of Public Health - Accredited Asbestos and Lead Training Providers www.dhs.wisconsin.gov

The Center for Disease Control and Prevention - www.cdc.gov



Construction Safety and Health Training Resources – continued

Excavation Safety Resources

National Utility Contractors Association www.nuca.com

American Shoring www.americanshoring.com

Efficiency Products Inc. www.epi-shields.com

Planet Underground www.underspace.com

American Public Works Association www.apwa.net

Wisconsin's One Call System www.diggershotline.com

One Call System National Contacts www.call811.com

First Aid Training Resources

The American Red Cross <http://www.redcross.org/>

The American Heart Association <http://www.heart.org/HEARTORG/>

The National Capital Poison Center <http://www.poison.org/>

First Aid Supply Resources

Cintas - <http://www.cintas.com>

First aid supplies on-line - <http://firstaidsuppliesonline.com/>

AED Superstore - <http://www.aedsuperstore.com/>

American Red Cross - <http://www.redcross.org/>

ANSI first aid kit required contents - WWW.webstore.ansi.org/RecordDetail.aspx?sku=ANSI%2fISEA+Z308.1-2009

Walgreens – do it yourself and save some money - <http://www.walgreens.com/>

Fall Protection Resources

Miller by Sperian - www.millerfallprotection.com

Elk River Inc – www.elkriver.com

Tie Off 100 – ladder tie off devices - www.tieoff100.com

Anchor Points www.preferredsafety.com

Personal Protective Equipment Resources

Salisbury Company www.salisburybyhoneywell.com

Lab Safety Supply www.labsafety.com

Conney Safety Supply www.conney.com

MSA www.msanorthamerica.com

North Adeptec – www.NorthAdapte.com

Rigging Training Resources

National Commission for the Certification of Crane Operators www.nccco.org

Associated General Contractors of America www.agc.org

Nationwide Crane Training www.nationwidecranetraining.com/post/qualifying-rigger-signalperson-training/

Specialized Carriers and Rigging Association www.scranet.org

National Academy of Construction Safety www.nacsgroup.com/train.html

Associated Training Services www.ats-specialized-training.com/rigging.php?se=b_s_Rigging

QBE North America Loss Control Services www.qbena.com/for-policyholders/loss-control/construction-safety.aspx

Safety Associations

The Construction Safety Council www.buildsafe.org

The Construction Safety Association of Ontario www.csa.org

National Safety Council www.nsc.org

American Society of Safety Engineers www.asse.org

Center for Protection of Workers Rights www.cpwr.com

American Trainco www.americantrainco.com

Construction Safety and Health Training Resources – continued

Scaffolding Safety Resources

Safeway Scaffolds www.safeway.com

Waco Scaffolds www.wacoscaf.com

Scaffold Industry Association – www.scaffold.org

American Work Platform Training www.awpt.org

Scaffold, Shoring, and Forming Institute - www.sffi.org

EZ Scaffolding – www.ezscaffold.com

Winsafe Corp Outrigger Davits – www.winsafe.com

Step Up Scaffolds – www.stepupscaffold.com

Instant Upright Ltd. – lifts and scaffolds - www.upright.com

Glad Tags – tags and signs for scaffolds - www.gladtags.com

Vehicle Safety Resources

The National Work Zone Safety Clearinghouse www.workzonesafety.org

Federal Department of Transportation MUTCD www.mutcd.fhwa.dot.gov

Commercial Vehicle Safety Alliance www.cvsa.org

American Trucking Association www.atabusinesssolutions.com

QBE Insurance Company www.generalcasualty.com

Federal Motor Carrier Safety Association www.fmcsa.dot.gov

Wisconsin Bureau of Driver Services (608-266-2353) www.dot.wisconsin.gov/drivers/contact

Young Workers

OSHA Young worker's rights - <http://www.osha.gov/youngworkers/>

OSHA Young worker construction safety topics / videos - http://www.osha.gov/as/opa/teen_safety/teen-vignettes.html

OSHA Young Worker Fact Sheet - http://www.osha.gov/OshDoc/data_YoungWorkers/osha_fact_young_workers.pdf

OSHA Young worker accidents – actual stories - <http://www.osha.gov/youngworkers/stories.html>

OSHA Young workers in construction - <http://www.osha.gov/SLTC/teenworkers/residentialconstruction/onjobhazards.html>

Construction Safety Magazine – Young Workers - http://www.csao.org/images/pfiles/280_YoungWorkers.pdf

Tool Box Meeting – (answers)

Answers to tool box meeting from page 2.

1. True. Over 110,000 young workers were injured in the workplace in 2010. Many of these young workers were killed or sustained life-changing, traumatic injuries.
2. True. New employee orientation for a young worker may need to last for weeks or even months. New employee orientation will vary with the experience level of the worker, hazards of the work being performed, training requirements, and the worker's acceptance of safety rules and regulations.
3. True. Young workers may need to be trained differently than adult workers. In general, young workers need to be shown the proper way to perform tasks and then demonstrate the tasks, not just be told how to do them. Lecture is only 10% effective at teaching, reading about 15% effective, demonstration about 30% effective, and practice about 75% effective.
4. False. The best way for a young worker to learn the company safety rules is not to take the company safety manual home and read it on their own time. Safety should be treated with the same importance as other business functions. Workers should be given time while on the clock to learn and understand the company safety rules and procedures.
5. False. Learning by trial and error is not the most effective way to train young workers. Trial and error will result in accidents and injuries. Workers should be trained on the hazards of their work and how to control them before attempting a task.
6. True. Only about half of parents talk to their teens or young adult children about safety at work. Almost half have no idea of the dangers that teens and young adults face in the workplace.
7. True. New employers, just like new employees, have higher accident rates than established businesses. New business owners are busy people. They often do not understand the hazards the workers face or how to control them. Safety often takes a back seat to production.
8. True. Every 9 minutes in the U.S. a young worker is injured in the workplace.
9. True. Mentoring or the buddy system is an excellent way to teach / show young workers the proper and safe way to work. These methods, combined with hazard evaluation and pre task training, can greatly reduce workplace accidents.
10. True. Statistics show that a significant percentage of all injuries to young workers occur within the first 30 days on the job. Seasoned workers must watch over young workers until they fully understand the hazards in the workplace and how to control them. Many contractors have new or young workers wear special colored hard hats or vests to help others identify and keep an eye on them.



Additional construction safety and health resources can be found on the QBE North America Loss Control Services page at: <http://www.qbena.com/for-policyholders/loss-control.aspx>

It is not our intention that this newsletter cover the requirements of the Federal Occupational Safety and Health Act or any other Safety or Health Act, or to infer or imply that there are no hazards and exposures in existence. The maintenance of safe premises, operation and equipment, and the avoidance of unsafe conditions and practices, and compliance with all statutes and laws are the sole legal responsibility of the insured. We assume no liability for the service provided. To the extent any referrals to service providers are included with this newsletter, please note that such referrals should not be construed as recommendations as we cannot provide any representation or warranties regarding work done by others. Further, we are not requiring that you use a listed service provider, you are free to choose from our referral list or another vendor to meet your needs.