

News Impacting the Manufacturing World in Washington State and Beyond.

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Monthly Newsletter

July 2018

Workplace Safety

As business managers, we are concerned about a wide array of things. But the safety of our team must be very high on our list.

There are business elements of safety that are important such as:

- Regulatory compliance
- Avoiding higher insurance rates or L&I costs
- Protecting your company from potentially litigation.

But our teams are made up of people that we care about, and we want to do our best to keep them safe.

This is a key part of a manager's responsibility.

Take the time to make sure that your plan and procedures are comprehensive and workable.

Make it real and a fundamental part of what you do.

If you need help in structuring a better safety plan and system, let us know!

Best,





Getting Employees to Wear PPE

By Kevin Proctor SPHR, SHRM-SCP

“How do I get all my employees to wear their safety gear all the time?” It’s one of the top challenges safety professionals face year after year. 290 supervisors and managers were asked about their experiences to find out the top reasons workers give for not wearing Personal Protective Equipment (PPE).

30% - Fit/comfort: “It doesn’t fit right,” or “it’s uncomfortable.”

Solution: Get workers involved in PPE choice. Ask what the comfort and fit issues are with their safety gear. Work with a few select employees to order several different trial samples of regulatory-compliant gear. Then have these employees test it. If there isn’t a consensus, note whether people with certain physical characteristics prefer certain types. You may have to order more than one type to satisfy your workers.

10% - I didn’t know: “I didn’t know I needed safety gear.”

Solution: When safety gear training is given, have workers sign an acknowledgement form stating that they’ve received and understand the training. To make this policy work, supervisors will have to follow up with disciplinary action when workers don’t wear PPE.

18% - Time factor: “I didn’t have time,” or “it takes too much time.”

Solutions: Ask workers why they did not have time and listen carefully to their answers. You may have a conflict between production and safety. In that case, ask production supervisors to emphasize that work doesn’t start until safety gear is on. You may also find out these workers weren’t properly trained about using PPE. Another possibility is that workers are rushing to get to their stations on

8% - They're invincible: "I won't get in an accident."

Oddly enough, this sentiment is expressed by two very different groups. Young workers often think they're invincible – that nothing bad will ever happen to them. More experienced workers who have gone their entire career without a serious workplace injury also adopt this rationale: "I've always done it this way and haven't been hurt so far."

Solution: Show them how it has happened. Invite someone who suffered a serious – and possible debilitating – workplace injury to speak at an all-hands safety meeting. Ask the person to explain in detail how the injury has affected his life, such as how everyday activities others take for granted are now much more difficult for him. Another tactic may be to tell employees to put an arm behind their back. Now, ask them to perform a simple task such as tying their shoes.\

34% -- Memory lapse: "I just forgot."

Solutions: This is where a strong safety policy comes into play. Each workplace has to decide how often it's acceptable for someone to "just forget" and what will happen to the employee each time. Universal enforcement – up to dismissal if appropriate – will send a message to others to always wear their PPE.

Kevin L. Proctor, SPHR,

SHRM-SCP – President, ABK Consulting Group. Mr. Proctor has for the past 17 years been responsible for coordinating and providing human resources, safety and risk management services to over 350 client companies located throughout the Western United States. During this time he was the Regional Manager and Director of Human Resources for two major Employer Associations providing services to Manufacturing and Service related industries to include Tribal Governments and their Enterprises. A long time veteran of the world of business with over 30 years of experience in the manufacturing sector, Mr. Proctor counsels clients in the areas of operations management, employment, labor relations, safety, employee relations, workers' compensation, unemployment compensation, employee benefits, wage and hour, EEO, affirmative action and organizational effectiveness. Kevin is a graduate of the University of Idaho with Bachelor of Science degrees in Business Finance and Business Management. He also holds the (SPHR) designation from the HR Certification Institute and the (SHRM-SCP) designation from the Society of Human Resource Management.



Presently he serves on the Inland Chapter Society of Human Resource Managers Board, the Washington State Governor's Industrial Safety and Health Advisory Board, the

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Board Member of the Inland Northwest Society of Human Resource Managers and past Chapter President for the Inland Northwest Chapter of the American Society of Safety Engineers.



Safer Roads, Safer Employees

Every seven seconds someone is injured in a car crash and every 15 minutes someone is killed in one. Employers absorb costs associated with these crashes whether they occur on or off the job. Workplace policies and employee education can help protect your employees, your organization and your community. Learn the facts about the #1 cause of workplace deaths and how to mitigate its risk by [downloading the FREE online Safe Driving Kit](#).

Resources for Safety and HR Professionals:



An [emergency action plan \(EAP\)](#) is usually a written document required by particular OSHA standards. For smaller organizations, the plan does not need to be written and may be communicated orally if there are 10 or fewer employees. [[29.CFR 1910.38\(b\)](#)] The purpose of an EAP is to facilitate and organize employer and employee actions during workplace emergencies. The elements of the plan must include, but are not limited to:

- Means of reporting fires and other emergencies
- Evacuation procedures and emergency escape route assignments
- Procedures to be followed by employees who remain to operate critical plant operations before they evacuate
- Procedures to account for all employees after an emergency evacuation has been completed
- Rescue and medical duties for those employees who are to perform them
- Names or job titles of persons who can be contacted for further information or explanation of duties under the plan

This expert system will help you to create a simple EAP. This basic plan

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- Educate and influence safer driving behaviors and reduce crash risk

Kit Contains:

- Materials designed to share with employees year-round and reinforce company policies
- Videos
- Fact Sheets and FAQs
- Myth Busters
- Infographics
- Posters
- Survivor Advocate Stories
- Activities to Engage Employees
- Links to safe driving resources
- Ready-made communications to educate employees

Join the thousands of employers that have used the National Safety Council kit for their safe driving education and [download your kit today!](#)



[Featured Client Success Story](#)

basic plan may not be adequate for large establishments or those with more significant hazards. Users in such establishments should consider the special characteristics of their workplaces. Users can supplement this basic plan to address any situations that require special attention. Most small and medium-sized entities will get their basic plans from this system in 10 to 15 minutes. [Create your plan here.](#)



What is Fatigue Costing Your Company?

Fatigue is a hidden danger for employees and workplaces, and it has the potential to cost businesses millions of dollars a year. Employees who miss out on crucial sleep are less focused at work and at higher risk for injury. Proactive employers can reduce the impact of fatigue on their workplace and help keep their workers safe. [Read more here.](#)

According to the Bureau of Labor Statistics, 5,190 people – more than 14 a day – [died while doing](#)

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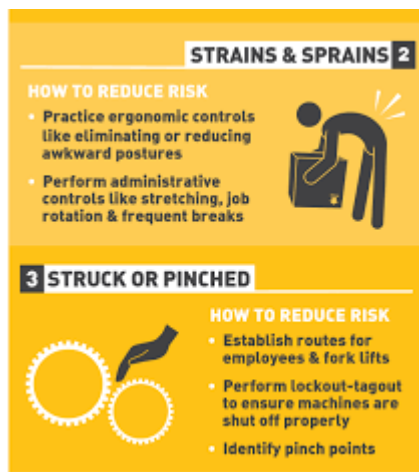
Portco Packaging is a flexible packaging solution manufacturer for the food, agriculture, construction and retail markets. The company is located in Woodland, Washington and has 50 employees.

Situation

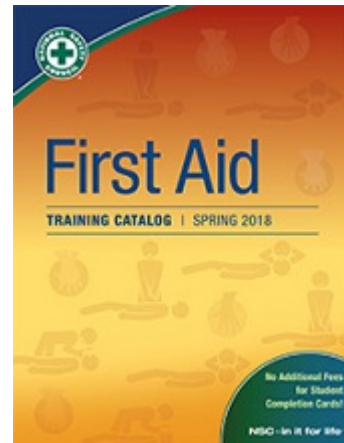
Company leaders wanted Portco to obtain the Safe Quality Foods (SQF) certification to increase its competitive advantage in the food processing packaging arena. They also wanted to implement Lean Training and Lean Manufacturing strategies to increase efficiencies and accelerate lead time for important regional companies. The company reached out to Impact Washington (IW), a NIST MEP affiliate, for high quality consulting and technical assistance at an affordable cost. Because IW was locally based, Portco avoided travel expenses and gained access to workforce training funds through a partnership with Lower Columbia Community College, the local community college.

[Read more here.](#)

[Contact us today to help start your own success story!](#)



co-workers and friends are affected.



[Browse the National Safety Council's first aid training catalog.](#)



Labor and Industries Consultation Program,

Overwhelmed at the thought of managing your safety program?
Confused by WISHA requirements?
Looking for ways to reduce your industrial insurance cost?

Our consultants can help you find solutions to these and other safety and health issues.

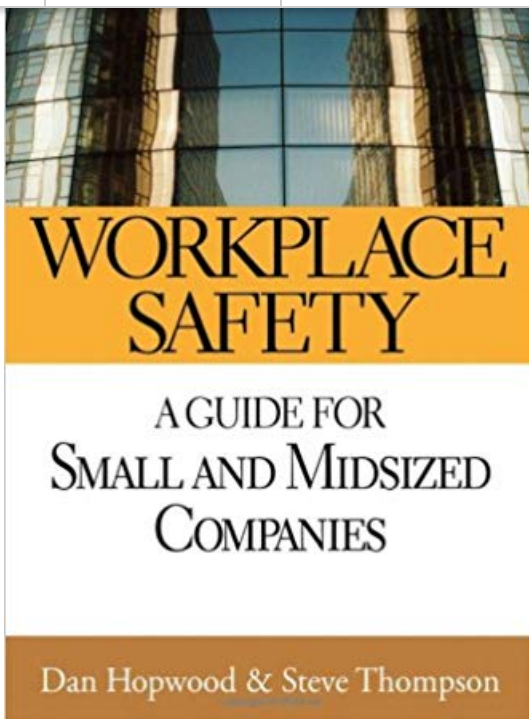
Don't wait to schedule your appointment.

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[#1 Workplace safety book on Amazon](#)



[FSPCA Animal Food Training](#) – Bothell, WA – July 23th & 24th
[FSPCA Preventive Controls for Human Food Course](#) – Bothell, WA – August 21st and 22nd
[PNVA Produce Safety Rule Grower Training](#) – Kennewick, WA – November 13th

[Register Here](#)



Learn About Our Made in Washington Program
 Manufacturing is a vital arm of Washington's economy, and it's our mission to support and energize our local industry. The Made in Washington program is a free service to the community that certifies, promotes, and connects Washington State manufacturers. Check out our [directory of Made in Washington businesses](#), or get certified and listed today! The program is at **no cost** to join and includes such benefits as listing in our on-line guide and use of the Made in Washington logo on your website. For more information or to sign up, visit our [Made in Washington page](#) or [contact us today](#).



Submissions are welcomed!
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