



**CRITICAL
SAFETY & HEALTH
ISSUES EVERYONE
IS FACING**

HOT TOPICS



● STRESS MANAGEMENT & MENTAL HEALTH

- MENTAL HEALTH IS A TOPIC ON EVERYONES' RADAR THESE DAYS.
- SUICIDE IS A LEADING CAUSE OF DEATH IN WORKING AGE ADULTS
 - 1.2 M SUICIDE ATTEMPTS IN 2021
 - THE RATE OF SUICIDE IN CONSTRUCTION IS 4x HIGHER THAN THE GENERAL POPULATION
 - 1-5 ADULTS LIVE WITH A MENTAL HEALTH ISSUE
- SUICIDE PREVENTION AS PART OF THE WORKPLACE WELLNESS PROGRAM IS BECOMING MORE COMMON.
- OSHA HAS NEW RESORUCES AVAILABLE ON THEIR WEBSITE IN PARTNERSHIP WITH THE AMERICAN FOUNDATION FOR SUICIDE PREVENTION WWW.OSHA.GOV/PREVENTINGSUICIDES



● TRANSPORTATION SAFETY

- MANY EMPLOYEES DRIVE FOR WORK
- EMPLOYERS MAY NOT REALIZE WHEN EMPLOYEES ARE TRAVELING FOR WORK, THE EMPLOYER IS RESPONSIBLE FOR THEIR SAFETY AND NEED TO ADDRESS IT IN POLICY AND TRAINING:
 - DISTRACTED DRIVING
 - IMPAIRED DRIVING
 - DROWSY DRIVING
 - AGGRESSIVE DRIVING
 - SEATBELT USE
- VEHICLE MAINTENANCE IS A CRITICAL ELEMENT, EVEN IF THE EMPLOYEE IS DRIVING THEIR PERSONAL VEHICLE



● IMPAIRMENT IN THE WORKPLACE

- BEST PRACTICES

- TALK TO ATTORNEYS WHO CAN GUIDE YOU
- HAVE A WRITTEN POLICY
- TRAIN MANAGERS
- EDUCATE EMPLOYEES ON COMPANY POLICY/DRUG TESTING PROGRAMS
- ETC.

- WE ARE MONITORING THE LIKELIHOOD OF RECREATIONAL MARIJUANA BECOMING AN ISSUE



● DISTRACTIONS IN THE WORKPLACE

- DISTRACTED DRIVING IS JUST ONE HAZARD TO CONSIDER
- COGNATIVE DISTRACTIONS DON'T REQUIRE A DEVICE
- MENTAL DRIFTING/CHECKING OUT
- EMOTIONAL ABSENCE
- PERSONAL ISSUES IN THE WORKPLACE



● ACTIVE SHOOTER/WORKPLACE VIOLENCE

- WORKPLACE SHOOTINGS HAVE SEEMINGLY BEEN ON THE RISE IN 2022.
- FBI DATA SHOW THAT 43% OF ACTIVE SHOOTING INCIDENTS OCCUR IN A PLACE OF BUSINESS OR COMMERCE. THAT NUMBER GROWS TO 80% IF HEALTHCARE AND EDUCATION ARE INCLUDED.
- HOW ARE COMPANIES WORKING TO PREVENT AND MITIGATE SUCH EVENTS?
- HOW WILL YOU RESPOND?
- HOW CAN YOU HELP YOUR EMPLOYEES PLAN TO SURVIVE?



● SAFETY IN TIMES OF SHORT STAFFING

- PROTECTING THE LONE WORKER IS FORCING EMPLOYERS TO FIND INNOVATIVE SOLUTIONS.
- TOO MANY EMPLOYERS ARE CUTTING BACK ON TRAINING BECAUSE THEY CAN'T SPARE THE STAFF ON THE PRODUCTION FLOOR OR IN THE FIELD.
- HOW IS YOUR COMPANY COPING?



● TEMPORARY/NEW WORKERS

- WITH “THE GREAT RESIGNATION” COMES AN INFLUX OF NEW WORKERS WHO MAY NOT BE AS EXPERIENCED OR WELL-TRAINED IN THE INDUSTRY.
- POSES NEW CHALLENGES FOR SUPERVISORS AND MANAGERS.
- NEW EMPLOYEES & TEMPORARY WORKERS MUST BE TRAINED ON THE HAZARDS TO WHICH THEY MAY BE EXPOSED BEFORE THEY ARE EXPOSED.
 - THEY NEED TO BE ABLE TO RECOGNIZE AND AVOID THE HAZARDS
 - THEY NEED TO KNOW WHAT TO DO (OR NOT DO) IN THE EVENT OF AN EMERGENCY
 - THEY NEED TO KNOW HOW AND WHEN TO REPORT HAZARDS, WORK RELATED INJURIES/ILLNESSES AND/OR NEAR MISSES





CONTRACTORS & CONTRACT EMPLOYEES

- CONTRACTORS AND CONTRACT EMPLOYEES ARE NOT THE SAME THING
 - CONTRACTORS ARE NOT EMPLOYEES FOR RECORDKEEPING PURPOSES
 - CONTRACT EMPLOYEES = TEMP WORKERS – THEY ARE EMPLOYEES FOR RECORDKEEPING PURPOSES
- OSHA’S MULTIEMPLOYER CITATION POLICY CAN HOLD THE CREATING, CONTROLLING, CORRECTING AND EXPOSING EMPLOYERS RESPONSIBLE FOR HAZARDS/FATALITIES
- WORKING TOGETHER TO PROTECT EMPLOYEES IS A BEST-PRACTICE
- HOLDING CONTRACTORS ACCOUNTABLE FOR SAFETY PERFORMANCE IS ESSENTIAL FOR THE HOST (CONTROLLING) EMPLOYER.



● IMPROVING WORKPLACE SAFETY CULTURE

- TOP MANAGEMENT COMMITMENT
- EMPLOYEE INVOLVEMENT, ENGAGEMENT & COMMITMENT
- HAZARD PREVENTION, RECOGNITION & CONTROL
- EMPLOYEE, SUPERVISOR, MANAGER & CONTRACTOR TRAINING



● EMPLOYEE CONCERNS

- I DON'T WANT TO REPORT AN ACCIDENT/NEAR MISS BECEAUSE MY EMPLOYER MIGHT BLAME ME FOR IT
- I WASN'T TRAINED PROPERLY (AKA: NOBODY TOLD ME THAT)
- I DON'T HAVE THE SAFETY EQUIPMENT I NEED
 - I HAVE TO MAKE DO WITH WHAT I HAVE
- NOBODY CARES ABOUT WHAT I THINK
- I MIGHT GET FIRED IF I SPEAK UP...



● COVID-19 ...

- WHILE IT MAY SEEM LIKE THIS TOPIC HAS COOLED, SURGES IN NEW VARIANTS KEEP COVID-19 ON THE RADAR
- HOW ARE YOU CURRENTLY MONITORING AND MANAGING COVID-19 IN YOUR FACILITIES?
- *(Should I even mention monkeypox?)*



● HEAT-RELATED ILLNESS PREVENTION

- *NO PUN INTENDED*
- OSHA ISSUED A HEAT-ALERT EARLIER THIS YEAR
- THIS SUMMER HAS BEEN PARTICULARLY BRUTAL WITH 100+ DEGREE DAYS
- NEW TOOLS AND RESOURCES ARE AVAILABLE FROM OSHA, THE CDC AND NIOSH

Prevent Heat Illness at Work

Outdoor and indoor heat exposure can be dangerous.

Nearly **3 out of 4** heat illness fatalities happen during the **first week of work**. New and returning workers need to build tolerance to heat by taking frequent breaks and working shorter shifts in the heat to start.

Dangerous heat exposure can occur indoors or outdoors, in any season. Employers can keep workers safe by following these simple safety practices:

- **Follow the 20% Rule** — on the 1st day, don't allow employees to work more than 20% of a shift at full intensity in the heat. Increase their time by no more than 20% a day until they are used to working in the heat.
- **Provide cool drinking water** — encourage workers to drink at least one cup every 20 minutes, even if they are not thirsty.
- **Rest breaks** — allow workers time to recover from heat in a shady or cool location.
- **Dress for the heat** — have workers wear a hat and light-colored, loose-fitting, breathable clothing if possible.
- **Watch out for each other** — encourage workers to monitor themselves and others for signs of heat illness.
- **Look for any signs of heat illness**, including fainting, dizziness, nausea, and muscle spasms, and act quickly — when in doubt, **call 911**.
- **Offer training** on the hazards of heat exposure and how to prevent illness.
- **Develop an Emergency Action Plan** on what to do if a worker shows signs of heat-related illness.



To learn more about heat illness prevention and first aid, visit www.osha.gov/heat.

ON AVERAGE, OKLAHOMA CITY SEES 13 DAYS PER YEAR OVER 100 DEGREES. WE HAVE ALREADY EXCEEDED THAT NUMBER IN 2022.

OKC'S RECORD HIGH IS 113F. HEAT CONTINUES EVEN INTO THE FALL



● WHAT OTHER 'HOT TOPICS' ARE YOU DEALING WITH?

- LET'S DISCUSS:

- WHAT ISSUES ARE YOU STRUGGLING WITH?
- HOW HAVE OTHERS OVERCOME SIMILAR CHALLENGES?
- HOW CAN WE LEARN FROM EACH OTHER?





**Q U E S T I O N S ?
C O M M E N T S ?**



- **Betsey Kulakowski, CSHO, COSS**
Executive Director, Oklahoma Safety Council
betseyk@oksafety.org
405-848-8626
www.oksafety.org

