

# How to Avoid OSHA's Top 10 Violations

Speakers: Michael Aust & Natasha Taylor

May 18, 2016



# Today's Speakers



**Michael Aust**  
President & Owner

*1030 Communications*



**Natasha Taylor**  
Account Manager



# Agenda

---

- OSHA's Top 10 Most Frequently Cited Violations
- New Cost of Citations
- OSHA Recordkeeping Requirements
- How to Leverage your Frontline to Reduce Risks
- Q & A

# OSHA's Top 10 Most Frequently Cited Violations



# Disclaimer

---

- 2015 data is current at the time of developing this presentation; it is subject to change as cases are settled, added, deleted, and/or modified
- This webinar has been produced for educational and information purposes only. The webinar information does not constitute as legal advice or legal opinions. The information presented should not be acted upon without legal counsel advice
- The opinions expressed in the webinar are those of the presenter and do not reflect the opinions of Alchemy, its employees or agents

*\*Preliminary figures as of Sept. 8, 2015*

# Most Frequently Cited Violations

- Each year, the Occupational Safety and Health Administration (OSHA) releases the top ten most frequently cited violations it encounters during the workplace safety inspections the agency conducts throughout the U. S.



# #1 Fall Protection

- **6,721 citations issued in FY15**
- **FY14 ranking #1**



- **1926.501 standard outlines:**
  - When fall protection is required
    - Which system is applicable and appropriate for specific purposes
  - Proper construction and installation of safety systems along with proper supervision of employees to prevent falls
- Designed to protect workers on horizontal and vertical walking working surfaces with an unprotected side or edge higher than 6 feet

## #2 Hazard Communication

- 5,192 citations issued in FY15
- FY14 ranking #2
- 1910.1200 standard:
  - Outlines chemical hazards produced and imported in the workplace
  - Governs the communication of those hazards to the workforce



# #3 Scaffolding

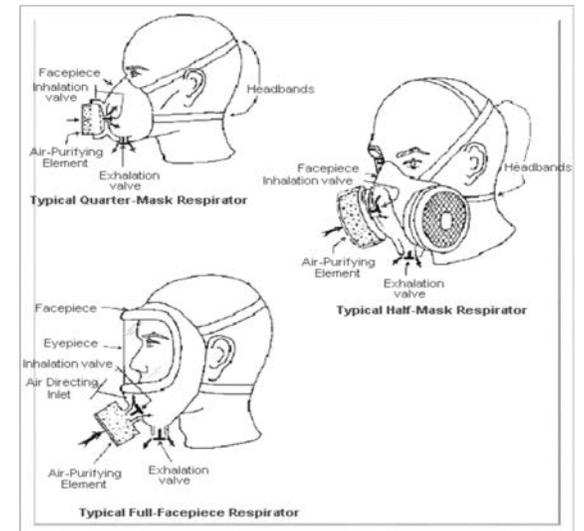
- 4,295 citations issued in FY15
- FY14 ranking #3



- **1926.451 standard:**
  - Covers general safety requirements for scaffolding, which should be designed by a qualified person and constructed and loaded in accordance with that design
  - Employers are required to protect workers from falls and falling objects while working on or near scaffolds at height greater at or greater than 10 feet

# #4 Respiratory Protection

- 3,305 citations issued in FY15
- FY14 ranking #4
- 1910.134 standard:
  - Directs employers on how to establish and maintain a respiratory protection program
- List specific requirements for:
  - Program administration
  - Worksite specific procedures
  - Respirator selection
  - Medical evaluation
  - Fit testing
  - Employee training
  - Respirator cleaning, maintenance, and repair



# #5 Lockout/Tagout

- 3,002 citations issued in FY15
- FY14 ranking #6
- 1910.147 standard outlines:
  - Minimum performance requirements for the control of hazardous energy during servicing and maintenance of equipment

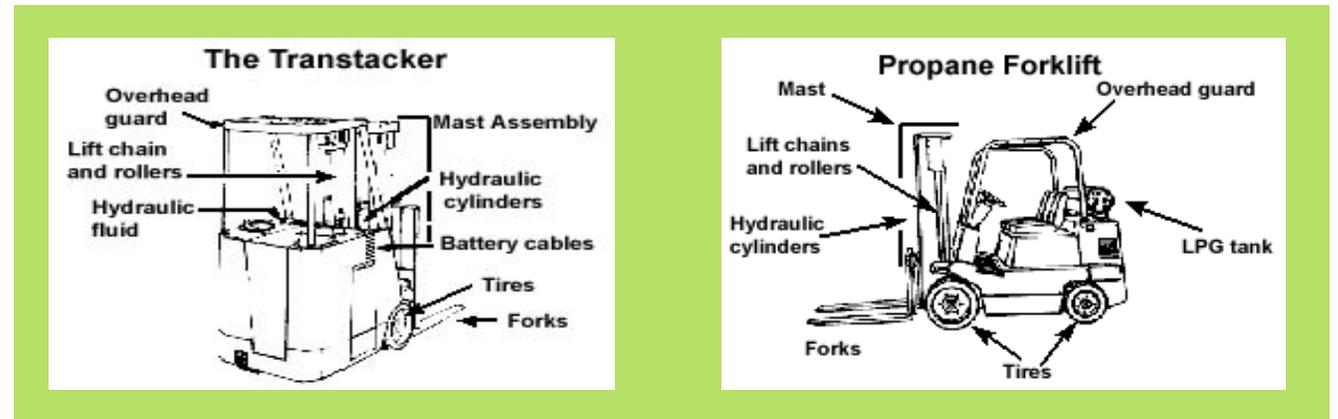


# #6 Powered Industrial Trucks

- 2,760 citations issued in FY15
- FY14 ranking #5



- 1910.178 standard covers:
  - The design, maintenance, and operation of powered industrial trucks
    - Includes forklifts and motorized hand trucks
  - Operator training requirements



# #7 Ladders General Requirements

- 2,489 citations issued in FY15
- FY14 ranking #7
- 1926.1053 standard outlines:
  - General requirements for all ladders



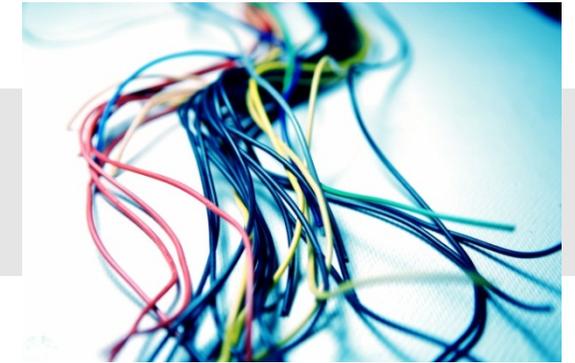
Missing rung



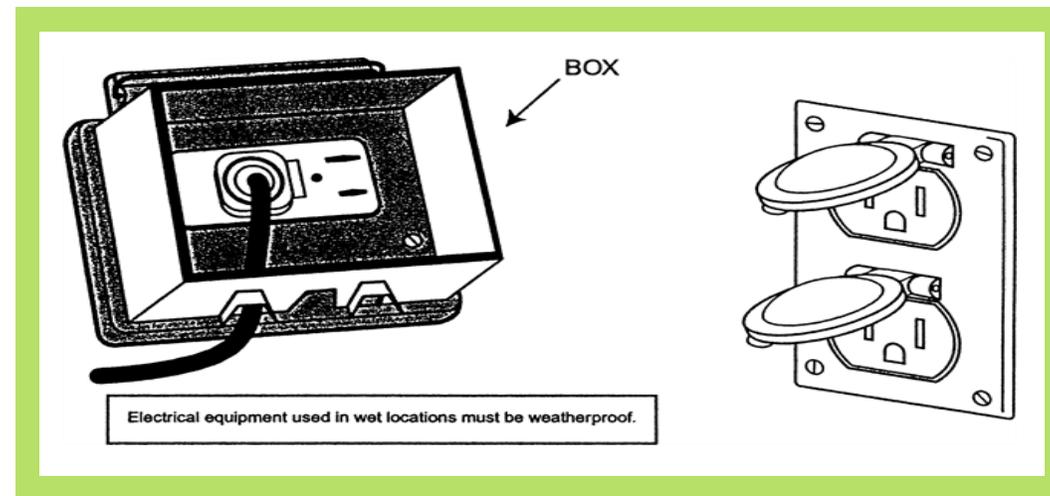
The stairway to this platform has more than 4 risers and is not guarded. The platform requires guarding

## #8 Electrical Wiring Methods

- 2,404 citations issued in FY15
- FY14 ranking #8



- 1910.305 standard outlines:
  - The grounding, wiring, and installation of electrical equipment
  - Includes temporary wiring and splicing, such as cables and flexible cords



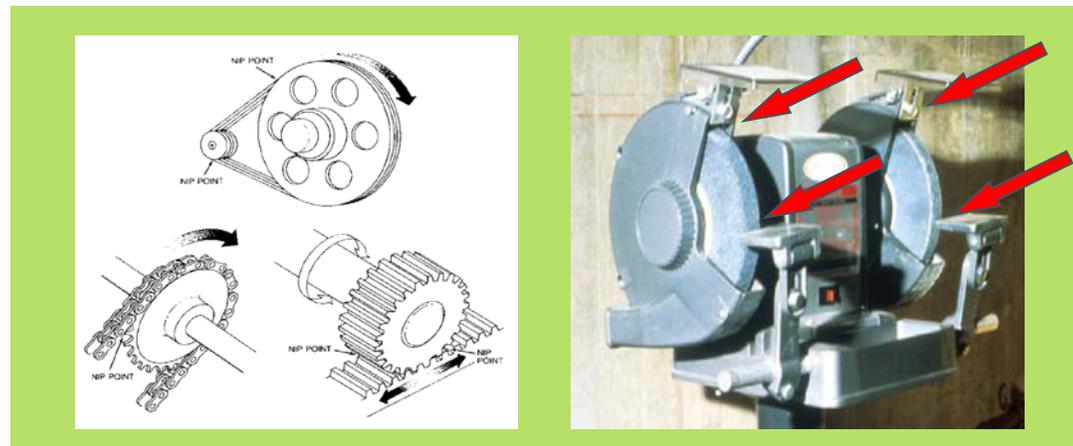
# #9 Machine Guarding

- 2,295 citations issued in FY15
- FY14 ranking #9



- 1910.212 standard outlines:

- Guarding of machinery to protect operators and other employees from hazards, including those created by point of operation, pin points, flying chips and sparks, and rotating parts



# #10 Electric General Requirements

- **1,973 citations issued in FY15**
- **FY14 ranking #10**
  
- **1910.303 standard outlines:**
  - General safety requirements for designing electrical systems

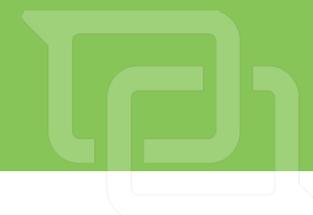




Do you currently assess your facility against any of these top 10 violations?

- Yes
- No

# New Cost of Citations



# Current Penalty Cost

Violation Type	Penalty
<b>WILLFUL</b> A violation that the employer intentionally and knowingly commits or a violation that the employer commits with plain indifference to the law.	OSHA may propose penalties of up to <b>\$70,000</b> for each willful violation, with a minimum penalty of \$5,000 for each willful violation.
<b>SERIOUS</b> A violation where there is substantial probability that death or serious physical harm could result and the employer knew, or should have known, of the hazard.	There is a mandatory penalty for serious violations which may be up to <b>\$7,000</b> .
<b>OTHER-THAN-SERIOUS</b> A violation that has a direct relationship to safety and health, but probably would not cause death or serious physical harm.	OSHA may propose a penalty of up to <b>\$7,000</b> for each other-than-serious violation.
<b>REPEATED</b> A violation that is the same or similar to a previous violation.	OSHA may propose penalties of up to <b>\$70,000</b> for each repeated violation.

# New Penalty Cost (August 1, 2016)

Violation Type	Penalty
<b>WILLFUL</b> A violation that the employer intentionally and knowingly commits or a violation that the employer commits with plain indifference to the law.	<b>\$126,000</b>
<b>SERIOUS</b> A violation where there is substantial probability that death or serious physical harm could result and the employer knew, or should have known, of the hazard.	<b>\$12,600</b>
<b>OTHER-THAN-SERIOUS</b> A violation that has a direct relationship to safety and health, but probably would not cause death or serious physical harm.	<b>\$12,600</b>
<b>REPEATED</b> A violation that is the same or similar to a previous violation.	<b>\$126,000</b>

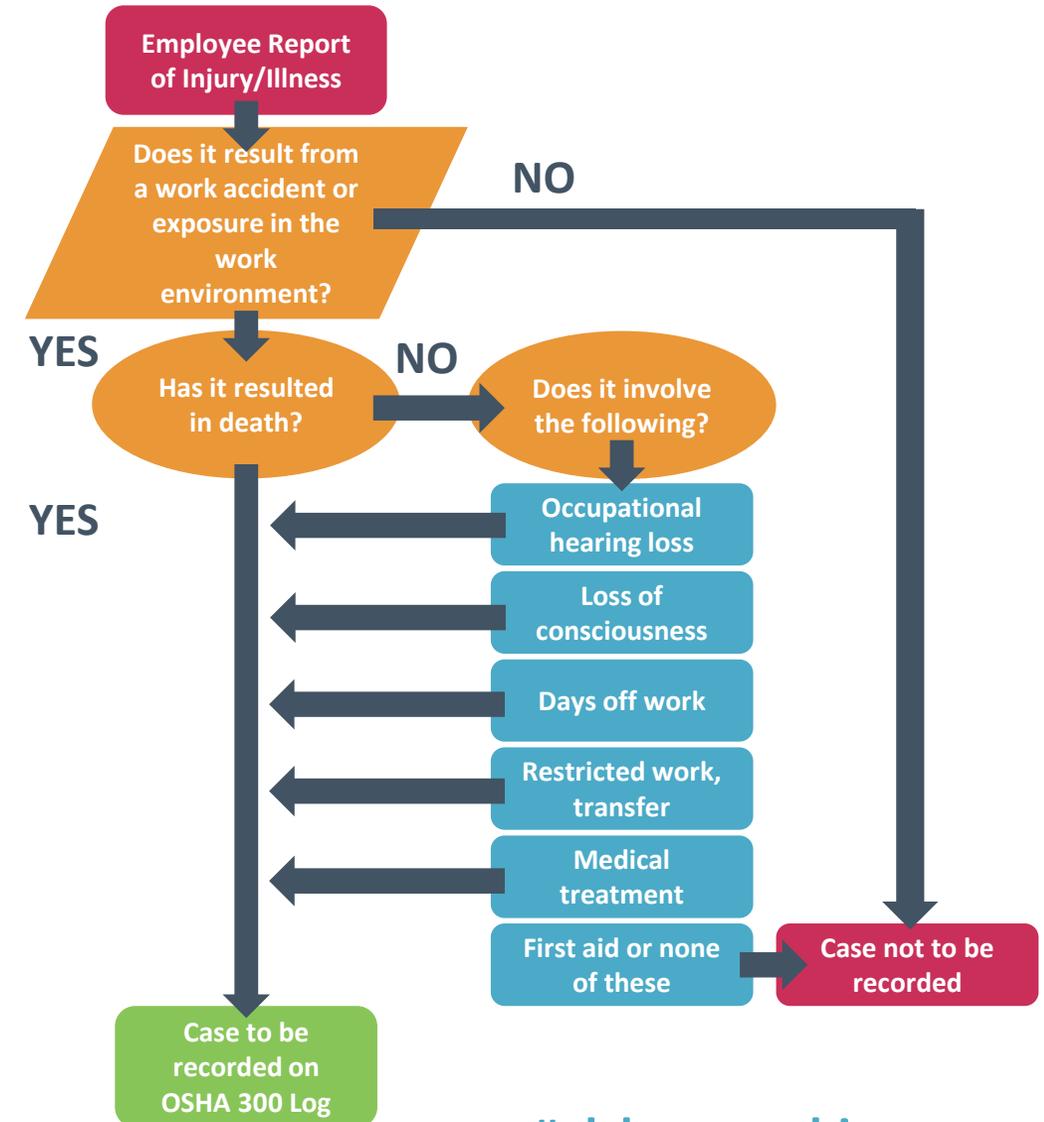
# OSHA Recordkeeping Requirements



# OSHA Recordkeeping Requirements

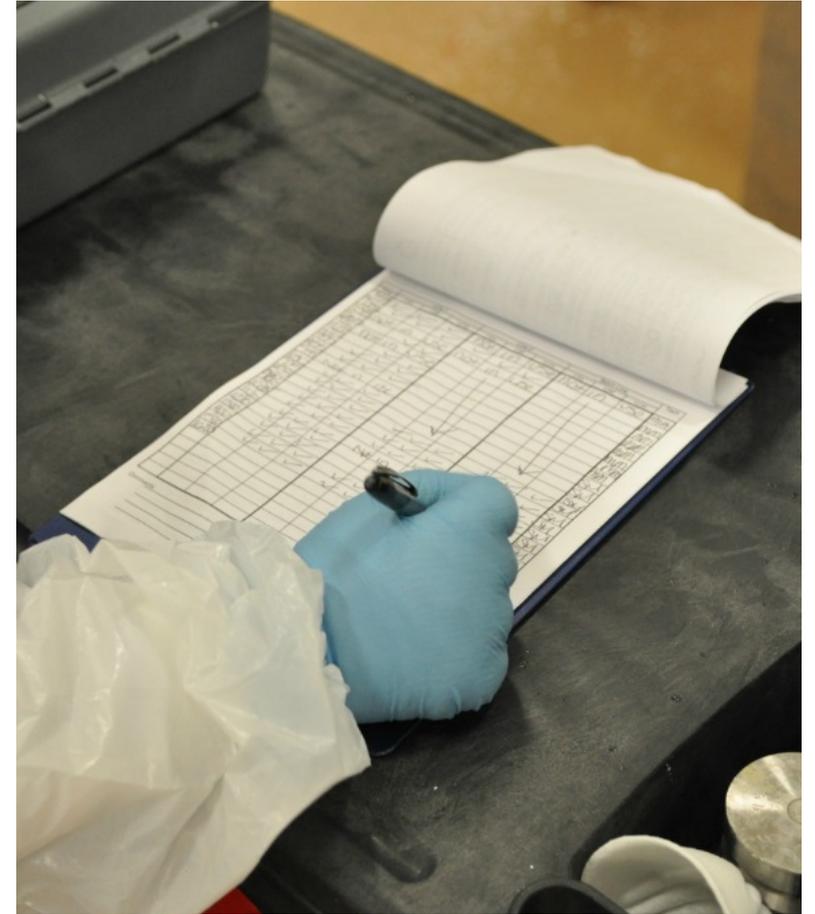
- Record work related injuries and illnesses

Form or Section	Requirement
OSHA Form 300	Log of Work-Related Injuries and Illnesses
OSHA Form 301	Injury and Illness Incident Report
OSHA Form 300A	Summary of Work-Related Injuries and Illnesses
Section <a href="#">1904.8</a> (PDF)	Needlestick and sharp injuries
Section <a href="#">1904.9</a> (PDF)	Medical removal
Section <a href="#">1904.10</a>	Hearing loss
Section <a href="#">1904.11</a>	Tuberculosis



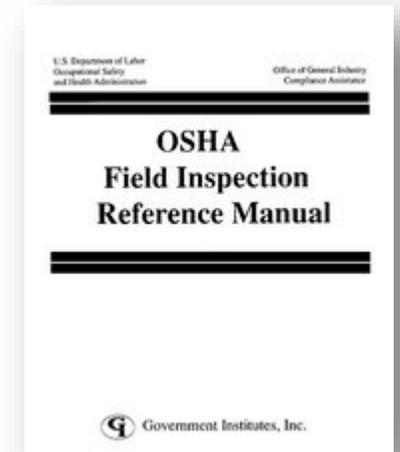
# Tips to Successful Recordkeeping

- Understand the first aid case list
- Become familiar with OSHA's Interpretation Letters
- Maintain files (OSHA 300, 301, 300A Summary) for 5 years
- Document within 7 calendar days of the occurrence
- Do not leave any questions unanswered on the OSHA 300, 301, 300A
- Be specific when details require it
- Use most current Federal OSHA Log forms (2004) or OSHA approved plan state forms
- Each case has only one classification
- Keep track of non-recordable cases



# Key Takeaways: How to Avoid OSHA's Top Violations

- Understand difference between General Industry and Construction Regulations
- Be familiar with State and Federal OSHA jurisdiction
- Use Top 10 List to assess your workplace on frequent basis
- Keep up-to-date with OSHA's Interpretation Letters
- Review OSHA's Field Inspection Reference Manual



# How to Leverage your Frontline to Reduce Risks



# Common Challenges

- Lack of a clearly defined training matrix
- Inconsistent courseware varying messages
- Struggles with how to validate behavior change and track performance
- No focus on safety culture
- Low employee knowledge retention
- Inefficient tracking system to keep abreast of training activity





What workplace safety challenges do you struggle with the most?

- Employee knowledge retention
- No clearly defined training matrix
- Inconsistent courseware/varying messages
- Little/no focus on safety culture

# Comprehensive Solution to Optimize your Workforce

**Coach and monitor behavior**



**Streamline & Create Consistency**

**Reinforce and Engage**

# Learning: Consistency

- Create Consistency
  - Deliver consistent messages
  - Standardize training and communications across facilities
  - Ensure that everyone is conducting annual lock out tag out assessments
- Streamline New Hire Onboarding
  - Ensure new hires and temps are trained on required topics before they start work
  - Train at least annually thereafter

- Case in Point:
  - Bonduelle: **6 years no lost time** and a **50% reduction in medical aid**



# Communications: Reinforcement

- Training alone is not enough
  - 80% of content is forgotten within 30 days
  - 90% forgotten within one year
- Reinforce key messages to drive behavior
  - Safety Huddles
  - Facility-wide safety meetings
  - Digital Signage
  - Posters
- Be Transparent
  - Share key safety metrics with your employees

- Case in Point:
  - Weis:
    - 33% reduction in worker compensation claims
    - 19% reduction in general liability claims



# Performance: Coaching

- Observation is key!
  - < 15% of learners successfully apply what they learn
- Alchemy Coach
  - Verify Training Effectiveness
    - Document on-the-job training and sign-offs
    - Ensure SOPs are practiced on the floor
  - Drive One-on-One Communication
    - Provide remediation feedback and sign-offs
    - Counsel and retrain on corrective actions
  - Perform Observations
    - Document and track corrective observations
    - Ensure compliance with regulatory requirements

- Case in Point:
  - Keurig Green Mountain: **30% reduction in safety incidents** after implementing their supervisor-employee coaching program with Alchemy



# Key Takeaways: Leverage your Frontline to Reduce Risks

- Learning:
  - Consistency
  - Train on key workplace safety concerns
- Communications:
  - Drive retention through reinforcement
- Performance:
  - Coach and observe employee behavior on the production floor



# Upcoming Webinars

## The New Normal: How to Be Audit Ready All the Time



- 12:00pm – 1:00pm CT
- The food industry’s dense regulatory landscape can be difficult to navigate. With new regulations launched this year, increased inspection mandates, and looming deadlines for compliance, how can you set a “new normal” of being audit ready all the time? We will discuss how to ensure your plants are compliant for any type of audit, any time.

## Food Fraud: What You Don’t Know Can Hurt You



- 12:00pm – 1:00pm CT
- Horse meat in hamburgers, fillers in parmesan, Italian olive oil that is not from Italy – these are just a few recent examples of food fraud. Food fraud is a real issue that threatens the viability of your company and safety of your consumers. Join us to learn all about food fraud, the new regulatory requirements that surround it, and discover strategies to mitigate the risk.

# Q&A



# THANK YOU

Michael Aust

[mike@1030communicationsgroup.com](mailto:mike@1030communicationsgroup.com)

---

Natasha Taylor

[natasha.taylor@alchemysystems.com](mailto:natasha.taylor@alchemysystems.com)

---

[contactus@alchemysystems.com](mailto:contactus@alchemysystems.com)

[alchemysystems.com/solutions/workplace-safety/](https://alchemysystems.com/solutions/workplace-safety/)