

Main Take-Away Messages

Take-away points for your participants: For each of the following statements write a few sentences explaining how this take-home point relates to the workers you serve. How can you and your organization motivate workers to make changes in their workplaces, and what barriers may they face?

“Workers have the right to receive health and safety information and use their rights to ensure protection from hazards in the workplace.”

“Workers in our society do not share an equal risk of injury and illness. Safety and health at work depend on who you are and your work situation. In all cases, there are actions you can take to improve safety and reduce risk in your workplace.”

“Workplace injuries and illness are unacceptable. Safety strategies and support are available for reducing harm in the workplace.”

Introduction to Worker Health and Safety



DOSH (WA State) OSHA (US)

Division of Occupational Safety & Health (DOSH):

It shall be the **responsibility** of every employer to **maintain conditions within the work place environment that will not endanger the health, safety or welfare of employees.**

All facilities, equipment, practices, methods, operations and procedures shall be reasonably adequate to **protect** employees' health, safety and welfare.

Occupational Safety & Health Administration (OSHA):

An Act

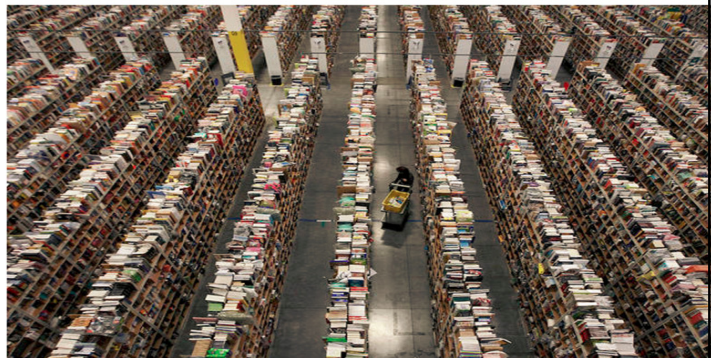
to **assure safe and healthful working conditions for working men and women**, by authorizing **enforcement** of the **standards** developed under the Act, by assisting and encouraging the **States** in their efforts to assure safe and healthful working conditions...



Where we are today?

"Nice Nails"
New York Times, May 7, 2015

"The Bruising Workplace" at Amazon
NYTimes, Aug 16, 2015





Day Labor



App-based work

What is Health?

- Absence of Injury
- Absence of Disease
- Absence of Disability
- World Health Organization (WHO) says:
 - “A state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity.”

What is “Well-being”?

- Happiness, meaningful activities, social engagement, autonomy

What are Health Effects?

- Cancer
- Death
- Heart disease
- Depression
- Respiratory disease
- Dermatitis
- Broken bones
- Cuts and bruises
- Sprains and strains
- Cold and flu
- Alzheimer's disease
- STDs
- Anxiety
- Gun shot wound
- Measles
- Heat strain
- Burns
- Etc.

Classification of types of health effects

- Disease vs. Injury

- Acute vs. Chronic

	Acute	Chronic
Injury	Cut, Burn, Broken bone	MSD, Noise induced hearing loss
Disease	Dermatitis, Asthma attack	Depression, Cancer, Lung disease

What makes these conditions “Occupational”?

Traditional concept:

- Happens at work
- Makes sense only for acute injury

What about:

- Cancer
- Depression
- Infectious disease
- MSDs

These all depend on:

- **Exposure** at work increasing your RISK of disease or injury
- Disease doesn't necessarily happen until much later (even years later)
- Causes may be both from work and outside of work
 - E.g., smoking, silica: lung cancer
 - E.g., harassment at work, family dysfunction: depression

Discussion example: Occupational Suicide?

Principles of OH&S: Risk

$$\text{RISK} = \text{Hazard} * \text{Exposure}$$

Hazard: Inherent danger or toxicity

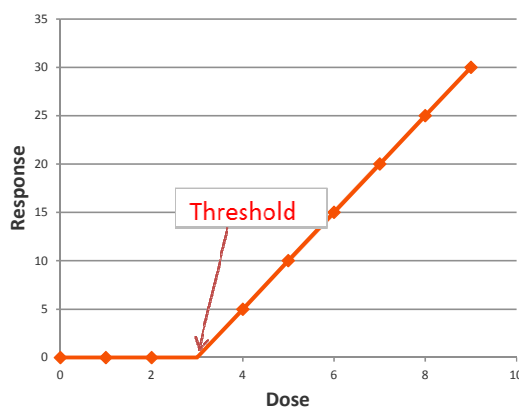
Exposure: Contact between the hazard and the person

Principles of OH&S: Exposure

$$\text{Exposure} = \text{Intensity} \times \text{Time}$$

- **Intensity:**
 - Concentration of chemical in air you breathe
 - Fall on level vs. Fall from height
 - Touching surface vs. getting sneezed on
- **Time**
 - Duration
 - Frequency
- **Examples:**
 - Microaggressions (chronic stress)
 - Repetitive motion with upper extremities
 - Silica exposure for one day has small risk: daily exposure for years increases risk for lung disease

Principles of OH&S: Dose-Response



“The Dose Makes the Poison”

Standards are intended to be at or below the “Threshold” for adverse effects

Example: Heat

- Under certain levels, our body manages it.
- Over exposure has host of negative effects

Risk Assessment v. Risk Management

Assessment

- Understanding elements of risk
- Measuring exposure and dose

Management

- Standards and regulations
- Programs and Policies
- Training
- Control technologies

Principle of OH&S: Hierarchy of Controls

- | | |
|--|---|
| <ul style="list-style-type: none"> ▪ Substitution/Elimination <ul style="list-style-type: none"> ▪ Hazard ▪ Process ▪ Engineering Controls <ul style="list-style-type: none"> ▪ Enclosure ▪ Isolation ▪ Ventilation ▪ Warnings <ul style="list-style-type: none"> ▪ System Interrupt ▪ Motivational | <ul style="list-style-type: none"> ▪ Administrative <ul style="list-style-type: none"> ▪ Management ▪ Education ▪ Personal Protective Equipment <ul style="list-style-type: none"> ▪ Respiratory ▪ Dermal ▪ Eyes/Head/Feet, etc. |
|--|---|



Environmental
v.
Behavioral Control

Principle of OH&S: Employer Responsibility for Workplace

DOSH General Duty Clause:

Each employer:

(1) Shall furnish to each of his or her employees a place of employment free from recognized hazards that are causing or likely to cause serious injury or death to his or her employees

What makes a risk a priority?

- 1: Severity of hazard
 - Acute AND chronic risks
- 2: Number of people exposed to hazard
- 3: Feasibility of reducing
 - (Economic, technical and political)
 - Address the “low hanging fruit”

Review: Main Takeaways

- Low wage workers are at increased risk for many different reasons
- Laws and regulations developed for large organized workplaces
 - Don't apply as well for temporary, contingent, precarious work
- Exposure to hazards at work determines risk of occupational injury or illness
 - Applies to chemical, physical and psychosocial risks
- Reducing risk depends on:
 - Recognizing risk (exposure and hazard)
 - Determining control strategies
 - Implementing change

REGULATORY FRAMEWORK

EXCERPT FROM OSHA 10 HOUR CERTIFICATION
OCCUPATIONAL SAFETY AND HEALTH

What Is An Accident?

"Just Missed!"

"That Was Close"

! @ # * % !

"Whhooooaaa!"

Almost Hit

"Watch Out"

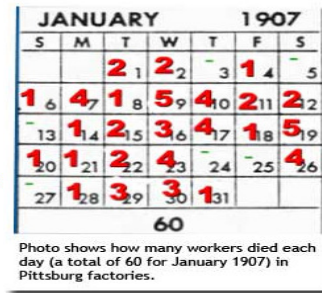
L U C K Y

About WISHA, DOSH, and OSHA

How do OSHA, WISHA, and DOSH relate?

OSHA (the federal Occupational Safety and Health Administration)

- was created by the U.S. Congress in 1971 to develop and enforce workplace safety and health rules throughout the country,
- allows states to run their own safety and health programs as long as they are at least as effective as OSHA ("state plan states") (www.osha.gov),
- accepted Washington as a "state plan state" (www.osha.gov) (like 25 other states),
- has jurisdiction in Washington State over only
 - > workplaces with federal employees;
 - > nonfederal employees working on federal reservations and military bases;
 - > employees working on floating worksites (such as floating dry docks, fishing boats, construction barges); and
 - > employees working for tribal employers on tribal lands; and
- can be found online at www.OSHA.gov.



<http://www.lni.wa.gov/SAFETY/TOPICS/ATOZ/ABOUT/DEFAULT.ASP>

Washington State Labor & Industries

Washington State Department of Labor & Industries

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A-Z Index | Help | My L&I

Safety & Health | Claims & Insurance | Workplace Rights | Trades & Licensing

Spring Safety
Be aware of these seasonal hazards.

Claim & Account Center
 • Check claim status
 • File a quarterly report
 Login or Sign up

Verify a contractor's or tradesperson's license.
 Look up an employer's workers' comp account.

Spring Safety | L&I at Home Shows | Smartphone Safety Apps | Free Safety Seminar

Business fined for exposing employees to ammonia leaks

Find a Law (RCW) or Rule (WAC)

For Business | For Workers | For Medical Providers

<http://www.lni.wa.gov/>



Washington State Labor & Industries

Safety & Health

Español

SAFETY & HEALTH TOPICS

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

IN THIS SECTION:

- Rules & Requirements
- Training & Prevention
- News & Events
- Grants, Committees & Partnerships
- Research (SHARP)

FIND INFORMATION BY: Topic | Industry

HOW DO I ...

- Report a death, in-patient hospitalization, amputation or loss of an eye 1-800-423-7233
- Get started with Safety & Health
- Find sample safety programs
- Request a Consultation
- Report workplace hazards or discrimination
- Learn about workers right to a safe workplace
- Sign up to receive Safety & Health updates
- Find out the top-10 safety violations



Learn about preventing sprains and strains in the workplace.

LATEST NEWS:

WISHA 10 for Agriculture
A no-cost 5-day train-the-trainer program for the Agriculture industry.



Eye on Safety
Video training to support safety & health



Washington workers have died this year
Data and stories about workplace fatalities.

What's New in Safety & Health

Governor's Industrial Safety & Health Conference
The 65th Annual Governor's Safety & Health Conference is in Tacoma, September 19-20, 2017.

<http://www.lni.wa.gov/safety/>



Washington State Labor & Industries

Rules & Requirements

Find a Rule

New Rule Activity

Rule Interpretations & Enforcement Policies

Top 10 Rule Violations

Related Laws (RCWs)

Rules & Requirements

Contact Us

Find a Rule

Find an L&I Safety & Health rule

New Rule Activity

Learn about all proposed rule changes. View a rules calendar of upcoming hearings and rule adoptions.

Rule Interpretations & Enforcement Policies

Written by the Department to instruct Agency staff and/or external users on program procedures and explanatory interpretations of the regulations.

Top 10 Rule Violations

Find the most commonly cited rules violated by employers in Washington state.

Related Laws (RCWs)

Washington State Laws (RCWs) related to Workplace Safety & Health.

<http://www.lni.wa.gov/Safety/rules/?F=SHPN>

Consultation instead of Compliance

How can WISHA help employers and employees?

Employers can ask WISHA safety and health consultation staff for free, confidential consulting services in your workplace. WISHA safety and health professionals can examine your workplace and make recommendations about how to comply with WISHA rules. If the consultant finds hazards, the employer will be given a reasonable period of time to correct the hazard without citation or penalty.

Sometimes you might have to wait for an appointment because of the demand for these services. You still must provide a safe workplace while you wait for a consultation.

WISHA offers a wide variety of free services:

- Safety and health workshops held in locations throughout the state.
- A comprehensive safety and health video lending library.
- Safety and health publications geared for both employer and employee.
- Web site with online publications and learning opportunities.

Note: By law, WISHA consultants do not have any enforcement authority.

Link: For more information, call 1-800-4BE SAFE (1-800-423-7233) or visit <http://www.lni.wa.gov/safety>

<http://www.lni.wa.gov/Safety/Consultation/default.asp>

Worker's Rights in Washington

Worker's Rights

Overview	Rules & Requirements	Training & Videos	Publications & Tools
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Whether you work in a hospital, restaurant, sawmill, orchard, or at a construction site, you and all other employees in Washington State have the **right to a safe and healthy workplace**.

In addition, you also have a right to

- file a complaint about workplace safety or health hazards with the Department of Labor and Industries, Division of Occupational Safety & Health (DOSH);
- participate in a DOSH inspection;
- participate in your company's safety committee;
- refuse dangerous work when certain conditions are met;
- know how to work safely around hazardous chemicals;
- be protected from discrimination resulting from exercising your rights; and
- have limited access to injury, illness, and exposure records.

Note: Federal employees and employees working for tribal employers on tribal lands are covered by the federal Occupational Safety and Health Administration (OSHA).



Workplace safety and health rights apply to all employees in all industries in Washington State.

<http://www.lni.wa.gov/Safety/Topics/AToZ/WorkersRights/?F=HDI>

1. Rights and Responsibilities

1. Workers have the right to ask for and get information from their employer about health and safety hazards on the job in a language they understand.

WAC 296-800-14020 Accident Prevention Program

1. Rights and Responsibilities

1. Workers have the right to ask for and get information from their employer about health and safety hazards on the job.

<http://www.lni.wa.gov/safety/rules/chapter/800/default.asp>

2. Rights and Responsibilities

2. Workers have the right to a workplace that has no known hazards. This is called the “General Duty” clause.

WAC 296-800-110 Employer responsibilities: Safe workplace

2. Rights and Responsibilities

The Occupational Safety and Health Act of 1970: “General Duty Clause”

5. General Duties

(a) Each employer

(1) *shall furnish to each of his employees* employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees;

(2) *shall comply with* occupational safety and health standards promulgated under this Act.

(b) Each employee shall comply with occupational safety and health standards and all rules, regulations, and orders issued pursuant to this Act which are applicable to his own actions and conduct.

https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_id=3359&p_table=OSHACT

3. Rights and Responsibilities

3. Workers have the right to see their medical records or exposure records from work. Employers are required to offer medical tests under certain conditions because of exposures at work.

Employee Medical and Exposure Records (WAC 296-802)

4. Rights and Responsibilities

4. Workers have the right to see copies of federal and state safety regulations in their workplace.

<http://www.lni.wa.gov/safety/rules/find/default.asp> Tour the Rules

4. Rights and Responsibilities for Agriculture Workers

Core Rules

Chapter 296–800, WAC

Last updated: 7/1/2015

New Rule Activity

Related Policies

The Safety & Health Core Rules are the basic safety and health rules needed by most employers in Washington State. You can make your workplace safer and healthier for your employees by applying these rules.

Agriculture:

The Core Rules do not apply to Agriculture operations. Requirements for Agriculture operations can be found in the [Safety Standards for Agriculture, Chapter 296–307 WAC](#).

4. Rights and Responsibilities for Temporary Workers

Claims & Insurance

 Español

Workers' Comp Claims

- Injured? What you need to know
- Filing a Claim
- Benefits & Payments
- Check the Status of My Claim 
- Get my paper mail online
- more Claims Info

Fraud & Complaints

- Report Workers' Comp Fraud
- File Complaints About Providers
- Report Workers' Comp Discrimination
- more Fraud Info

Insurance for Business

For Crime Victims

- What's New for Crime Victims
- Who Can File and What Is Covered
- Apply for Crime Victim Benefits
- About Crime Victims Compensation
- Victim Resources

<http://www.lni.wa.gov/ClaimsIns/>

5. Rights and Responsibilities

5. Workers have the right to look at their employer's records of injuries and illnesses that have happened at work.

WAC 296-800-330 Releasing accident investigation reports.

<http://www.lni.wa.gov/safety/rules/chapter/27/>

6. Rights and Responsibilities

6. Workers have the right to refuse dangerous work when certain conditions are met.

6. Rights and Responsibilities

Can I walk off the job to protest unsafe conditions?

No, you cannot walk off the job. However, you can refuse to do a specific task if you reasonably believe that doing so would be dangerous to your life and/or health. You need to stay on the job until the issue is resolved. If you walk off the job, DOSH may not be able to protect you. Your right to refuse a task is protected if all of the following conditions are met: 1. The refusal to work must be genuine. It cannot be a disguised attempt to harass your employer or disrupt business. 2. A reasonable person (or most people) would agree that there is a real danger of death or serious injury if you were to perform the job. 3. There isn't enough time, due to the urgency of the hazard, to get it corrected through regular enforcement channels, such as filing a complaint with DOSH. 4. When all three of the above conditions are met, you should: 1. Ask your employer to correct the hazard. 2. Ask your employer for other work. 3. Tell your employer that you won't perform the work unless the hazard is corrected. 4. Remain on the work site until ordered to leave by your employer.

(Worker Rights Pocket Guide)

7. Rights and Responsibilities

7. Workers have the right to make a complaint to DOSH about dangerous conditions on the job and participate in a DOSH inspection.

7. Rights and Responsibilities

What is considered discrimination or retaliation for exercising my rights?

By law, no one, including your employer, may take action against you for exercising your rights under the Washington Industrial Safety and Health Act. If that happens, you may have been discriminated against. Discriminatory or retaliatory actions include but are not limited to: Demoting you or laying you off. Assigning you to an undesirable job assignment or shift. Taking away your seniority. Reducing your pay or earned benefits. Blacklisting, threatening, or intimidating you.

(Worker Rights Pocket Guide)

8. Rights and Responsibilities

8. Workers have the right to be protected from punishment from exercising their rights under DOSH.

9. Rights and Responsibilities

9. Every worker is entitled to workers' compensation benefits if injured on the job or if s/he developed an occupational disease.

Immediately Report:

Reporting Fatalities and Hospitalizations

How do I report a fatality, in-patient hospitalization, amputation, or loss of an eye(s)

You can call ☎ 1-800-423-7233 or visit an 🏢 L&I office to report:

- A workplace **fatality or in-patient hospitalization of any employee within eight (8) hours** of the incident.
- A **non-hospitalized amputation or loss of an eye(s) of any employee within twenty-four (24) hours** of the incident.

NOTE:

- > **This applies to all employers with workers working in Washington** no matter what industry they work in and regardless of worker's compensation coverage.
- > Employers or their agents are responsible to ensure reports are made within the time frames above immediately after you or your agent learns of the incident.



Photo courtesy of OSHA.

<http://www.lni.wa.gov/Safety/TrainingPrevention/Help/ReportFatalityHospitalization.asp?F=HDI>

Worker Right to...

SAFETY INSPECTIONS

- Employee representative can accompany State inspector
- Workers can talk to the inspector privately
- Workers may point out hazards, describe injuries, illnesses or near misses that resulted from hazards and describe any concern about a safety or health issue
- Workers can find out about inspection results, abatement measures and may object to dates set for violation to be corrected



Care about Workers!

CBOs can encourage workers to take the time to pursue health related concerns by going to the doctors for care, take the steps to prevent illness and injury whenever possible, consult with organizations for workable solutions and resources so that they can begin to reduce barriers to safety, and they do not feel so isolated/marginalized- (UW Clinics/Fair Work Center /Health Clinics).

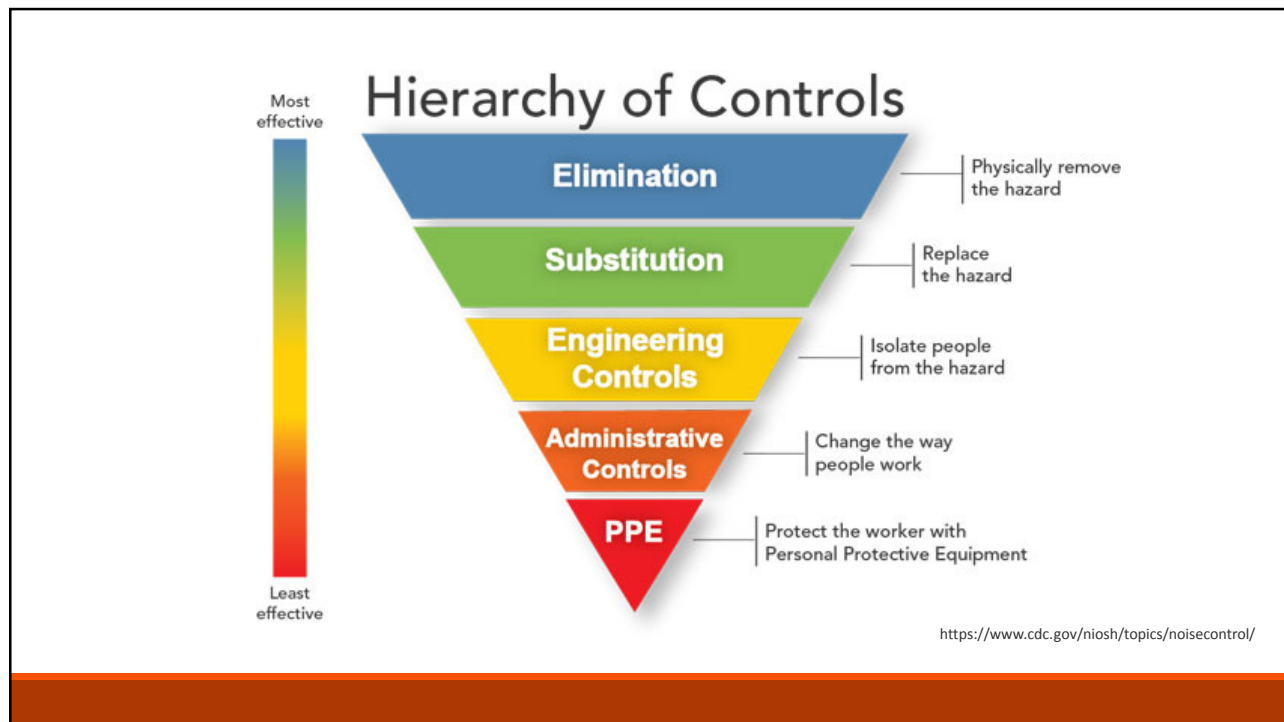


Safety Strategies

HEALTH AND SAFETY IN THE WORKPLACE
TRAIN-THE-TRAINER WORKSHOP

Origin in the Hierarchy of Controls

- Systematic approach to reducing illness and injury due to hazards
- Employer/regulator focused
- Control methods at top are more effective those at the bottom
 - Elimination and Substitution are most effective
 - PPE is least effective- hazard present and requires proper use always



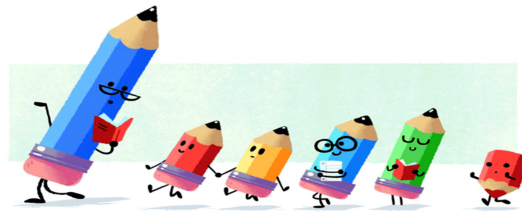
Modifying the Hierarchy of Controls

- Simplify!
- Worker-focused
- Drop the upside-down pyramid structure
- Use numbers to signify effectiveness
- Add graphics
- Combine 'Elimination' and 'Substitution' into 'Remove the Hazard'

Safety Strategies

- 1** Remove the Hazard 
- 2** Control the Hazard 
- 3** Improve Policy & Procedures 
- 4** Wear Personal Protective Equipment 

TRAINING TECHNIQUES



EFFECTIVE TECHNIQUES FOR ENGAGING STUDENTS, WORKERS,
ANYONE!

Safety Training Basics

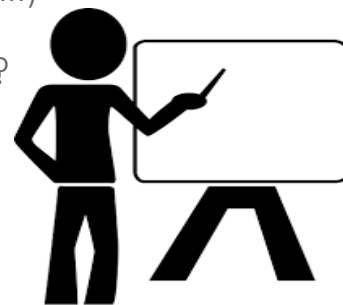
How to present

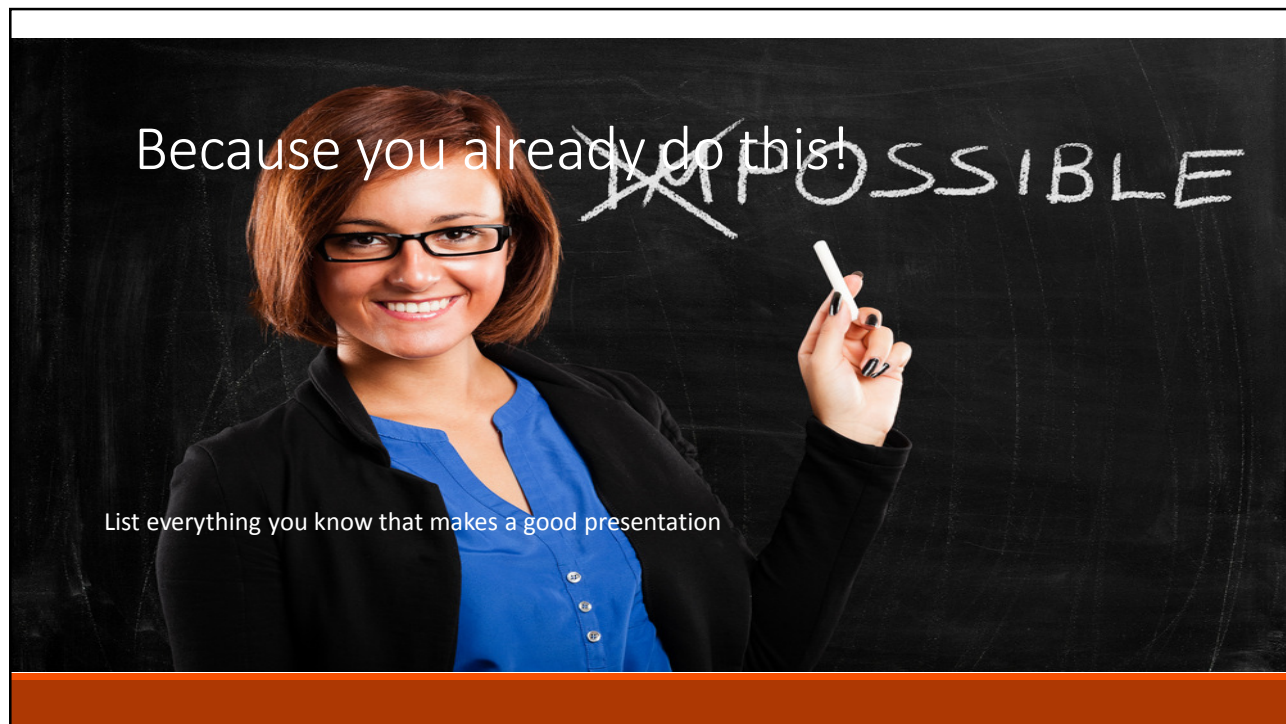
- Engage students
- Be understood (language, hearing, reading....)
- Care! What is your body language saying?
- Are you being heard? How is your delivery?
- “Walk the Talk”

How to be a resource

How to have a good attitude!

WIIFM?





The Next Step...

Safety training is complex because once you have conveyed your message, you are hoping that your students will make it an action.

What is the difference between knowing what is safe and MOTIVATING people to be safe?

Other Things to Consider

English as a Second Language

Information too technical, too long, not to the point

Young people v. Mature

Room layout, noise, distractions, etc.

Training Techniques

How students REMEMBER:

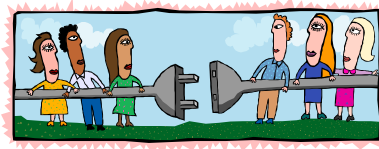
- What they read (10%)
- What they hear (20%)
- What they see (30%)
- What they see AND hear (50%)
- What they SAY (80%)
- What they say AND act (90%)



Training Techniques

The Training Room

- Arrive early to check it out
- Table and chair arrangement
- Electrical outlets (you may need an extension cord, power strip)
- Light and heating controls
- Restrooms and telephones
- Refreshment area
- Point of contact for emergencies



Motivating Attention

Learning without involvement (like TV)

Interest and Entertaining

Need to Know

Google: Risk Communication by Peter Sandman

Why and how people learn!