



Health and Safety Requirements Top Ten List WSSCA Conference

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PRIORITIES....

- Hundreds of Agencies and Thousands of Regulations
- How do you Choose to spend your Time and Resources???
- Balancing act of financial resources, time available, politics, etc.
- Here's our Take....



AVAILABLE RESOURCES

- What's out There to Help
 - Safety and Environmental Professionals
 - Insurance Companies
 - Safety Committees
 - Regulatory Agencies (OSHA, EPA, CDC)
 - Non-profit groups (WSSCA, WASBO)
 - Even the Internet (some of it)


CHOICES....

- In the Ideal World we could do it all...
- How do you prioritize?
- Here's our Take for 2012....



Top Ten Safety Excuses

10. OSHA is NOT a small town in northern Wisconsin
9. Mixing blue and red chemicals together makes a pretty purple color and it smells good too
8. I couldn't hear my Ipod with my ears muffs on
7. I've been doing it this way for 30 years besides safety programs only apply to new employees
6. If I use my lockout gear on the lights, I can't see what I'm doing
5. My safety glasses are too scratched to see through
4. That hole in my respirator is the only way I can smoke and work at the same time
3. That's not my mess, I just put everyone else's stuff there
2. I thought I might slip cleaning up that spill
1. My dog ate my safety programs




Our Top Ten List - 2012



Number 10

- **SLIPS, TRIPS and FALLS**
 - Leading cause of injuries in U.S.
 - Falls are #1 cause of workplace deaths
 - \$70 Billion annually
 - Can you afford to have parents or board members fall in your buildings???



Reactive or Proactive

Reactive	Proactive
<ul style="list-style-type: none"> ➢ Responding to incidents when they occur ➢ Putting out fires ➢ Taking corrective action after an incident occurs ➢ Placing blame after an incident ➢ Fixing symptoms 	<ul style="list-style-type: none"> ➢ Identifying hazards before they cause an incident ➢ Correcting systems ➢ Taking corrective action before an incident occurs ➢ Finding root causes after an incident ➢ Fixing problems

Action Items Slips, Trips and Falls

- Moisture is not our friend, emphasize prompt action on spills and weather conditions. Be proactive
- Enforce housekeeping standards in all areas of the building
- Request inventory of ladders, require monthly inspections, enforce improper use

Number 9

- **WRITTEN PROGRAMS, COMMUNICATION OF HAZARDS and RECORDKEEPING**

Ways to Communicate

- Written Safety Plans
- Regular Safety Inspections
- Setting Examples and Expectations
- Reward and Punishment
- Safety Committees
- Effective training

Safety Committees

- Purpose: Serve as advisory committee with focus on all safety issues
- 2- 4 times during the year

Agenda

- Review Incidents since last meeting
- Information Items (newsletters)
- Discussion Items (continued items set a completion date)
- New Safety Issues

Committee Members

- Safety Coordinator
- Human Resources
- Student Services
- Building & Grounds
- Police Liaison Officer
- District health professional
- Building administrators
- Employee Groups
Teacher, TA, Cooks, Custodial, Secretary
- District Students
- Local Fire Department



Action Items Communication

- Start a safety committee
- Review your written plans and communicate to members of your staff, review labeling
- Distribute safety audits and/or review monthly inspection checklists
- Set expectations starting in your own workspace
- Consider safety rewards for those who comply
- Post safety updates, tool box talks where employees can read them
- Post OSHA 300 log summary annually with revised DSPS posters

Number 8

- **NEW REGULATIONS...Keeping up**
 - LEAD RRP RENOVATIONS
 - MERCURY
 - DCOMM now DSPS
 - UST Operator Training
 - Soccer Goals

Number 8

- **NEW REGULATIONS...Lead RRP**
 - LEAD RRP RENOVATIONS
 - April 2010 for all child-occupied facilities built before 1978
 - Must assume lead paint is present
 - 6 square feet indoor, 20 sq ft outdoor
 - Notification, training, work practices and final cleaning verification

Number 8

- **NEW REGULATIONS...Keeping up**
 - MERCURY
 - Effective 2012, no mercury containing products, devices, compounds, etc (DPI)
 - Ban on sale of such in WI (DNR)
 - Exception on thermostats, HVAC


Number 8

- **NEW REGULATIONS...Keeping up**
 - DCOMM now DSPS
 - COMM 32 now DSPS 332
 - Revisions coming to DSPS 332
 - Update your safety posters
 - Be pro-active in compliance audits




Number 8

- **NEW REGULATIONS...Keeping up**
 - UST Operator Training
 - A,B and C Operators
 - Registration versus Permitting of tank
 - Spill plan
 - Recordkeeping requirements




Number 8

- **NEW REGULATIONS...Keeping up**
 - Soccer goals
 - Securing of goals at all times
 - Labeling of goals
 - Exception for mowing




Action Items New Regulations

- Consider pro-active lead XRF survey in selected areas
- Clean sweep for Mercury again, purchase spill clean-up kit
- Verify UST training and evaluate need for tanks
- Physical inspection of soccer goals several times a year




Number 7

- **AIR QUALITY**
 - What is Acceptable Air Quality?
 - 80/20 Rule
 - Can Mold cost you your job??
 - What impact will renovations have on air quality?
 - Daily Activities and Air Quality
 - Ozone, Welding, Kilns, Painting, Science Experiments
 - Preventive Maintenance
 - Routine inspections, duct cleaning



Action Items Air Quality

- Pro-active IAQ Plans
- Have you looked at your filters and coils?
- Zero Trace and other purifiers
- Prompt reporting AND investigation of water leaks
- If it smells like mold....



Number 6

- **PERSONAL PROTECTIVE EQUIPMENT**
 - What types of gloves do you offer?
 - Is your hearing protection adequate?
 - Are safety shoes required for certain jobs?
 - Safety glasses versus goggles
 - Respirators and dust masks
 - Fall protection and lifts

**Action Items
PPE**

- Review and update your PPE hazard assessment
- Purchase multiple types and sizes of PPE and let employees select
- Review annual audiograms and respirator physicals
- Spot check work areas for supply and condition of PPE

Number 5

- **ASBESTOS PROGRAM**
 - EPA is not going away (AHERA 1988)
 - AHERA: DP, 2 hour Training, O+M, periodic surveillances, 3 years, response actions and recordkeeping
 - DNR: PRE-RENOVATION SURVEYS OF EVERYTHING REGARDLESS OF AGE

**Action Items
Asbestos Program**

- Sample out assumed items
- Continue to get new addition sign-offs to satisfy AHERA (not DNR)
- Include asbestos sampling in your pre-planning
- Be pro-active on removal of friable asbestos (fire and asbestos)

Number 4

- **LOCKOUT TAGOUT**
 - Lockout NOT Tagout
 - Authorized employees...who does that and what does it mean?
 - Periodic inspection
 - Equipment
 - Energy Control Procedures must be written

**Action Items
Lockout Tagout**

- Review equipment available
- Review list of authorized employees
- Conduct your periodic inspection
- Gather at least some written procedures every month

Number 3

- **SCIENCE CHEMICALS**
 - No larger risk in your buildings!
 - IS the CHO doing their job and who is checking?
 - Facilities maintains equipment, what about written plans and procedures
 - Preventing the 911 call

Action Items Science Areas

- Personally meet with CHO and express importance to you
- Set goals with building Principal
- Get copy of annual inventory
- Strictly enforce annual clean sweep, review procedures
- Consider disposal costs in science budget
- Review emergency plans, MSDS

Number 2


- TRAINING OF STAFF
 - Get personally involved with your staff
 - Make sure new employees understand the importance of safety and how to communicate
 - It's not what I know....
 - "Ability to recognize hazards and take corrective action"

One Size Fits All?

- Needs and methods vary greatly by job description, and experience
- Custodial Staff: Lecture, Hands-on, Photos?
- Maintenance Staff: Pool, Lockout, Confined: More Details Needed
- Summer/ Part-time employees: Invincible
- Instructional Staff – Applicable standards?, WEB
- Specialty Staff – Tech Ed, Art, Kitchen, Science, Etc. – Job Specific
- Language barriers and Contracted Services
- Training today needs to be a combination of all...

Personal Contact

- One-on-one always works (Easy to rebuff ideas in large groups)
- Make it personal – What it means to you
- Who's going home today?
- Ask for 1 change each employee can make
- Not in Our Buildings!!
- MSDS




WEB BASED TRAINING

- Site specific information
- Verify that ALL employees take training (implement tracking system for large groups)
- Competency based programs, test or quiz to record some level of basic understanding
- Follow-up with any questions at staff meetings
- How Do you train New Employees?


Action Items Training

- Do I have a plan for new hires?
- Are instructional staff getting basic bloodborne and Haz Comm training
- What do I need for annual training versus competency
- MSDS Sheets and Communication of Hazards...Is the information being used?



Number 1

- **EMERGENCY PLANNING
(ARE YOU PREPARED....)**
 - Safety and Security Plans and Audits
 - Do you and your employees know what to do in an emergency?
 - Intruders, fires, severe weather, medical emergencies, etc. etc. etc...
 -SAFETY DIRECTORYour Name Here: _____




Action Items Emergency Planning

- Review and Distribute safety plan to your staff
- Train on contents of Plan
- Attend annual review meetings and update plans
 - AED's
 - Emergency Evacuation routes
 - Exit pathways and signage
 - Clearly posted emergency procedures



Review: The Top Ten for 2012

1. Personal Involvement in Safety Programs
2. Training of Staff
3. Managing Science Chemicals
4. Lockout Tagout
5. Asbestos Program
6. Personal Protective Equipment
7. Air Quality
8. New Regulations
9. Written programs - Communication
10. Slips, Trips and Falls



Thank You!

Questions??

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