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From the Director

ISHM Issues several 'calls for action'.

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This is election year for three members on the board of directors whose terms expire in September of this year. We will soon put out a call for nominations. Being on the board is a great way to help shape ISHM for future growth. Please give it some thought. ISHM needs active directors willing to help grow the organization, is that you?

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Soon we will be issuing a call for nominations for "ISHM Safety Manager of the Year". This year the award will be presented in Atlanta in conjunction with the NSC Expo. We look forward to great inputs. (My goal is to make it VERY tough on the selection committee by offering several highly qualified submissions.) please consider yourself or someone you know whom you would like to nominate.

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June 7 - 9 ISHM will have a display booth at the ASSE Expo in Dallas. If you are planning on attending would you be able/willing to spend some time assisting in manning the booth? We could sure use your help.

September 28 - 30 we will have a display booth at the NSC Expo in Atlanta. Again we could use assistance.

In conjunction with the NSC Expo in Atlanta, GA we will have our annual in-person board meeting on September 27th. Any active CSHM, CSMP or ASHM is eligible and welcome to attend. We will need to know if you are attending in order to assure we have ample space for all. We hold the board meeting starting at noon on the Sunday before the Expo opens.

The Exam Committee is hard at work on the revised reference list for the CSHM exam. This is a tough project and has been in the works for a few months. I expect to see results in early March. When the reference list is approved by the board of directors we will request potential exam questions written by current CSHMs. These questions will need to be referenced to a book in the newly revised list. Those submitting potential questions receive one COC point for each 5 accepted questions. If you submit ten (10) approved questions we will send you an ISHM logo polo shirt. We would like to accumulate about 200 acceptable questions that cover all the areas of the exam.

Business & Safety Economics

As a safety team member, leader or manager you should understand the basic principle, vision and values of why your company was created. It either provides a needed product to a consumer base or valuable service to an industry or community. But most of all, the
company was created to provide sufficient revenue to make a profit. Unfortunately, often times many in upper management consider safety as a costly legal necessity with no little to any impact on profitability. Thus, they can be resistant to making any safety program changes that could cost additional monies.

Today's successful safety managers that have received additional funding to strengthen their safety program all had a basic understanding of business economics and the direct impact of any program changes may have on profitability. In essence, you need to know how to effectively sell safety by showing how any monetary expenditure in the short-term can save the company money in the long-term, thus having a positive impact on profitability. But be prepared to support your claim.

When I've dealt with business leaders in my career, I was always astonished by how little they knew about the adverse effects that safety non-compliance and overall injury costs had on the profitability of their companies. Sure, they knew losing an employee to a work-related injury or illness, at least temporarily, put a strain on their manning and productivity. But was a total business and safety economic figure ever associated with it? Probably not!

Workplace injuries and illnesses are more expensive than historically thought. Many business owners and managers only review and compensate for the direct costs associated with injuries, and, in fact, they are considerable. The direct costs of an injury include emergency room and doctor visits, medical bills, medicines, rehabilitation and associated workers' compensation costs. However, direct costs are only a small part of the bigger picture.

As a safety manager, it is your job to ensure management understands the importance of indirect costs of injuries and illnesses as unbudgeted costs associated with an injury in order to get those workers back to pre-injury status. Some of the more expensive indirect costs associated with worker injuries include such things as lost or decreased productivity, administration costs, training a replacement employee, attorney fees, potential OSHA penalties, and higher
workers' compensation fees to name a few.

Safety managers should not hesitate to calculate and openly discuss the historical economic facts of the company's direct and indirect costs of work related injuries and illnesses with upper management. You should also understand and relay that Indirect cost multipliers for work related injuries usually range from 3 to 10 times the direct costs. Assigning safety economic facts for past and present worker injuries and illnesses should hopefully gain managements approval for any program changes or additional funding you may need to strengthen your safety program.

Joseph DeMaria, Ph.D., CSHM, MIIRSM
President & CEO, Americana Safety

Safety Managers and their roles

As a frontline worker I understand my safety role and responsibilities, along with federal, state and local regulations and what is expected of my employer. What I have concern about is....how many businesses don't utilize the safety expertise of a safety professional if "safety is their overriding priority" or "safety is their value". Not using a competent safety professional leads me to the perception the words are spoken only as a slogan. I know not all safety manager jobs are filled by credentialed safety professionals but these safety managers can exercise the opportunity to improve themselves through a credentialing process.

I ask fellow frontline workers," How do you describe a good safety manager?" Some workers see a good safety manager as someone who recognizes needs and drives positive change at the worksite. One noted positive change was a focus on workplace goals. They see a good safety person as one who advises the organizational leadership how to control hazards to make the work environment safer. They are an advocate. They want you and the work environment to be healthy and safe; they care.

As a labor safety representative I want our represented businesses to clarify expectations, define safety success, use measuring tools, analyzing and adjusting to create a profitable sustainable safe
workplace. I want each to embrace and implement sustainable strategies. Maybe this can be done without access to a safety professional, but my life experiences raises skepticism. I'm encouraging each safety manager and union safety representative in my area of influence to be credentialed thru an accredited credentialing organization such as the ISHM. As safety professionals we aim to influence the organizational leadership to promote health and safe workplaces for our workers, contractors, customers, and communities by implementing systematic safety management plans emphasizing resources for successful sustainable application. Repeatedly we observe and evaluate worker tasks, equipment, policies and procedures to identity health, safety, and environmental hazards. We then evaluate the risks of those hazards and utilize the hierarchy of controls to minimize the related risks which cannot be eliminated. We engage organizational leadership, our workers, contractors and encourage their contributions to not only recognize workplace hazards but to be part of the decision making process on resolving OH&S concerns potentially affecting them.

It's fair to say, as a safety professional our work is ongoing and never done. However, the work is more likely to be accomplished in a sustainable fashion if the chosen safety person is a credentialed safety professional, supported, and prepared to do so.

Debra Fisher, CSHM, CSHP
IUE-CWA Health & Safety Coordinator

Ask the Lawyer

Question: There was a major update to NFPA 70E that went into effect in 2015. Can OSHA enforce this?

Response: The short answer is yes, OSHA can enforce the requirements of NFPA 70E under its General Duty Clause.
The National Fire Protection Association ("NFPA") has adopted multiple safety-related consensus standards, including the National Electrical Code ("NEC") set forth in NFPA 70, and the Standard for Electrical Safety in the Workplace set forth in NFPA 70E. The first edition of NFPA 70E was published in 1979 and is updated approximately every three years. The current edition of NFPA 70E went into effect in January 2015.

OSHA's electrical safety standards are set forth in Subpart S of the General Industry Standards and Subpart K of the Construction Standards. While there is overlap between OSHA's electrical safety standards and NFPA 70E, OSHA's standards are not as comprehensive as NFPA 70E. Employers are clearly required to comply with OSHA's specific electrical safety standards. Employers should also adopt electrical safety procedures consistent with NFPA 70E. OSHA has issued numerous citations under its General Duty Clause to employers for failure to comply with NFPA 70E, including many citations for failure to protect employees against arc flash and shock hazards.

Notably, the 2015 edition of NFPA 70E contains significant changes in how electrical risk should be evaluated. For example, under the old version, employers were asked to perform an arc flash hazard analysis and shock hazard analysis. Under the new version, employers are asked to perform a more comprehensive arc flash risk assessment and shock hazard risk assessment. The process to perform a risk assessment includes identifying hazards, estimating potential severity of injury and damages, estimating the likelihood of the occurrence, and determining if protective measures are needed.

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Marne Division earns FORSCOM safety award

(FORT STEWART, Ga.) - The 3rd Infantry Division is the winner of the 2014 U.S. Army Forces Command Exceptional Organization Safety Award (Division Level) for superior performance in reducing fatalities in both on and off duty activities, and its overall effectiveness in safety program management and execution.

"This is the first time the division has ever won such a prestigious safety award," said 3rd ID Safety Director Charles A. Fitzpatrick. "It's a tribute to every soldier and a testament to the significance of engaged leaders."

"Our successes in the safety arena for fiscal year 14 represent years of effort targeting the areas of greatest risk to our soldiers and civilians. The lesson is we all can make a difference," said John W. Hornick, Jr., 3rd ID Deputy Safety Director.

During FY14, the Marne Division reduced motorcycle fatalities to zero. There was only one privately owned vehicle fatality and the soldier was not at fault. The additional duty safety officer positions were 100% filled, and 98% trained to standard as well as 100% of assigned company commanders have completed the commander's
safety course. Safety Councils and meetings were also routinely executed from division to company level.

"The 3rd IDs uncompromising leadership efforts in safety program management and safety standards enforcement are proof positive that engaged leaders at all levels are key and do make the difference in accident reduction," wrote Lt. Gen. Patrick Donahue II, Forces Command Deputy Commanding General in a nomination letter.

"Safety is infused into all aspects of Division activities, enhancing our aggressive mission focus," said Brig. Gen. James Blackburn, Task Force Marne Commander. "These superior results were a product of combined soldiers, civilian and family energy and effort, directed by committed leaders."

The division's efforts represent a 100% reduction in motorcycle fatalities, and a 72% reduction in vehicle fatalities over the previous three years. This is especially significant since 2014 was the first time in almost 10 years that the entire Division was at home station for the majority of the year.

"The division motorcycle safety program is a model for the Army," Hornick said. "We actively share our best practices. Staff Sgt. William Pendleton, in my opinion, is the best division motorcycle safety manager in the Army as objectively demonstrated by these results."

"The goal going forward would not be to rest or to let down our guard, but to maintain the focus and awareness levels that we achieved in 2014, and to raise the bar even higher for 2015," Fitzpatrick said. "At the end of day, it's the soldiers and their families that are the true winners."

Major Gen. Barrye L. Price, Deputy Chief of Staff, G-1 at FORSCOM presented the FORSCOM 2014 Exceptional Organization Safety Award (Division Level) to the 3rd ID Safety Team, commending them on their excellent efforts in safety leadership and dedication to soldiers.
Editor's Note: Awesome job, it hard for some to understand how difficult safety management is in the military environment. Please accept a "Job well done" from the ISHM staff!