

## Best-In-Class Thoughts

*"Pleasure in the job puts  
perfection in the work."  
- Aristotle*



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## Note from Leanne

As we kick off 2013, I wanted to take a moment to again thank all of you for your hard work in 2012. Each year, as we evaluate our past year's performance, it becomes increasingly challenging to measure our organization's safety success. Our high expectations of excellence, and in some cases perfection, in safety and health incite us to ask, "In what ways can we continue to strive for excellence year after year, when we already believe our program is Best-in-Class?"

I believe that the answer to that question lies in our definition of success. Maybe it's having zero injuries or reporting more Good Catches; maybe it's being part of an advanced training program or a specialty safety services program. Regardless, our commitment to continuous improvement in those areas (among others) will help us define safety excellence, and ultimately, define our success as a Best-in-Class organization.

So as we look to 2013, a year that will undoubtedly offer us many opportunities for tremendous growth and development, let's recommit ourselves to Best-in-Class safety through excellence in everything we do. Let's make Best-in-Class "business as usual": nothing flashy, not a huge campaign, just day-to-day excellence that doesn't need to be advertised.

## The Value in a JHA

A Job Hazards Analysis, or JHA, has many names: Pre-Work Hazard Analysis (PWHA), Job Safety Analysis (JSA), Tailgate Meeting, etc. Regardless of the title, the purpose is the same: identify hazards to help prevent incidents. The JHA focuses on the relationship between the worker, the task, the tools, and the work environment. Associated hazards are identified, and then steps are taken to eliminate or reduce them to an acceptable risk level. JHAs should be reviewed and discussed each morning to keep employees focused on the tasks at hand, in addition to notifying them of hazards and necessary mitigations.

**What is the Value in completing a JHA?** When completed effectively, it can result in the following:

- Fewer injuries and illnesses – Injuries/ illness **negatively affect employees** as much as, if not more than, the company by impacting the injured employees' financial situation, well-being, and family-life.
- Safer, more effective work methods – More effective activities typically mean **less strain and more comfort for the employee**. For example, using the correct tool is easier and safer than trying to "make it work" with what you have.
- Reduced worker's compensation costs – lead to a lower EMR, permitting MER more job opportunities, thus leading to **more work for employees**. A high EMR rate may prevent MER from qualifying with some of our current clients.
- Increase worker productivity – Organization and planning (the heart of a JHA) can create a smooth efficient workday, and even more rewarding, it can lead to **less frustration**.

JHAs are not just a requirement; they are a useful tool for supervisors and employees alike; one that should be taken advantage of by all employees.



## Did you know...?

OSHA defines a **"Hole"** as a gap or void 2 inches or more in its least dimension, in a floor, roof, or other walking/working surface.

Holes need to be covered to prevent tripping, falling, and falling objects hazards. "Covers" must:

- Support at least twice the anticipated weight of employees, equipment, and materials (roadways - at least twice the maximum axle load of largest vehicle expected).
- Be secured to prevent accidental displacement by the wind, equipment, or employees.
- Be color coded or marked with the word "HOLE" or "COVER." (Not applicable to cast iron manhole covers or steel grates used on streets or roadways.)

## Fall Protection

Falls are among the most common causes of serious work related injuries and deaths. Each employee exposed to a fall shall be protected by the use of guardrail systems, safety net systems, or personal fall arrest systems. Per OSHA, fall protection is required at the following elevations:

- General Industry – 4 feet
- Shipyards – 5 feet
- Construction – 6 feet

However, keep in mind that clients' sites may have more stringent requirements. Additionally, work over dangerous equipment/ machinery requires protection regardless of the fall distance.

*\*Note: Scaffolds, stairways, and ladders have different fall protection requirements.*

### Guardrails



- Top Rail – 39 to 45 inches above the walking/working level (floor)
  - Capable of supporting a force of 200 lbs.
- Mid-rails – installed midway between top rail and floor
  - Capable of supporting a force of 150 lbs.
  - Mesh extending from floor to top rail may be substituted
- Toeboards – at least 3 1/2 inches high
  - Capable of supporting a force of 50 lbs.

### Personal Fall Arrest Systems (PFAS)

- Anchorage – A secure point of attachment for lifelines, lanyards or deceleration devices.
  - Capable of supporting 5,000 lbs
- Connecting Device – Joins the anchorage point to the body harness (e.g. lanyard).
  - Minimum breaking strength of 5,000 lbs.
- Body Harness – designed to distribute the fall arrest forces over at least the thighs, pelvis, waist, chest and shoulders



- The maximum arresting force on an employee shall be limited to 1,800 lbs.
  - Deceleration devices (shock absorbers) are typically used for this purpose
- Employees shall not free fall more than 6 feet nor contact any lower level.
- PFASs shall be inspected prior to each use. Components that are defective or subjected to impact loading shall be removed from service.
- In the event of a fall, employees shall be provided prompt rescue or be able to self-rescue. A rescue plan shall be considered prior to using a PFAS.
- Components of PFASs shall not be used for other purposes, such as hoisting material.

### Fall Restraint Systems

Properly utilized fall restraint systems can be used in lieu of fall arrest systems. They should:

- Be rigged in such a way that the employee cannot be exposed to the fall hazard.
- Have the capacity to withstand at least twice the maximum expected force that is needed to restrain the person from exposure to the fall hazard or 3000 lbs. Consider factors such as the force generated by a person walking, leaning, or sliding down the work surface.

More information can be found at: [www.osha.gov](http://www.osha.gov)

## There's an App for that!

Looking for chemical information on the go?

NIOSH Chemical Hazards Pocket Guide



Provides a concise source of general industrial hygiene information.

Also try:

Chemical Safety Data Sheets - ICSC



International Safety Data Cards summarize essential health and safety information on chemicals for their use at the "shop floor" level.

## New Year's Resolutions

A new year brings new resolutions. According to USA.gov, the following are among the top of typical New Year's Resolutions made each year:

- |                          |                 |                              |
|--------------------------|-----------------|------------------------------|
| ■ Drink Less Alcohol     | ■ Lose Weight   | ■ Reduce, Reuse, and Recycle |
| ■ Eat Healthy Food       | ■ Manage Debt   | ■ Save Money                 |
| ■ Get a Better Education | ■ Manage Stress | ■ Take a Trip                |
| ■ Get Fit                | ■ Quit Smoking  | ■ Volunteer to Help Others   |

MER wants to help our employees meet their 2013 wellness goals so check out the Healthy Living page in each issue for tips for success!

## Take Advantage of



Are you a member of Blue Cross Blue Shield? If so, you have access to Blue365®, which is a program designed to help you stay healthier for less. Blue365 offers discounts for members to save on products and services for a well-balanced lifestyle. These "Blue365 Deals" (which are different than the healthcare benefits that you have with your local Blue Company) can help you maintain a healthy lifestyle. Blue365 offers deals on:

- Experiences – Family or individual activities
- Fitness – Gym memberships and fitness gear
- Healthy Eating – Nutrition resources and programs such as Weight Watchers and Nutrisystem
- Living – Everyday needs, such as Costco membership deals
- Personal Care – Health resources & Vision/ Rx discounts
- Wellness – Resources to help reduce stress, learn keys for success, etc.

Sign up at <https://www.blue365deals.com/publishers/505/consumers/new> to learn about deals in your area.

### Already have a gym membership? Get reimbursed!

As a Blue Cross Blue Shield subscriber, your Fitness Benefit can save you or your family up to \$150 per calendar year in qualified health club membership fees. You can claim your Fitness Benefit after you've belonged to your health club and been a Blue Cross Blue Shield of Massachusetts member for a full four months (in a calendar year)... Make sure you submit by March 31<sup>st</sup>!

Download the form and information here:

[http://www.bluecrossma.com/common/en\\_US/pdfs/New\\_SOB/32-6980\\_Fitness\\_Benefit\\_Form.pdf](http://www.bluecrossma.com/common/en_US/pdfs/New_SOB/32-6980_Fitness_Benefit_Form.pdf)

**Blue 365 Tip:** An apple and about 2 tablespoons of almonds make a great pre-workout snack, with a healthy combo of fiber, carbs and protein.



## Wellness Tip: Go Walking

*Health benefits include lowering stress, gaining strength, and improving overall wellbeing. In addition, regular exercise can help you sleep better and may help you lose weight.*

### Tips for Success:

Proper footwear – Shoes can absorb shock from your legs and feet, saving you from pain and injury.

Stretch – Keep hips flexible. Tight hip flexor muscles cause your hips to have a harder time moving forward easily, which can throw off your stride.

### Maintain Proper Form –

- Your spine should be elongated when standing straight, but not too rigid.
- Keep your head level, eyes focused forward, and chin parallel to the ground. Tilting your head down can strain your neck and shoulders.

- Arms should swing naturally; bending your arms will also help you achieve more upper body strength. (Power-walk: bend arms at a 90° angle.)

Set Goals – Use a pedometer to determine your baseline; then, increase your weekly number of steps (or distance) by 10% until you reach your goal.

<https://www.bluecrossma.com/wps/myportal/members/healthier-living/my-programs/go-walking>

## Fitness Challenge

### Do 40 Pushups

*Pushups measure upper-body endurance—the ability to use your strength over time.*

**The Test:** Lower your body until your upper arms are parallel to the floor, then push yourself up. Repeat as many times as you can.

### The Scorecard:

25 or fewer: Weak  
26-39: Ordinary  
40 or more: Strong and tough

[http://www.menshealth.com/mhlists/be\\_fit/Do\\_40\\_Pushups.php#ixzz2Hljr1jUd](http://www.menshealth.com/mhlists/be_fit/Do_40_Pushups.php#ixzz2Hljr1jUd)





## Quarterly Driver Awards

MER's Compliance and Maintenance Departments continue to reward those employees who set a high standard of DOT compliance and Vehicle Safety based on the following criteria:

### Values

Professionalism  
Integrity  
Mutual Respect  
Discipline

- No motor vehicle accidents in 12 months
- No moving motor vehicle violations in 12 months
- No driver log issues in 6 months (if applicable)
- Timely submittal of completed DVIRs
- Maintains vehicle to Moran Standards



For their efforts, each employee will be awarded a \$50 gift card as a token of appreciation for a job well done. We are pleased to announce that the following employees are the 4<sup>th</sup> quarter 2012 recipients selected for this award:

- |                  |                    |                   |
|------------------|--------------------|-------------------|
| Glenn Smith (MA) | Mack Jones (SC)    | Ben Baker (WRI)   |
| Rob Marden (CT)  | Bernie Reagan (GA) | Dave Martin (JPC) |
| Will Jones (VA)  | Robert Bolton (FL) |                   |

## Employee Development Corner



### Does Best-In-Class Safety describe you? Get reimbursed for your Boots!

Moran Environmental Recovery, LLC (MER) prides itself on providing our employees with a Best-in-Class health and safety program that focuses on behavior-based safety. Please remember: it is not an automatic reimbursement. You must actively participate in our program to receive the reimbursement and it's only given once per year, **AFTER** you've shown your commitment to MER's Best-in-Class safety culture. Upon successful completion of the milestones listed below, a MER employee will be eligible to receive a boot reimbursement of up to \$75. If you met all of the safety milestones in 2012, submit a receipt for a boot reimbursement by January 31<sup>st</sup>, 2013, and it will be paid out in February 2013. Should you submit your receipt after January 31, 2013, you will have to wait until 2014 to be reimbursed.

Below are the safety milestones that employees are required to meet in order to receive a boot reimbursement:

- Finish the calendar year (January – December) without sustaining a recordable injury
- Finish the calendar year in full compliance of Basic 8 safety training
  - HAZWOPER 40hr & Annual 8hr Refresher
  - Confined Space Entry & Rescue
  - CPR/ First Aid
  - Asbestos Initial & Annual Refresher (as applicable)
  - Fit Test
- Exhibit quality participation in MER's Good Catch Program
- Finish the calendar year without receiving a written warning for safety violations
- Has not previously received a boot reimbursement for that calendar year

If you have any questions, please feel free to contact Leanne Stegman at (203) 948-8342.

### MER News

#### Welcome CORI



On December 7, 2012, MER announced the acquisition of Coastal & Ocean Resources, Inc (CORI), a coastal mapping and environmental consulting business located in Victoria, British Columbia.

### MORAN ENVIRONMENTAL RECOVERY LLC Safety Brief

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