Problem-Solving for Safety
Acknowledgements

• Portions of these training activities are adapted from:
  - Youth @ Work—Talking Safety, National Institute for Occupational Safety and Health, https://www.cdc.gov/niosh/talkingsafety/
  - Training Materials from the Worker Occupational Safety and Health Training and Education Program (WOSHTEP), administered by the Commission on Health and Safety and Workers’ Compensation in the Department of Industrial Relations, https://www.dir.ca.gov/chswc/woshtep.html

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What you’ll learn

- Discuss: Underlying Causes of Workplace Injuries
- Review: Rights on the Job
- Understanding Hazard Control
- Practice: Job Hazard Analysis
- Communicating about Safety on the Job
Agree or Disagree?

“Most injuries and illnesses on the job happen because workers make mistakes or are careless.”
Accidents in the News

“He must have fallen in the hole. That's the only thing that makes sense. He knew not to go in there. He knew to stay two feet back. Those are the rules.“

– Employer commenting on employee death in a trench while replacing a sewer line.
Direct and Underlying Causes of Injuries and Illnesses

Direct Cause
("unsafe act" or technical failure)
Cal/OSHA Standards

General Cal/OSHA standards:
- Injury and Illness Prevention Program standard
- Hazard Communication standard
- Access to Employee Exposure and Medical Records standard
- Log of Work-Related Injuries and Illnesses (Cal/OSHA Form 300).

Specific Cal/OSHA standards:
- Provide protection against specific hazards.
- Set out detailed rules that must be followed or minimum levels of protection that must be achieved.
- Cover a wide range of hazards, from toxic substances to specific operations such as roofing.
Cal/OSHA’s IIPP Standard

- Management commitment
- Incident investigations
- Hazard identification
- Hazard control
- Training of employees, supervisors, managers
- Communication with employees about health and safety
- Fair system for compliance with safety rules
- The IIPP must be written and implemented
Understanding the “hierarchy of controls”

- Elimination: Physically remove the hazard
- Substitution: Replace the hazard
- Engineering Controls: Isolate people from the hazard
- Administrative Controls: Change the way people work
- PPE: Protect the worker with Personal Protective Equipment

Source: NIOSH (https://www.cdc.gov/niosh/topics/hierarchy/default.html)
Bull’s Eye Diagram for participants

Eliminate the Hazard

100

Policies and Procedures

20

Personal Protective Equipment

10

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David’s Story

Job: Stocking shelves
Injury: Broken leg due to fall from ladder
Jenna’s Story

Job: Warehouse stocker
Injury: Killed by indoor heat exposure
Stephen’s Story

Job: Warehouse worker
Injury: Hurt back while loading boxes
Joe’s Story

Job: Warehouse worker
Injury: Struck by falling object
Jackie’s Story

Job: Warehouse logistics
Injury: Foot crushed by forklift
Maria’s Story

Job: Truck Driver
Injury: Back pain from driving
Dani’s Story

Job: Ag mechanic
Injury: Arc flash eye injury from welding
Arnaldo’s Story

Job: Agricultural worker
Injury: Pesticide poisoning
Emily’s Story

Job: Commercial landscaping

Injury: Hurt back while laying pavers
James’ Story

Job: Laborer
Injury: Died due to heat
Mike’s Story

Job: Auto mechanic
Injury: Rash and breathing problems from degreaser
Jose’s Story

Job: Bus mechanic
Injury: Crushed under vehicle
JD’s Story

Job: Auto body repair
Injury: Electric shock
Problem-Solving Skills

- Asking questions
- Gathering information/analyzing the problem
- Being open-minded
- Being self-confident
- Collaborating with others
How to Approach a Workplace Problem

- Define the problem.
- Get advice from a co-worker, teacher, family member.
- Choose your goals. Decide which solution is best.
- Know your rights.
- Decide the best way to talk to the supervisor.
- If necessary, contact an outside agency (like Cal/OSHA) for help.
Summing It Up

- **Know your rights**
  - Fact sheet?
- **Know your responsibilities**
  - It's your responsibility to follow safety rules and to report any problems you see.
- **Know your employer’s responsibilities**
  - Your employer must keep the workplace safe and give you safety training
- **Know the steps to take to solve problems**
  - Resources include co-workers, friends, teachers, and government agencies like Cal/OSHA
For More Information

• LOHP, UC Berkeley Resource Center:
  • Website: www.lohp.org
  • Facebook: www.facebook.com/LaborOccupationalHealthProgram/
  • (510) 642-5507

• Occupational Health Branch, CDPH
  • Website: https://www.cdph.ca.gov/OHB
  • (510) 620-5757

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