

Where did the summer go? We were hoping to get this out mid-summer, and it's already meteorologic fall. There's been a lot going on, which might be why we were too busy to get this out sooner.

Welcome new staff

We are excited to announce two new staff members:

Sarah Norman

Sarah is our expert on all things environmental, from wastewater to hazardous waste to stormwater. She returns to Minnesota after a decade in California, where she worked on ensuring environmental compliance in research and manufacturing facilities. Sarah is used to dealing with regulators, reading those impenetrable environmental laws, and helping companies to manage and minimize their environmental footprint. She also has safety expertise, having developed safety programs, conducted training, and performed facility inspections in California (we've pointed out that she no longer has to factor in earthquake risks as much as she used to).

Jessica Olson

Jessica is the newest member of our staff. She is a recent graduate of the University of Wisconsin - River Falls, and comes to us with a strong biology and chemistry background. She can do DNA isolation, which really impresses the rest of us. Jessica will be helping with special projects, program development, safety committees and Lockout/Tagout. She is also a professed foodie, so between her and Janet, recipe questions can usually get answered (cooking is just chemistry, after all).



For more information on the Players at CHESS, check out our website. <http://chess-safety.com/chess-players.html>



A SPY Amongst Us

Carol Keyes, Certified Safety Professional, was recognized for her service to the American Society of Safety Engineers (ASSE) Consultants Practice Specialty with the Safety Professional of the Year (SPY) award, presented at the ASSE International Conference in Denver in June.

Additional information on this award: <http://chess-safety.com/blog/?p=1541>

Regulatory Updates

Hennepin County is updating its hazardous waste management regulations, with the intent of standardizing references to state hazardous waste rules and clarifying some existing requirements. If the update is approved, the Hennepin County definition of a minimal quantity generator will change from a facility that generates only ten gallons of hazardous waste a year to one that generates 100 pounds or less per year of fully regulated hazardous waste.

Minnesota OSHA Updates

MNOSHA has been busy:

Minnesota has adopted most of the new federal Hazard Communication standard by reference. Essentially that means that Minnesota's Right to Know standard remains, with its requirement for annual training covering physical, chemical and biological hazards. But Minnesota will join with the rest of the country and many nations in adopting the Globally Harmonized System for labeling and SDS (formerly known as MSDS).

In response to a request we sent, MnOSHA will begin posting its policies related to enforcement of standards on their website. These policies explain how

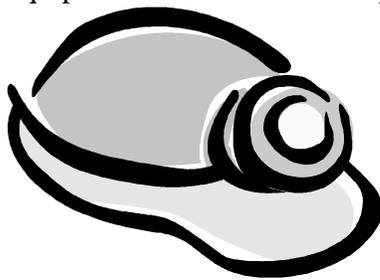
Minnesota standards are applied and interpreted. They've been available from MnOSHA – if you knew to ask. Now they'll be available to everyone. Jim Krueger, head of Enforcement, reported that he expects the change to occur sometime in October. Watch our blog for updates.

MnOSHA recently went through a routine review by Federal OSHA – and fared quite well, with only three findings (only about three other states did as well, and none did better). Overall, the review showed MnOSHA is responsive to the needs of workers and employers and is doing a good job keeping the Minnesota workforce safe. Kudos to Minnesota OSHA. You can read the report here: www.osha.gov/dcsp/osp/efame/2011/mn_report.pdf

The **Dept of Labor and Industry** website recently underwent a makeover. You can find it at <http://www.dli.mn.gov/MnOsha.asp> You can follow MN Department of Labor on Twitter @mndli

And you can follow CHESS on Twitter @carkeymn

Federal OSHA is updating the personal protective equipment standard for head protection, to bring it in line with the American National Standards Institute (ANSI) standard, 2009 edition. The ANSI standard classifies head protection in three categories:



- Class G: general use, with limited electrical protection (2000 volts)
- Class E: helmets that provide protection up to 20,000 volts
- Class C: conductive helmets with no electrical insulation.

Hardhats must have the manufacturer's name, ANSI legend, class, and date of manufacture. Instructions on wear, care and service must come with the hardhat.

The 2009 update to the ANSI standard allows some additional options for hardhats:

Some may be worn backwards. Those designed for reverse donning (after switching around the harness) will have this symbol:



An "LT" indicates the hard hat can hold up to very cold temperatures, testing okay even at -22°F.

"HV" means you are very bright. Well, at least your hardhat is – it meets the standard for high visibility.

Work Comp: If an injury occurs

If an employee is injured, you need to provide medical assistance without delay. Emergency rooms are great – for very serious injuries. But relying on the emergency room for non-life threatening injuries is expensive and slow.



Instead, we strongly recommend you establish a relationship with an occupational health clinic, before anyone is injured. It does not cost anything to meet with them and make sure they understand what kind of work you do (often one of the occupational health physicians or another provider will tour your facility), and for the clinic to have your workers' comp information on file. That way, if an employee comes in with a work-related injury, the clinic already has some of the critical information.

An occupational health clinic is more accessible than the emergency room or the personal doctor's office. The medical providers understand the workers' comp system. They know what forms to complete, the implications of injuries, and that HIPAA laws do not apply to workers' comp. They are usually more willing to discuss return-to-work and light duty options with employers directly.

If possible, have a supervisor accompany the employee to the clinic. You want to make sure your employees get prompt treatment and nothing happens on the way to the clinic (you don't want to risk an injured employee suddenly feeling faint while driving). And if a supervisor is there, he or she can explain the employee's job duties and opportunities for light duty, if that will be needed.

Make sure your employee brings a "Workability Report" from the medical provider. That report provides information on the diagnosis, treatment and any work restrictions. It also will state when the employee should return to the clinic, if needed.

The Workability Report gives you the information needed to determine if and how the injury is recorded on the OSHA 300 log.

Once the employee's medical treatment is attended to, the First Report of Injury (FROI) must be completed and submitted to your workers' comp carrier. Don't delay in submitting the FROI, even if some information is missing. The insurance company must determine if it will accept the claim, deny the claim, or deny the claim pending further information; and it must notify the MN Department of Labor and Industry within 10 days of the injury. If Labor and Industry isn't notified in time, your insurer receives a penalty. Want to bet that will be passed onto you the next time your premiums are reviewed?

We'll discuss getting injured workers back to work in the next newsletter.

Workers' Comp Mod Rates

Changes to how mod rates are calculated are in the works. According to Mark Kraemer of Anderson Agency Insurance, "the change in the calculation will, on average, lower mods under 1. However, per the MWCIA, mods over 1.25 will see average increases of 10%." Look for more information in our next newsletter.

If you want to know more about mod rates and how they affect your insurance costs, put November 8 on your calendar, for *Unveil the Mystery: A Symposium on Workers' Comp Related Topics*.

Unveil the Mystery: A symposium on workers' comp related topics

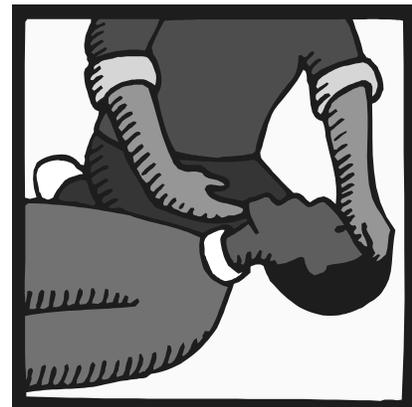
Carol Keyes will be one of the presenters at a symposium on November 8 in Woodbury. Topics include:

- A day in the life of a work comp adjuster
- The legal basis for a work related injury
- The new workers' comp experience mod formula – changes and impact
- Orthopedic considerations for injury care
- OSHA: something old, something new, something borrowed, are you blue?

Look for more information coming soon, or email us (carkey@chess-safety.com) if you can't wait to find out more.

First Aid/CPR class

CHESS is holding a First Aid-CPR-AED class on Monday, October 22 from 9:30 a.m. to 1:30 p.m. We have about 6 slots open if you or any of your employees want to attend the class. The cost is \$40. Attendees will receive their American Heart Association HeartSaver certification card. Contact Carol for more information.



Questions? Please do not hesitate to contact us if you have safety-related questions or just need more information about something or the services we offer. Please contact us by phone (651-481-9787) or email if you no longer want to receive newsletters or if you want them in a different format (email, mail).
Carol: 651-481-9787 Cell: 651-269-6150 carkey@chess-safety.com
Janet: 651-458-4930 www.chess-safety.com © 2012 CHESS, Inc.

