



ALLIED SAFETY NEWS

Above all we strive to control or eliminate known or potential safety and health hazards in the workplace.

ISSUE 11  November 2023

Inside ASG

 The Monthly Muster

 The People Post

 The Brag Board

The Monthly Muster

(MSD) Prevention



Prevention of Musculoskeletal Disorders in the Workplace - **Musculoskeletal disorders (MSDs)** affect the muscles, nerves, blood vessels, ligaments and tendons.

Workers in many different industries and occupations can be exposed to risk factors at work, such as lifting heavy items, bending, reaching overhead, pushing and pulling heavy loads, working in awkward body postures and performing the same or similar tasks repetitively. Exposure to these known risk factors for MSDs increases a worker's

risk of injury. Work-related MSDs can be prevented. Ergonomics --- fitting a job to a person --- helps lessen muscle fatigue, increases productivity and reduces the number and severity of work-related MSDs.




Impact of MSDs in the Workplace - Work-related MSDs are among the most frequently reported causes of lost or restricted work time.


A Process for Protecting Workers - Employers are responsible for providing a safe and healthful workplace for their workers. In the workplace, the number and severity of MSDs resulting from physical overexertion, and their associated costs, can be substantially reduced by applying ergonomic principles.

Implementing an ergonomic process is effective in reducing the risk of developing MSDs in high-risk industries as diverse as construction,

food processing, firefighting, office jobs, healthcare, transportation and warehousing.


The following are important elements of an ergonomic process:


 **Provide Management Support** - A strong commitment by management is critical to the overall success of an ergonomic process. Management should define clear goals and objectives for the ergonomic process, discuss them with their workers, assign responsibilities to designated staff members, and communicate clearly with the workforce.


 **Involve Workers** - A participatory ergonomic approach, where workers are directly involved in worksite assessments, solution development and implementation is the essence of a successful ergonomic process.

Workers can:



- Identify and provide important information about hazards in their workplaces.
- Assist in the ergonomic process by voicing their concerns and suggestions for reducing exposure to risk factors and by evaluating the changes made as a result of an ergonomic assessment.

 **Provide Training** - Training is an important element in the ergonomic process. It ensures that workers are aware of ergonomics and its benefits, become informed about ergonomics related concerns in the workplace, and understand the importance of reporting early symptoms of MSDs.

 **Identify Problems** - An important step in the ergonomic process is to identify and assess ergonomic problems in the workplace before they result in MSDs.

 **Encourage Early Reporting of MSD Symptoms** - Early reporting can accelerate the job assessment and improvement process, helping to prevent or reduce the progression of symptoms, the development of serious injuries, and subsequent lost-time claims.

 **Implement Solutions to Control Hazards** - There are many possible solutions that can be implemented to reduce, control or eliminate workplace MSDs.

 **Evaluate Progress** - Established evaluation and corrective action procedures are required to periodically assess the effectiveness of the ergonomic process and to ensure its continuous improvement and long-term success. As an ergonomic process is first developing, assessments should include determining whether goals set for the ergonomic process have been met and determining the success of the implemented ergonomic solutions. 

The Monthly Muster continued...

Bureau of Labor Statistics, Economic News Release



“Working Safe Is No Accident”



The People Post

NLRB and Stericycle Standard



The National Labor Relations Board (NLRB) has issued a decision declaring that all employer work rules that could possibly be viewed as restricting employee organizing efforts are now presumed to be illegal under federal labor law. The new standard arose from a case involving a dispute between the Stericycle Inc. company and a Teamsters union local, and thus the NLRB decision bears the employer’s corporate name. In application, the Stericycle standard—when considered as a whole—is likely to be aggressively enforced by future NLRB decisions and enforcement actions taken by its regional offices and General Counsel Jennifer Abruzzo in a way that will invalidate many common-sense and ordinary work rules, employment policies, and employee handbook provisions that were previously deemed lawful, emphasize attorneys for the law firm of Morgan, Lewis & Bockius, who cite the board’s own language in the decision to make their point.

The Stericycle decision overrules The Boeing Co., 365 NLRB No. 154 (2017), which held that when deciding the lawfulness of maintaining a facially neutral work rule, the board would balance two factors:

- (1) The nature & extent of the potential impact on NLRA rights; (2) Legitimate justifications associated with the rule.

In the Stericycle Board’s view, the overruled Boeing standard condones overbroad work rules by not requiring the employer to narrowly tailor its rules to promote only legitimate and substantial business interests while avoiding burdening employee rights. The Stericycle Board also rejected Boeing’s categorical approach to work rules, under which certain rules were “always lawful,” stating that the primary problem with this approach is that “it was regularly applied to designate all rules of a generalized type as always lawful to maintain, no matter their specific wording, the specific industry or workplace in which the employer maintained the rule, the specific employer interests that the rule was supposed to advance, or any number of context-specific factors that may have arisen in a particular case.”

In light of Stericycle, employers should take a close look at their employee handbook and any other employment policies, with particular focus on policies such as use of technology (including photography and recording), social media, speaking to the media, solicitation, disciplinary rules, dress code, internal complaints/open door, non-disparagement, civility, insubordination, conflicts of interest, and confidentiality and investigations. Employers should aim to review their policies from the lens of an employee and consider what business interest each work rule serves and whether that interest can be advanced with a more narrowly tailored rule. 🚧

[NLRB Imposes New Employee Work Rules Standard | Material Handling and Logistics \(mhlnews.com\)](#)
[The Stericycle Decision: How It Affects Your Employee Handbook - HR.com](#)

The Brag Board

We’re Growing!



Jim Mann
*Field Safety Representative,
Utility Services Division*

- Over 20 years of experience in Operations/Safety Management
- Fleet Safety Management & Training, DOT Record & File Audits
- CDL Driver Selection, Supervision & Training
- United States Navy, 1981-1991



==== This past month ASG had the opportunity to: =====

- 🚧 Provide over 110 occupational health and safety inspections for our clients across the construction and manufacturing industries
- 🚧 Provide American Red Cross Adult First-Aid/CPR/AED Training and Certification for 5 construction workers
- 🚧 Conduct root-cause analysis accident investigations for an employee amputation at a food processing facility
- 🚧 Assist a client with workplace safety design and troubleshooting in preparation for shutdown work at an automotive manufacturer using foreign workers

Contact Us: Nick Guilfoyle 309.339.8950 🚧 info@alliedsafety.org 🚧 alliedsafetygroupllc.com



“Your Partner in Workplace Safety”

