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YOUR FRONT-LINE MANAGER SAFETY RESOURCE SINCE 1929

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Seven Ways to Continue Your Education

It's your life story and you can rewrite it anytime. You may think your educational career ended when you left high school, college or university. You may think your life is dictated by the choices you made about your education at the time.

Not so. Education is now seen as a lifelong pursuit and the opportunities for it are endless. Older adults are becoming doctors, lawyers, MBAs, scientists, computer programmers, mystery authors and countless other successes after working in other fields. Here are some tips to help you continue your education:

1. Continuing education can greatly improve things for you in your current line of work. Further training in supervisory skills can greatly increase your effectiveness and confidence.
2. Seminars on supervision are regularly offered. The material presented my be new to you, or you can use it as a review. Either way, you are likely to return to your job with new energy and ideas.
3. You might also be interested in learning about developments in your industry. Consider joining a trade or professional association for access to this kind of information. You can also renew your certifications or upgrade your previous level.
4. The workers' compensation board or industrial safety association in your area may offer safety courses for supervisors.
5. Check into colleges and universities with distance learning programs for other options. The number and variety of courses offered online grow daily.
6. There's no end to what you could learn in relation to your job. If you have been a supervisor for a long time, you could benefit by an update because times change and so do attitudes, business climate and legislation.

Further learning can also take you in countless new directions. Use education to change and improve your own life story.

How to Find the Time for Your Safety Responsibilities

You've been put in charge of organizing the safety meetings. How are you going to find the time, on top of everything else you have to do?

The answer lies in managing your time more effectively, so you can get your most important tasks done. *Here are some suggestions for streamlining your safety meeting routine:*

- Keep your safety meeting materials in one place. Whether you print them off or are sent them from head office, put them where they belong.
- If the meetings are held away from your office, on the plant floor or in the field, consider keeping your safety meeting materials in a portable carrier such as a zippered binder or briefcase. Include plenty of pens or pencils to pass out for signup sheets and quizzes.
- Set a regular day, time and place for the safety meeting. Make it part of the work schedule, not a last-minute surprise.
- Set a time for yourself to plan the meeting, at least a day in advance. Read the prepared safety talk. Think of any safety issues related particularly to your situation and make notes to discuss them.
- Appoint or ask for a volunteer to help you with the safety meetings. This person can keep them going in your absence and can assist you in running the meetings efficiently.
- Get to the meeting place early. Always start the meeting at the announced time; latecomers will soon learn to arrive and get settled on time.

These preparations may sound like more time-consuming work, but they will actually help you set up a routine in which these important safety meetings take core of themselves.

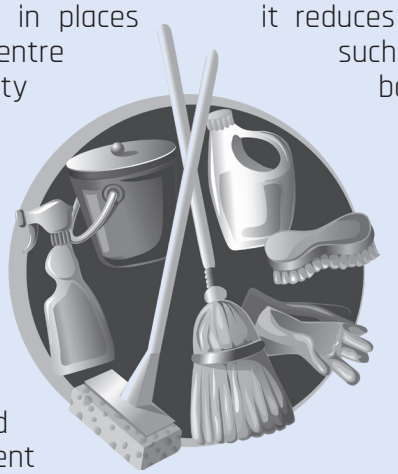
Seven Statistics on Housekeeping and Workplace Safety

When people think of major hazards in the workplace, poor housekeeping likely isn't the first thing to spring to mind, but a cluttered, disorganized workplace can lead to deadly consequences.

Consider what could happen if fire exits were blocked by piled up equipment or materials and workers couldn't get to safety in time. Other examples could include fatal foodborne illnesses caused by filthy production machinery or people on the ground being injured or killed when high winds pick up and throw unsecured building materials.

Here are seven statistics relating to housekeeping and workplace safety:

- According to the US Department of Labor, **15 percent** of all accidental worker deaths are attributable to slips, trips or falls, many of which are linked to poor workplace housekeeping.
- **Six** housekeeping good practices to help prevent workplace slips, trips and falls include reporting and cleaning up spills and leaks; keeping aisles and exits clear of debris; installing mirrors and warning signs in blind spot areas; replacing worn, ripped or damaged flooring; installing anti-slip flooring in areas that can't always be cleaned; and using drip pans and guards in places where spills may occur. (Canadian Centre for Occupational Health and Safety (CCOHS)
- **Nine** signs of poor housekeeping are cluttered and poorly arranged work areas; dangerous storage of materials; dirty, dusty floors and work surfaces; hanging on to items that are no longer needed, or having too many of the same items; blocked or cluttered aisles and exits; tools and equipment that are not returned to proper storage; broken containers and damaged materials; overflowing waste bins and containers; and spills and leaks. (Workplace Safety and Prevention Services)
- **One** major aspect of workplace housekeeping is maintenance. If burned-out light bulbs aren't replaced or if damaged or uneven flooring isn't fixed, people can easily suffer injuries.
- Incidents resulting in injury or death that stem from poor housekeeping include these **four** examples: tripping or falling over objects; fires caused by the ignition of unsafe buildups of combustible dusts; slips on wet, slick or greasy floors; and being struck by objects that have fallen after being improperly stored.
- **Five** housekeeping responsibilities that all workers should share include cleaning up during the shift; day-to-day cleanup; waste disposal; removal of unused materials; and inspections to ensure that cleanup is completed. (Commonwealth of Virginia Workers' Compensation Services)
- **Six** benefits of good housekeeping are as follows: It eliminates clutter, which is a common cause of slips, trips and falls and fires and explosions; it reduces the chances of harmful materials such as dust or vapors entering workers' bodies; it improves productivity because the right tools and materials are always easy to find; it reflects a professional and well-run business; it helps your company to keep inventory to a minimum; and it makes the workplace a neater, more comfortable and pleasant place to work.



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Fatality File

Driver killed after fertilizer truck explodes in south Arkansas; area evacuated after blast that was heard miles away

The driver of a truck hauling fertilizer chemicals was killed when the truck's wheels caught fire and it exploded in southern Arkansas Wednesday morning, causing a boom that was heard for miles and prompting an evacuation of the surrounding area, authorities said.

Multiple state and local officials confirmed the fatality, as well as three firefighters injured from the blast, which happened about 6:45 a.m. after the truck flipped on U.S. 278 near Arkansas 57.

The Arkansas State Police identified the driver late Wednesday morning as 63-year-old Randall McDougal of El Dorado.

The agency said McDougal was hauling ammonium nitrate — a highly combustible chemical used in fertilizers — to Texarkana for Blann Tractor Company, a firm headquartered in Hampton.

McDougal called 911 after noticing smoke coming from the truck. He tried extinguishing the blaze himself, officials said.

Emergency responders evacuated homes in the area when the truck later exploded, killing the 63-year-old. Witnesses said they saw McDougal walk back to the truck at the time of the blast, according to state police.

The body was sent to the state Crime Laboratory to confirm the identity.

Melody Daniel, a spokeswoman for the Arkansas Department of Emergency Management, said officials haven't determined what caused the tires to catch fire.

Three injured firefighters were brought to the hospital for their injuries, and two were later released, she said.

Crews closed U.S. 278, and evacuated people within a roughly one-mile radius of the blast. The explosion created an enormous crater stretching across the road.

People reported hearing the boom from miles away, with the blast even registering as seismic activity.

"It looks like a bomb went off," Camden Fire Chief Robert Medford said. "There's a big hole in the ground on where the truck was at."

The boom registered on the Arkansas Geological Survey's system used to track earthquakes, showing a spike at a nearby recording station that tracks earthquakes.

by Youssef Rddad, Josh Snyder | March 27, 2019 | Arkansas Democrat Gazette

Picture This

What are the 9 classes of Dangerous Goods?

'Dangerous goods' are materials or items with hazardous properties which, if not properly controlled, present a potential hazard to human health and safety, infrastructure and/ or their means of transport.

The transportation of dangerous goods is controlled and governed by a variety of different regulatory bodies, operating at both the national and international levels.

Regulatory frameworks incorporate comprehensive classification systems of hazards to provide a taxonomy of dangerous goods; broken down into nine classes according to the type of danger materials or items present.

- Class 1 - Explosives
- Class 2 - Gases
- Class 3 - Flammable Liquids
- Class 4 – Flammable Solids; Spontaneous Combustibles; 'Dangerous When Wet' Materials
- Class 5 - Oxidizers; Organic Peroxides
- Class 6 - Toxic Substances; Infectious Substances
- Class 7 - Radioactive Material
- Class 8 - Corrosives
- Class 9 - Miscellaneous Dangerous Goods

DANGEROUS GOODS CLASSES

CLASS 1 Explosives eg. TNT	EXPLOSIVE 1.1	**CLASS 4.3** Dangerous when wet eg. Calcium Carbide	DANGEROUS WHEN WET 4.3
CLASS 2.1 Flammable Gases eg. Acetylene	FLAMMABLE GAS 2.1	**CLASS 5.1** Oxidising Substances eg. Silver Nitrate	OXIDIZING AGENT 5.1
CLASS 2.2 Non-Flammable Non-Toxic Gases eg. Nitrogen	NON-FLAMMABLE NON TOXIC GAS 2.2	**CLASS 5.2** Organic Peroxides eg. Methyl Ethyl Ketone Peroxide	ORGANIC PEROXIDE 5.2
CLASS 2.3 Toxic Gases eg. Chlorine	TOXIC GAS 2.3	**CLASS 6** Toxic Substances eg. Sodium Cyanide	TOXIC 6.1
CLASS 3 Flammable Liquids eg. Petrol	FLAMMABLE LIQUID 3	**CLASS 7** Radioactive Substances eg. Uranium	RADIOACTIVE 7
CLASS 4.1 Flammable Solids eg. Sulfur	FLAMMABLE SOLID 4.1	**CLASS 8** Corrosive Substances eg. Hydrochloric Acid	CORROSIVE 8
CLASS 4.2 Spontaneously Combustible Substances eg. Zinc Dust	SPONTANEOUSLY COMBUSTIBLE 4.2	**CLASS 9** Miscellaneous eg. Asbestos	MISCELLANEOUS DANGEROUS GOODS 9

DANGEROUS GOODS PACKING GROUPS

PACKING GROUP I	GREAT DANGER
PACKING GROUP II	MEDIUM DANGER
PACKING GROUP III	MINOR DANGER

Be a Better Supervisor
Reducing Exposure to Dangerous Goods

The Risks

Exposure to dangerous goods can have serious short and long-term effects on the human body. From the 9 different classes of dangerous goods, most industries see at least one type of dangerous good daily. With so many classes, there are likewise many different health risks to your employees, such as chemical burns, birth defects for their children, nervous system disorders, poisoning, and major organ disorders. For your employees, the greatest risks for exposure that they have include skin contact, inhalation, and ingestion. By reducing these risks, you can prevent horrific workplace tragedies that impact families and companies alike.

Be A Better Supervisor

Some of the risks you need to watch out for are skin contact, inhalation and ingestion.

Skin Contact

Skin contact can happen in a variety of ways. An unfortunate worker could fall into a dangerous good, but they could also just have a dangerous good splashed or spilled on them. To reduce the potential for skin contact, you should consider implementing three controls: engineering controls, PPE, and training. For engineering controls, think of ways to reduce the potential skin exposure. A splash guard should be installed near processes using dangerous goods, for example. For PPE, supply whatever is necessary for the job, ranging from just gloves to entire hazmat suits. Lastly, train your employees on handling techniques that reduce the potential for skin contact. Pouring chemical into a funnel, for example, reduces the splash back that would come from pouring a chemical directly into another.

Inhalation

The main culprit here is fumes and vapors. Of course, employees can inhale the actual dangerous good in tragic accidents but reducing the potential for skin contact will also reduce such accidents. Many dangerous goods generate vapors that can burn lung tissue and severely damage the body's inner processes. The easiest solution to reducing the potential for inhaling vapors is supplying respiratory protection. This is more cost effective than installing a widespread air filtration unit and is easier to implement on a large scale. Respiratory protection will preserve your employees' health and make them better at their jobs, because they gain experience over time and don't leave due to health complications.

Ingestion

Ingestion of dangerous goods may seem unlikely. It should be, but let's consider the most common way dangerous goods are ingested: through contamination of food and drinks. Vapors and particles of dangerous goods can attach themselves to food and drinks placed in the open air. As the supervisor, you can reduce accidental contamination by prohibiting eating and drinking around dangerous goods.

Explain to your employees that snacking on the job is not worth being poisoned, they should only eat in the break room or outside. As well, put up signs requesting that they wash their hands before eating. Some dangerous goods are not dangerous when touched but are very much so when ingested. Remember, the body's internal does not have the same protection that its external does.

The Most Dangerous Chemical is the Unlabeled One

When toxic chemicals are placed in an unlabeled container, it's easy for someone to mistake it for a beverage and drink it.

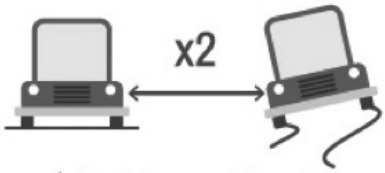
Here is some advice to give your workers on ways to prevent unintentional poisonings in your workplace:

- Never use a chemical without reading the product's material safety data sheet and its label, including instructions for use.
- If a bottle is unlabeled, leave it unopened. Even lifting the lid to sniff certain chemicals is a bad move that could lead to serious respiratory damage.
- If you find a mystery product in an unlabeled container, report it to your supervisor.
- Don't leave any unlabeled chemical substance around, even if you know what's in it. Instead label, return or dispose of it properly.
- Never place any chemical in anything but its original, labeled container.
- Never pour a hazardous product, such as a cleaning solution, into a sports drink container, soda bottle or coffee cup.
- Never take a swig from a container that's not your own.
- Never place food or beverages in a refrigerator used to store hazardous chemicals.
- Never eat, drink or smoke before washing your hands. Toxic chemicals can be transferred into your body.
- If anyone accidentally ingests a chemical from a drink container, call 911 or your poison control center immediately. Don't wait for symptoms to appear before seeking help.

WINTER DRIVING TIPS

Plan Your Route

Before setting out on a long journey it's worth spending some time planning your route, and checking that the roads are clear. Let someone know where you're going and what time you expect to arrive.



Double Your Distance

Icy, wet, or snowy conditions can make it harder to stop in an emergency. Leave a 4 second gap to the car in front where possible.

Check Your Levels

In winter you should keep a high fuel level – just in case of delays or diversions. Don't set out without checking your oil, coolant, screenwash and tyre levels; also be sure to check that your vehicle's battery, lights, indicators, and wiper blades are fully operational. Check the your wheelchair restraints, ramp and passenger safety belt, and let us know if anything needs attention. Alternatively, we can perform a full Safety Check either at your home or on site at our Dorset factory.

Take Your Time

Leave plenty of time to make each journey – delays are common in colder conditions. Giving yourself more time means you don't need to rush.

Use Your Lights

Even in the daytime, it's recommended to keep your headlights on when driving – making it easier for other drivers to see you.

Pack The Essentials

It's better to have the things you don't need than need the things you don't have. Pack a winter survival kit in case of emergencies:

- Rechargeable or windup torch
- Windscreen de-icer and scraper
- Reflective coat or jacket
- Snow shovel
- Warm clothing / blankets
- Food and water
- Matches or a lighter
- Jump leads or a battery pack
- First aid kit

Be A Better Supervisor - Winter Driving

The USDOT Federal Highway Administration data lists an average of 1,836 deaths and 136,309 injuries per year due to snowy and icy roads.

Did you know that the average icy road fatality count is 3.6 times the total deaths from all other weather hazards combined (507, the 10 year average).

With winter officially upon us, road conditions in many places have become more hazardous. And whether you're the one plowing the roads or commuting to work, your employees could all use a refresher on some tips for driving safe this winter season.

- Maintain a safe following distance. It takes longer to stop on a slippery road. Look ahead and keep plenty of distance between you and the other cars (at least four seconds).
- Drop your speed to match road conditions. The posted speed is the maximum speed under ideal conditions. In winter, it is safer to drive below the posted speed. No matter how much experience you have, the way your vehicle will move on snow or ice always has an element of unpredictability.
- Watch for black ice. Slow down when approaching icy areas such as shaded areas, bridges and overpasses as these sections of road freeze sooner than others in cold weather. Watch for "black ice", areas of the road with a thing, almost invisible coating of ice, as it can cause our vehicle to suddenly lose control when you brake or corner.
- Accelerate and brake slowly. On slick roads, start slowly and accelerate gradually to maintain traction and avoid spinning your wheels. When stopping, plan well in advance, apply the brakes gently and slowly add pressure. Never brake suddenly. If your vehicle is equipped with an anti-lock braking system (ABS), do not "pump" the brakes. Apply constant pressure and let the system do its work.
- Avoid sudden moves. Slow down and steer smoothly and gradually to avoid skidding. Accelerate gently, turn slowly, and brake carefully and early. Avoid unexpected quick movements that could put you in a spin. Anticipate turns, stops, and lane changes well before they occur.
- Know how to handle a skid. A skid happens when your wheels slide out of control on a slippery surface and is a result of driving too fast for road conditions. If you start to skid, ease off the brake or accelerator, and look and steer smoothly in the direction you want to go. Be careful not to over-steer. If you are on ice and skidding in a straight line, step on the clutch or shift to neutral.
- Don't tailgate. Tailgating becomes much worse in winter weather. Stopping takes much longer on snowy and icy roads than on dry pavement, so be sure to leave enough room between your vehicle and the one in front of you.
- No Cruise Control. Never use cruise control if conditions are snowy, icy, or wet, because if your car hydroplanes, your car will try to accelerate and you may lose control of your vehicle
- Pay attention. Manoeuvres are more difficult to make in the snow. Be sure to anticipate what your next move is going to be to give yourself lots of room for turns and stopping.
- See and be seen. It is critical for drivers to see and be seen in low light conditions, and when blowing snow impairs visibility. Always drive with your headlights on.

Winter driving can sometimes be a daunting task, especially when conditions are snowy or icy. If road conditions are dangerous, consider making alternate travel arrangements or postponing your trip until conditions improve.

Source: http://shiftintowinter.ca/drive-for-the-conditions/

Be A Better Supervisor

Do your employees know some of the main risks with winter driving? Use this infographic to educate your employees before the roads become hazardous due to the weather.

Workplan - Winter Driving

The following information sets out steps and actions you can take to help meet your legal obligations and improve safety for workers who drive during the winter.

Determine When Work Driving is Necessary

Where possible, eliminate the hazards associated with winter driving by first exhausting all other means of conducting business (e.g., by e-mail, telephone, video conferencing, making use of public transportation etc.). By limiting vehicle trips, you will keep your workforce safe, reduce costs and improve the environment.

When Driving is Necessary

Safe trips are planned trips. When driving is required, ensure that your workers drive for the conditions.

Prepare Your Drivers

As an employer it is your responsibility to assess the driving competency of your workers and ensure they receive adequate instruction on how to drive safely in winter conditions.

1. Instruct employees when driving is necessary, they need to plan the safest route and check current weather and road conditions before driving.
2. Encourage your workers to revise work travel schedules during hazardous conditions.
3. Instruct workers to conduct a vehicle pre-trip inspection each time they drive.
4. Develop and manage a working-alone procedure for your workers.
5. Develop procedures that instruct workers on what to do if they are stranded.
6. Encourage discussion of road safety issues, such as winter driving, at safety meetings. Conduct quick safety "tool-box talks" at the start of each shift.
7. Observe workers to ensure that they continue to follow safe work practices or procedures. Make informal inspections to ensure they are being followed.
8. Consider the use of a signed "driver's pledge" as evidence of your commitment and workers' commitment to driving safety.
9. Ask employees to give each vehicle a pre-winter check-up. Make sure tires, battery, brakes, cooling and heating systems, electrical and exhaust systems and belts and hoses are in good working order. Switch to winter wiper blades.
10. Train and instruct workers to conduct a pretrip inspection to make sure all equipment is in good working order. This includes scraping snow and ice from windows, lights, mirrors and vehicle surfaces before driving. In addition, windows should be completely defrosted.
11. Instruct workers to check tire pressure regularly. Tire pressure drops in colder conditions.
12. Ensure vehicles are equipped with four matched winter tires that carry the three-peaked mountain and snowflake logo and that all tires are in good condition.
13. Instruct workers to keep gas tanks full to avoid condensation which can cause fuel lines to freeze.
14. Allow extra time for work travel. Encourage workers to adjust their schedules so they aren't rushing to get to their destination.
15. Encourage your workers to slow down. Posted speed limits are for ideal road conditions; drivers must reduce speed depending on the conditions.
16. Encourage your workers to increase the distance between their vehicle and the vehicle driving in front of them.
17. Inform workers to use caution when approaching and not to pass highway maintenance equipment.
18. Instruct your drivers to be aware of challenges such as limited visibility, pedestrians and cyclists wearing dark clothing.

Source: http://shiftintowinter.ca/drive-for-the-conditions/

Preparing a Vehicle for Winter

If your workers drive as part of their jobs, it's important that you have road safety policies and practices in place particularly in the winter when weather conditions make the roads especially hazardous. Have any worker who drives on the job use this checklist to ensure that their vehicles are properly prepared for winter driving conditions, such as by having winter tires and an emergency survival kit.

General Maintenance. Make sure the following are in good condition:	**Yes**	**No**	**Comments**
Battery			
Brakes, lights and fuses			
Cooling and heating systems			
Electrical and exhaust systems			
Belts and hoses			
Gas	**Yes**	**No**	**Comments**
Keep gas tank topped off to help to avoid condensation and moist air on the inside of the tank, which can cause fuel lines to freeze and other serious issues.			
Wiper Blades and Fluid	**Yes**	**No**	**Comments**
Switch to winter wiper blades—they're heavier and push snow and ice more easily.			
Make sure your windshield washer fluid is full.			
Carry extra washer fluid in your vehicle.			
General Visibility	**Yes**	**No**	**Comments**
After starting your vehicle, wait for the windows to defrost completely to allow clear visibility all around.			
Clear snow and ice from all windows, lights and mirrors, the hood and the roof.			
Tires	**Yes**	**No**	**Comments**
Use four matched winter tires that carry the winter tire logo — *even when driving a 4 X 4.*			
Check for wear before installing them.			
Check tire air pressure frequently, as it decreases in cold weather.			
In Case of Emergency	**Yes**	**No**	**Comments**
If you get stuck, avoid overexertion and exposure to the elements.			
Stay in your vehicle and open your window slightly to en sure you have a supply of fresh air.			
Use a survival candle for heat.			
Set out a warning light or flares.			
Winter Survival Kit. Carry a winter survival kit that includes:	**Yes**	**No**	**Comments**
Non-perishable food and water			
First aid supplies			
Blankets and extra clothing for warmth			
Survival candles, flares and matches or lighter, flashlight and extra batteries			
Windshield scraper and snow brush			
Fuel line antifreeze			
Tire chains, shovel, traction mat, sand or kitty litter			
Battery jumper cables			
Sandbags for extra weight			

Workplan
Plan for Reducing Dangerous Goods Exposure

Dangerous goods come in 9 different classes and are likely present in your workplace in some form. No matter the type, your employees are at risk from exposure to these dangerous goods. Employees might get something simple like a rash, but they could also die horrifically, depending on the hazard. In any case, time off work and turnover is difficult for every business. That's why taking the time to reduce and control dangerous goods in the workplace is so crucial to a supervisor's job.

Step 1: Reducing Dangerous Goods

This first step can be impossible, but nonetheless should be considered. Try to reduce dangerous goods where they are unnecessary. The easiest ways to accomplish this include changing the cleaning chemicals you use and using electrically powered tools instead of gas-powered ones.

Of course, it is difficult to find less dangerous replacements for crucial goods like chlorine or mercury that perform the same task efficiently. Attempt to reduce dangerous goods where you can; it takes more effort and energy to control dangerous goods.

Step 2: Adapting the Workplace

To reduce potential exposure to dangerous goods, it is worthwhile to consider ways to adapt the workplace. Here's one idea: lower the floor around processes using dangerous goods and place grating over top. This way, when there is a spill, the hazardous substance will accumulate under the grating, not the on the floor. Allowing employees to safely walk over the substance until it is cleaned up. Ideas like this are called engineering controls are change the workplace to exponentially increase safety. It is also beneficial to place barriers around dangerous goods and install drainage for the same purpose. Look for ways to reduce potential contact with dangerous goods so that only trained employees can directly access them. Lastly, it may be worthwhile to consider ways to change processes so that direct confrontation with dangerous goods. Consider using tools and systems to handle dangerous goods so that employees are not at risk, such as funnels, product lines, and automated processes.

Step 3: Supplying PPE

Often, when working with dangerous goods you will need to supply employees with appropriate PPE. This is beneficial on everyone's behalf, of course, but sometimes it helps to go a step further. Let's say you must supply gloves, but you have the option to provide short ones or ones that cover the forearm as well. Although there may be a higher immediate cost, longer gloves can save far more significant worker's comp and training costs down the line when an employee is severely burned by a chemical splash. In addition to considering your liability from an incident, consider the potential ways your unique processes could result in exposure to dangerous goods. Ensuring your employees' safety ensures that you develop a strong, successful workforce over time.

Step 4: Training and Policies

Think of the ways employees can be exposed to dangerous goods. Do they eat lunch in areas that accumulate chemical vapors? Do they drink water that is exposed to radiation? Do they play catch with combustible metals near sparks? Although the last example isn't logical, it's important to consider goofy behavior that can increase risk. Policies that prohibit risky behavior are fundamental in reducing exposure to dangerous goods. Place sufficient signage to remind employees that you want to ensure their safety. As well, training employees on the hazards in your workplace allows for them to also think about ways to reduce their exposure. If everyone understands the serious dangers of the workplace, then they can be proactive about ensuring their safety.

Dangerous Goods Checklist

Use the following checklist to ensure that your employees have adequate protection from dangerous goods.

QUESTION	YES?	WHY NOT?
Have you investigated the workplace for all 9 classes of dangerous goods?		
Have you assessed the present risks to employees every day on the job?		
Do you look for ways to reduce exposure to dangerous goods, such as barriers, guardrails, or containment?		
Are you familiar with your legal responsibilities around protecting employees from dangerous goods?		
Do you ensure that protection in high risk areas is readily available and required prior to working on tasks?		
Do you look for ways to reduce the potential for spills and unexpected exposure to dangerous goods, such as drains, sprinkler systems, or grates?		
Have you educated employees on the hazards of dangerous goods used in your workplace so that they can protect themselves?		
Do you supply the protection necessary for working around dangerous goods?		

By the Numbers - Dangerous Goods: Flammables and Combustibles

Flammable and combustible liquids are responsible for workplace fires and fires at home. You may not realize it, but you probably have at least a few containers hanging out in your garage, basement, or under the kitchen sink.

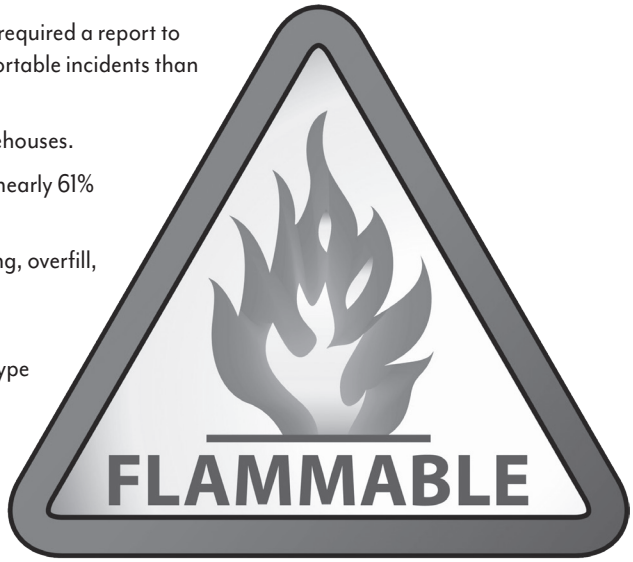
In a recent report, there were **334** incidents involving dangerous goods that required a report to Transport Canada in 2015, down 13.2% from 2014 and almost 40 fewer reportable incidents than the 10-year average dating back to 2006.

Almost **70%** of these incidents occurred in facilities such as terminals or warehouses.

Close to **94%** of incidents involved four dangerous good classes – including nearly 61% from Class 3 Flammable and Combustible Liquids.

The top **3** causes for the incidents were improper loading/unloading/handling, overfill, and defective fittings, valves, and dome covers.

In 2007-2011, U.S. municipal fire departments responded to an estimated average of **51,600** fires per year involving ignition of flammable gas as the type of material first ignited, including 20,260 fires per year in or at homes and **31,340** fires per year in or at other properties. Nearly all these fires involved natural gas, LP-gas, or unclassified or unknown-type gas. The other specific gases identified – acetylene, anesthetic gas, and hydrogen.



Regardless of the location, year, or country, flammable and combustible liquids are a serious fire hazard if not properly used, handled, and stored.

Focus On: Study Finds Many Workers Perform Better When Under Stress

The saying about some people thriving under pressure seems to be borne out by a survey of more than 400 advertising and marketing executives interviewed by The Creative Group, a marketing and creative staffing agency serving the United States and Canada.

While 70 percent of the executives surveyed said their jobs are "somewhat or very stressful," nearly one-third of them claimed that the more stress they experience, the better they perform on the job. Another 60 percent reported that they thrive when under some pressure.

"Although feeling challenged at work can inspire action and propel decision-making among professionals, employees at every level—and employers—need to be wary of relying on pressure as a primary motivator. Taking the time to recharge allows teams the opportunity to re-focus their priorities without unnecessary stress, and strategize new ideas to further business growth," says Deborah Bottineau, senior regional manager of The Creative Group.

Bottineau adds that executives with years of experience in handling stress should not take their own abilities to manage for granted.

"They must remain mindful of recognizing and supporting employees who may be struggling to handle work pressures. Checking in regularly to offer extra resources and guidance help ensure that employees remain productive, committed and refreshed," she says.

Here, from The Creative Group, are three tips for fostering a healthy level of work stress among employees:

1. Ask staff for input: Touch base regularly with team members to ensure their to-do lists are reasonable. Help your workers with time management and prioritization, and ask for their feedback on how to operate more efficiently and effectively.
2. Encourage teamwork: When it comes to solving business challenges, two or more heads are often better than one. Foster collaboration in the workplace by providing plenty of opportunities for staff to partner with one another on initiatives.
3. Offer relief: Overburdened employees can quickly slip into autopilot, which can stall innovation. Provide project professionals or consultants who can assist your core staff during peak activity periods.

BUT THERE IS A SUCH A THING AS TOO MUCH STRESS

As a supervisor, you should know stress really is a problem to take seriously.

The Business Case for Preventing Workplace Stress

The case is a simple one: Workplace stress hurts profits because it increases absences and cuts productivity. 'Want some good hard data that you can use to make this point? According to a press release from the World Congress on Health and Safety at Work, of the 40.2 million working days annually lost by businesses worldwide, 13.4 million are from stress, anxiety and depression, the representatives found.

1. Higher Injury & Illness Rates The more stress workers experience at work, the more likely they are to engage in unsafe behavior. The result is more incidents involving personal injury and/or damage to equipment and machinery. The link between stress and incidents isn't just a matter of common sense; it's well documented. If you want a good study to cite, see F. Gordon & D. Risley (1999) "The costs to Britain of workplace accidents and work-related ill health in 1995/96, Second Edition," HSE Books, London; and P. Dorman (2000), The Economics of Safety, Health and Well-being at Work: An Overview, International Labour Organization, Geneva.
2. Increased Absenteeism Studies confirm that workers under stress are more apt to call in absent—either because they're genuinely ill or they're feigning illness to avoid having to go to work.
3. Higher Turnover Stress at work also causes people to leave the company. In addition to losing good people, companies incur high administrative costs in seeking replacements. And, replacement costs tend to rise to the extent that the company gains a reputation for being a stressful place to work.
4. Premature Retirement Stress causes older and more senior workers to retire before they're ready. Result: High replacement costs and in many cases lump sum and pension payments.
5. Reduced Productivity Too much workplace stress can harm workers' productivity and performance. The effect of stress on productivity is hard to measure; but it is real and poses a serious threat to your workers and your company's bottom line.

Supervisor Secret — Some Tips for Helping Workers Who Have Arthritis

Arthritis, which typically occurs between the ages of 35 and 50, is a leading cause of disability. That means most of the people who develop the disease between those ages are still working.

The Canadian Centre for Occupational Health and Safety (CCOHS) says an estimated seven million Canadian adults will be diagnosed with arthritis within the next 20 years. In the United States, the US Centers for Disease Control and Prevention (CDC) is projecting that by the year 2040, an estimated 78 million Americans ages 18 and older will have been diagnosed with arthritis.

"Arthritis can affect workers anywhere—in offices, manufacturing plants, retail environments and those working outdoors. Common symptoms such as pain, fatigue, joint swelling, stiffness and limited movement can make it difficult to perform any job," notes the CCOHS.

People with arthritis may experience a variety of symptoms, and periods when no symptoms are present. It is common for arthritis sufferers to feel frustrated and anxious.

"According to a national study of arthritis in the workplace, many Canadians are giving up breaks to complete tasks and using sick days and taking vacation time to rest at home in order to continue working," notes the CCOHS.

It adds that modifying the way one performs his or her work and making changes to one's work environment can help reduce the adverse effects of arthritis.

Share with your workers these tips from the CCOHS for reducing some of the debilitating effects of arthritis:

- Organize your workspace so that frequently used items are within easy reach.
- Stand square to your workstation so you are not bending or twisting, and use a footrest to decrease the pressure on your lower back if you work in a standing position or at a counter.
- Use an anti-fatigue mat to help relieve strain on the lower back and legs if you stand for long periods of time on hard floors.
- If you use a chair, use a chair mat to make it easier to slide or turn your chair. In some cases it might be beneficial to use a sit/stand stool.
- Use of a telephone headset will reduce the amount of neck side-bending required to hold the phone receiver.
- Sit in a proper upright, relaxed position. You should feel no strain on your back, neck or limbs. Sit so that your hips, knees, ankles and elbows are each at a 90-degree angle. Your armrests should be at the right height, with your shoulders and elbows in a relaxed position.
- Make sure your chair is comfortable, that it provides good support to your back and legs, and that it is properly adjusted.
- If you use a computer, use a split keyboard so that your hands, wrists and forearms are in a more natural position. The use of a specially designed mouse called a trackball mouse can reduce the amount of hand and arm movement required to perform computer tasks.
- Make sure that your chair is positioned within a comfortable distance from the computer and that your elbows are in a relaxed 90-degree angle to the keyboard. Your eyes should be about 40 to 70 centimeters (15 to 27 inches) from the monitor. You should be looking straight ahead at the screen, at eye level.
- If you must move heavy objects as part of your job, use a dolly or cart to help reduce strain in your back, arms and legs. Try to roll or slide heavy objects if possible. Push, don't pull. Take your time moving objects. Rushing could cause injury to your joints. If you need help, ask a co-worker for assistance.
- Use a step-stool to reach items high on shelves and use a briefcase on wheels when taking work home or to a meeting.
- Wear comfortable footwear that supports your feet and promotes good posture. Avoid wearing shoes with high heels. Use insoles to help reduce strain on your feet, legs and lower back.
- You can help mitigate the effects of arthritis by getting enough sleep, eating a healthy diet and exercising regularly.
- Work at a moderate pace and plan to get extra rest if you know you have an important event coming up at work.
- Save those important or more difficult tasks for when you feel the most energetic. Switch it up to prevent straining yourself. Alternate your position from sitting, standing and walking as much as possible and take stretch breaks. Most of all, keep moving.

The CCOHS advises employers to provide an ergonomic workplace and job accommodation by allowing a flexible work schedule for workers with arthritis.

"For example, allow the employee to work from home during (arthritis) flares, and accommodate medical appointments.

Raise awareness so everyone knows what support systems are available, including the employee benefits plan, and encourage and maintain good two-way communication with employees who live with arthritis," it says.