



Information - Cooperation - Motivation

August Recap *The Industrial Athlete: Ergonomics in the Workplace*

What exactly is ergonomics you might ask? It is the study of people's efficiency in their working environment and the practice of designing and organizing those workplaces. And . . . why is it important to my business? Well, because it reduces cost. By reducing the risk factors, you can prevent costly MSDs (musculoskeletal disorders). Approximately \$1 out of every \$3 in workers' compensation costs are attributed to MSDs.

The most common workplace injury is a strain. What is a strain you ask? A strain is a force that tends to pull or stretch something to an extreme or damaging degree. There are several risk factors that cause a strain. In the workplace those would be excessive force, excessive repetition, and an awkward posture. In the individual those would be poor work practices, poor overall health, poor rest and recovery times, and poor nutrition, fitness, and/or hydration. By designing a job to allow for good posture, less exertion, fewer motions, and better heights and reaches, the workstation becomes more efficient which will lead to improved productivity of your employees. When employees notice that their company is putting forth an effort to ensure their health and safety, it reduces turnover, decreases absenteeism, improves morale, and increases employee involvement. It shows the company's commitment to safety and health is a core value.

How can you prevent strains from happening? By doing pre-work warmups, applying proper lifting techniques, and creating proper job descriptions. Once a job description is created that clearly outlines the demands of the job, any ergonomic or safety risks can then be addressed. You will notice if there is too much repetition, or awkward postures and/or vibrations. You may also discover that it is possible to reallocate tasks between workers to reduce repeated motions or prevent prolonged bending and twisting.

Early intervention is key to preventing an injury. Most injuries happen to those workers that are 50+ years old due to loss of flexibility and strength. But once an injury has happened, you need to focus on proper nutrition, rest, ice, and ibuprofen. If your pain lasts longer than 12 weeks you need to seek skilled therapeutic intervention.

Get ahead and be proactive. Memorial Health will come out to your worksite and help implement The Industrial Athlete. This is a program that identifies ergonomic concerns and suggests improvements/changes that can be made in the workplace.

September 12 Lunch and Learn—CEO Event
11:15 a.m. – 15461 US Hwy 36 (URE)
Guest Speaker: Dale Lesinski, DiVal Safety
Lunch Sponsor: Union County Safety Council



Your Union County Safety Council Officers, October 2017 - September 2018

- President—Brian Dostanko (Human Resources Director, City of Marysville) (937-645-7366)
- Vice-President—Robert “Cricket” McClintock (Union Rural Electric) (937-537-0400)
- Secretary—Rachel Gwilliams (Honda Trading America Corp) (937-644-8033)
- Safety Manager—Angie Venable (Union County Chamber of Commerce) (937-642-6279)





Did You Know . . .

New UCSC Community Service Project

Our Safety Council will be starting a quarterly Community Care Program. We will be collecting items once a quarter for a pre-defined care organization here in the county. Our first collection is our September 12 meeting! We will be collecting for the Union County Humane Society. Please . . . bring any of the following items to that meeting.

Paper towels (ALWAYS needed)
Cat litter (any kind)
Large Nylabones
Large Kongs
Bleach
Laundry detergent
WalMart or Amazon gift cards

Those bringing in items will be eligible for a special raffle drawing for a \$25 gift card.

More
than **A**
BILLION
back again

Did you receive a white envelope from BWC labeled “important documents enclosed”? That is your rebate check and it is important to get it cashed quickly because it will expire in 90 days.

If you participate in the Group Retrospective Rating Program, your check will arrive in October.



The September meeting is at URE!!



BWC Safety Innovation Awards (www.bwc.ohio.org)



Has your organization developed a new piece of equipment, tool, or process to reduce risk to your workforce? Have you made changes to an existing method to improve safety and health in your

workplace? If so, you could earn a cash prize for your ingenuity by applying for a BWC Safety Innovation Award.

The application period for the 2019 Safety Innovation Awards is now open! BWC is seeking innovative and creative solutions that reduce risk, create cost savings, and that have potential application to other workplaces, industries, or operations.

If you are an Ohio employer that has taken an innovative step to reduce risk of injury or illness complete an application on-line! BWC is accepting applications until September 30. Finalists will receive cash awards ranging from \$1,000 to \$6,000 and statewide recognition at the Ohio Safety Congress & Expo in March.



Bring Safety Home (www.nsc.org)

Fatigue not only impacts employees, but also their families. With school back in session, make sure the children in your life are getting enough sleep. Lack of rest can cause children to have behavioral and learning difficulties within the classroom.

Following are tips from Nationwide Children's Hospital:

- Set a normalized sleep schedule that remains consistent each day
- Avoid giving a child caffeine or sugar before bedtime
- Keep electronics out of the bedroom
- Create a calming bedtime routine such as reading a book
- Make sure your child's room is dark and quiet

With enough rest, children can thrive in the classroom and carry good habits into their adult lives.





Trends & Signs of Drug Use (August Safety Council Meeting)

Medical Marijuana

- Has been legalized for the state of Ohio
- 2 dispensaries in Clark County; limit on amounts dispensed
- Allowed for 21 recognized medical conditions
- Vaping only
- Your zero tolerance policy has to state marijuana in order to cover

Opiates

- Fentanyl is on the rise (small but deadly and will be cut into other products)
- Beginning to see downward trend
- Educate yourself on the symptoms (covered arms, nodding off, flushed skin)

Crystal Meth

- Starting to move into Union County
- Inexpensive
- Highly addictive
- Educate yourself on the symptoms (restless, erratic behavior, paranoia)

What should you do?

- Provide training to staff
- Review & update your policies
- Know some referral resources



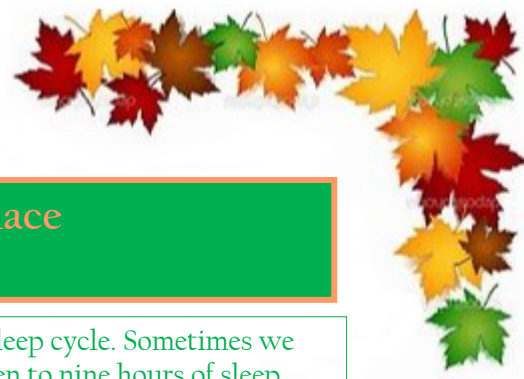
National Preparedness Month (www.weather.gov)

September is National Preparedness Month.

Emergencies can happen unexpectedly in communities just like yours, to people like you. Police, fire, and rescue may not always be able to reach you quickly. The most important step you can take in helping your local responders is being able to take care of yourself and those in your care. The more people who are prepared, the quicker the community will recover.

Plan to go for three days without electricity, water service, access to a supermarket, or local services. It is important to make a family emergency plan that can be put into action as soon as disaster strikes. Make sure to include plans for children, seniors, disabled, and do not forget your pets! It is also important to make sure you and your family have the necessary food and supplies to sustain you until the power returns or help arrives. Maintain your kit to keep supplies fresh and store your kit in a closet or basement.





Managing Fatigue In The Workplace (www.nsc.org)

Busy schedules can often lead to interruptions in the body's natural sleep cycle. Sometimes we work longer shifts, rest at odd hours and do not get the recommended seven to nine hours of sleep each night. We do not often think about how these risk factors have the potential to jeopardize our overall health, well-being and productivity in the workplace. According to OSHA, our bodies "operate on a circadian rhythm sleep/wake cycle". This means that naturally we are programmed to be alert during the day and sleep at night.

Unfortunately, everyone is at risk for fatigue. We might work long hours, perform tedious tasks for extended periods of time or stay up late taking care of children. Life happens, with situations both in and out of our control, that can cause us to experience a level of fatigue that could become a physical, mental or social impairment.

More than four out of ten US workers suffer from lack of sleep. Look at your co-workers. Do you see many coming to work sleepy, or even exhausted? This can result in absenteeism, poor performance and workplace injuries.

Nearly 13% of work-related injuries can be attributed to fatigue and 43% of Americans admit they may be too tired to function safely at work. But much can be done for the safety of your employees.

Optimize Schedules

Employees with rotating shift schedules or frequent night shift schedules face high risks for fatigue, but employer actions can help avoid this risk

- Avoid assigning permanent night-shift schedules if possible
- Assign regular, predictable schedules
- Avoid long shift lengths (no longer than 12 hours, 8-10 hours is better)
- Provide adequate time to recover between shifts
- Give employees a voice in their schedules
- Rotate shifts forward when regularly rotating shifts
- Provide frequent breaks within shifts

Allow Napping Where Feasible

Sleeping on the job is typically frowned upon, but if you encourage your employees to rest when safe and feasible, it could prevent an injury or mistake. Many employees are fatigued, but a short nap could give them the energy and focus they need to be safe and productive at work.

Educate Employees About The Importance Of Sleep

The more your employees know about the importance of getting the recommended amount of sleep, the more they can do to make sure they avoid the risks of fatigue. On top of making changes to schedules, employers can

- Promote in-person and online programs focused on sleep
- Offer sleep disorder screening programs
- Make sleep a part of corporate wellness programs

Adopt A Culture That Promotes Sleep Health

As employers adopt programs and policies to reduce employee fatigue, their workers must feel supported in taking advantage of these sleep programs. Employers should:

- Discourage employees from sacrificing sleep for work-related activities
- Provide accommodations if early or late hours are required
- Provide safe transportation and/or nap facilities to help employees stay alert while driving to or from work





How Employees Can Get Better Sleep (www.nsc.org)

Nearly four out of ten employees in the US suffer from sleep loss and when workers are fatigued, they are at a higher risk for injury. About 13% of work injuries are attributable to sleep problems. While employers can help by optimizing schedules, allowing napping and educating employees, ultimately the responsibility for getting enough sleep lies with the individual. Following are some of the ways employees can reduce their risk of fatigue.

Check For Consistency In Your Sleep Duration

Do you sleep more on your days off than work days? If so, you are not sleeping enough on work days. Seven hours is the minimum recommended, but some people need more. If you are unsure, take the vacation test. While on vacation, allow yourself to sleep as much as you want. After several days, your sleep duration will stabilize. That should be your minimum amount of daily sleep.

Keep A Consistent Sleep Schedule

Just as important as sleep duration, a sleep schedule also will help keep you on your game during work hours.

- Use light to your advantage; morning light brightens your mood and helps synchronize your internal clock
- Do not eat big meals close to bedtime, as this can affect your sleep quality; have dinner several hours before bed each night
- Avoid exercise in close proximity to bedtime; regular exercise generally improves sleep, but not if you do it near bedtime; regular exercise generally improves sleep, but not if you do it near bedtime

Set Yourself Up For Sleep Success

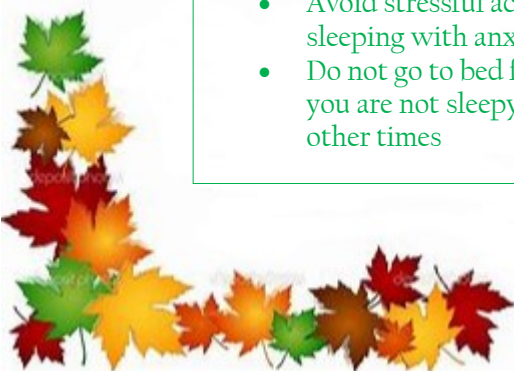
To help yourself get more rest and avoid fatigue, practice habits that will help you improve the quality of your sleep

- Avoid chemicals that affect sleep; caffeine, nicotine and alcohol can all contribute to sleep problems
- Check with your doctor about side effects before starting a medication, and follow up if you think medicine could be affecting your sleep
- Make your bedroom conducive to sleep; a quiet, dark room that is not too hot and not too cold will help you rest and get to sleep sooner
- If you have daytime sleepiness or your bed partner witnesses snoring or breathing pauses, you may have sleep apnea and should see a sleep specialist

Create A Routine

The more you can get your body used to going to sleep at a certain time, the easier it will be for you to get good sleep consistently:

- Establish a regular, relaxing bedtime routine and stick to it
- Avoid stressful activities, especially before bed, so you do not associate your bedroom and sleeping with anxiety
- Do not go to bed for sleep unless you are truly sleepy; lying in bed “trying to sleep” when you are not sleepy is counterproductive and can make it harder for you to fall asleep at other times





Autumn

Word Search

B U G U N T L C Z M A D A O F
M Q A E A T Y I Q U R P E A L
E T A U H S P S T K P E M G F
A C N A N A N U E L O I W N E
Y J N Z Y R M I E R L I G F T
S K G V O N D C P Y O G Z U A
S M X C M Y I D S U X M B V T
H Y A K S D S C D A M O S E X
J E R Q E H A G B L E P U C U
C K G R L R W S I L M A K S W
K R U X E J I K K E B V E I J
J U M C V V D D C A O Q S P N
S T R K A C D P D V T J O S X
O O B O N F I R E E L U T A I
W E D I R Y A H R S S O M D U

ACORN
APPLE CIDER
AUTUMN
BONFIRE

FAMILY
HAYRIDE
LEAVES
PUMPKIN

SCARECROW
SMORES
TURKEY
THANKS