



Information - Cooperation - Motivation

**October Recap
Drug Free Workplace**

Ohio has a drug problem. In 2016, the overdose rate was 39.1 per 100,000 which ranked us as number two in the US. This was almost a 31% increase from 2015. The largest source of the overdoses came from heroin and cocaine. In Union County, the overdose rate in 2015 was 8.9 per every 100,000.

So why should you have a drug free workplace? Because there is a risk that an employee will come to work under the influence and injure themselves, a co-worker, or one of your customers or guests. There is also a risk to the quality of your product or service that you are providing the community. If you have been considering establishing a drug free workplace, you should think about the following:

- Does it make sense for my company?
- It will limit the pool of qualified job candidates for my company.
- It will increase the cost of talent acquisition for my company.
- It will delay the acquiring of talent for my company.
- It will take time and personnel to administer the on-going program for my company.
- Laws are changing regarding Medical Marijuana & you need to know what they are.
- Medical Marijuana is not a 'get out of jail free' card for being under the influence at work.
- BWC offers a premium rebate up to 7% if you are enrolled in their program.

One of the costs associated with implementing a drug free workplace is drug testing. There are several different methods that you can use. The first method is urinalysis which will pick up occasional use within the last six days and habitual use for the last several months. (As a side note, there are 18 states that ban synthetic urine, but Ohio is not one of them.) The next method is hair follicles which will show you what has happened in the last 90—180 days. The third method is blood testing which will only show you what is in the person's system right now. The fourth method is saliva which will only show you what has happened in the last few hours to few days. And finally, a breath alcohol test which will only show you what is in the person's system right now.

If your company does decide to implement a drug free workplace you need to decide when drug testing will happen. Pre-employment? When there is a reasonable suspicion? Post accident? Return-to-duty/follow-up? Random? These parameters should be clearly defined in your policy as well as expectations for policy compliance and consequences for policy violation. You should educate and train all of your employees on your policy as well as offer annual refresher training for your staff. Customized training for your supervisors is a must. And you should also offer an employee assistance program.

**November 14 Lunch and Learn
11:15 a.m.– 940 London Ave
Guest Speaker: Terry Basinger, MPD
Lunch Sponsor: Thomas & Marker Construction**



Your Union County Safety Council Officers, October 2018 - September 2019

- 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 . . .



December UCSC Community Service Project

Our next collection month will be at our December 12 meeting. We will be collecting for the Hope Center. Please . . . bring any of the following items to that meeting.

Christmas wrapping paper
Tape
Gift tags
Christmas candy
Batteries (all sizes)
Family games
Boxed Stuffing Mix
Canned Yams or Sweet Potatoes
Chicken or Turkey Gravy
Instant Hot Chocolate
Canned Green Beans
Canned Corn
Fresh Potatoes
Brownie Mix
Cake Mix
Cookie Mix

Those bringing in items will be eligible for a special raffle drawing for a \$25 gift card. We will also be accepting cash donations at the sign-in table. Those making a monetary donation will also be eligible for the special raffle drawing.

Near-Miss/Recordable Program

Your Steering Committee would like to help everyone reduce their near-miss or recordable incidents. If something has happened at your company, please share the incident (and any corrective action you took) with everyone so we all may learn from your experience. If you do not feel comfortable sharing with the crowd, a Steering Committee member would be more than happy to share your information for you. Just let one of us know!





Six Safety Tips To Prevent Falls This Autumn

(www.bwc.ohio.gov)

The autumn season is finally here but as the temperatures start to cool and the leaves begin to sweep the ground, it is important to think about another kind of fall—the kind that brings about numerous injuries each year—and the steps we can all take to prevent them.

Each year many people visit the hospital for treatment of injuries associated with falls with one in five falls causing a serious injury such as broken bones or a head injury. Most falls are preventable, though, with a few simple precautions. Whether you choose to venture outside to enjoy the crisp, fall air this season or spend more quality time at home, take safety into your own hands and use these tips to prevent a fall.

- Do one thing at a time. Texting while walking can prevent you from noticing physical barriers and obstacles that may cause you to trip and fall.
- Slow down when approaching curbs or steps. This will allow you time to adjust to the height difference.
- Take extra precautions when walking on uneven surfaces, such as outdoor trails. Frequently scan your environment for tripping hazards to allow yourself time to make the necessary adjustments and prevent a fall.
- Neglecting to use a handrail is one of the most common contributing factors in stairway falls, so be sure to always use a handrail when going up and down stairs inside and outside of the home.
- Make safety adjustments at home. Get rid of or move things you can trip over, add grab bars inside and outside your tub or shower, and put railing on both sides of your stairs.
- Improve lighting in and around your home. Add more or brighter lightbulbs, place a night light in poorly lit halls and rooms so that you can find your way in the dark and consider installing motion-activated or timed lighting outside your home to avoid tripping over unforeseen obstacles.

If you do end up suffering from a fall, do not immediately hop back up and risk falling again. Take a minute to make sure you are not hurt. If you are not badly injured, try to get up by rolling on your side and slowly getting on your hands and knees. Then use a sturdy object to help get you the rest of the way up. If you are hurt or unable to get up, call for help and keep warm by moving as best you can.

With an aging workforce, you might also want to check out even more tips at Steady U, a site brought to you by the Ohio Department of Aging.





NIOSH Fact Sheet Addresses Opioid Overdoses In The Workplace (www.osha.gov)

Opioid overdoses are increasing in the workplace, with the Bureau of Labor Statistics finding that between 2013 and 2016, overdose deaths from non-medical use of drugs and alcohol increased by 38% annually. In response to this trend, the National Institute for Occupational Safety & Health (NIOSH) has released a new fact sheet, [Using Naloxone to Reverse Opioid Overdose in the Workplace](#). This factsheet provides a series of questions to consider when looking at whether a naloxone program in their workplace is appropriate, as well as information about resources needed to implement and maintain such a program. NIOSH's plan to fight the opioid crisis from an occupational perspective, includes providing resources for workers, employers, and occupational safety & health professionals to learn more about the opioid crisis including data, field investigations and research, as well as tools to help. This effort is part of a larger response by the CDC to combat this crisis.

When implementing a naloxone program, employers are reminded of their responsibilities under the Occupational Safety & Health Act to provide their employees with a safe and healthful workplace.



BWC Pilot Program—Opioid Workplace Safety (www.bwc.ohio.gov)

BWC has developed a pilot program in Montgomery, Ross, and Scioto counties that will support employers willing to hire workers struggling to overcome an addiction to opioids and other dangerous substances.

“Many employers are struggling to fill jobs because otherwise qualified applicants have a history of substance abuse or addiction. We also know that folks in recovery have a better chance staying sober if they have a job. What we want to do is give employers resources to help them better manage these workers so everyone wins—businesses boost productivity without compromising safety, and workers have a greater chance of a successful recovery.”

-Dr. Terry Welsch, BWC's Chief Medical Officer





Flu Season Is Upon Us (www.nsc.org)

While your employees can catch the flu year-round, fall and winter are the peak times for an outbreak. In 2018, the CDC reported 80,000 Americans died from the flu and more than 900,000 ended up in the hospital. On average, US employees miss more than 17 million workdays from the flu, costing employers \$7 billion in sick days and lost productivity. Make sure your organization is prepared to help employees get through flu season.

Signs & Symptoms

The flu is a viral infection that settles in the respiratory system and impacts the nose, lungs, and throat. Symptoms may include a dry cough, fever, sore throat, congestion, and fatigue. Young children, older adults, and those who are obese, pregnant, chronically ill or have a weakened immune system are most at risk for complications and should see a doctor.

Preventing Flu in the Workplace

As an employee, your health not only impacts you but also the rest of your workplace. The best way to stop the spread of germs and the flu is to prevent it, and although not 100% effective, the best way to prevent it is to get vaccinated. Be sure to stay home if you are sick, avoid close contact with co-workers who are sick, and avoid touching your eyes, nose, and mouth.

Steps For Employers

Employers can take actionable steps to reduce the chance of a flu outbreak in the office:

- Encourage employees to get vaccinated, or host a flu vaccination clinic
- Put a plan in place that outlines what to do if an employee gets sick on the job
- Create a policy about when to send a sick employee home

Hygiene should remain at the top of an employer's to-do list as well. Having a clean work environment can help prevent the spread of germs. Proper hand washing techniques and coughing etiquette can go a long way.

Annually, we set our clocks back one hour in November, at the end of Daylight Saving Time. For some, this means an extra hour of sleep, and for most it means more driving in the dark. This has the potential to decrease depth perception, color recognition, and your peripheral vision. These factors can slow down a driver's reaction time and make them three times more likely to crash.

As we set our clocks back, make sure you fall into safety with the following tips:

- If you wear glasses, make sure they have anti-reflective lenses
- Decrease your speed when driving in darkness
- Look away from oncoming car lights

Putting these tips to use can be the difference between day and night for safe driving.





5-minute safety talk

Keep Your Cold and Flu Germs to Yourself

It is estimated that one billion colds are caught annually in the United States. According to the Centers for Disease Control and Prevention, 5 to 20 percent of the U.S. population catches the flu annually as well. The flu season in the U.S. typically ranges from November to April. While it is a myth that cold temperatures cause colds, it is true that cold weather keeps people indoors, making exposure more likely.

Here are some tips to help you avoid colds and the flu:

- Clean and wipe down shared surfaces such as countertops, keyboards and phones.
- Avoid touching your mouth, nose and eyes, and wash hands thoroughly and often.
- Get a flu shot if possible (it is most important for children and the elderly).
- Eat healthy foods to strengthen your immune system.
- Exercise moderately to maintain a healthy immune system.
- Ask your doctor about vitamin supplements to help support your immune system.
- Drink plenty of water to stay hydrated.
- Get plenty of rest.
- Try to avoid people who are sick, and know when to stay home if you become sick.

Flu Symptoms

- High fever 102-104 degrees Fahrenheit
- Headache
- Extreme fatigue
- Dry cough and sore throat
- Runny or stuffy nose
- Muscle aches
- Nausea, vomiting and diarrhea

Cold Symptoms

- Sore throat
- Cough, chest discomfort
- Mild fatigue
- Fever and headache are rare
- Runny nose

Complication of the Flu

Usually children and the elderly, or people with certain health conditions, are at risk for serious flu complications. Complications may include bacterial pneumonia, dehydration and worsening of chronic medical conditions, such as congestive heart failure, asthma or diabetes. Children may develop sinus problems and ear infections.

Stop the Spread of Germs

Germs are spread in respiratory droplets caused by coughing and sneezing. They usually spread from person to person, though sometimes people can become infected by touching something contaminated by germs. Most healthy adults may be able to infect others beginning one day before symptoms develop and up to five days after becoming sick. To prevent the spread of germs, cover your nose and mouth when you sneeze or cough. Use tissues when you sneeze or if you have the sniffles. If tissues aren't available, sneeze into your sleeve – it is another great weapon against germs. But don't just throw tissues on the floor to pick up later; toss them in the trash and wash your hands frequently. Any kind of soap is effective in removing germs if you vigorously rub your hands together under running water for at least 15-30 seconds.

To work or not to work

Cold and flu are the most common contagious diseases in the workplace. But should you go to work sick or stay home? There are few hard and fast rules to help you decide. Health experts and HR professionals say personal judgment and common sense should be your guide.

You should stay home if you have a fever because you are probably the most contagious at that time, or if you cannot control your sneezing and coughing.

When in doubt, call your physician. And don't overtax your immune system by going to work if you're really suffering. Common colds can become more serious bacterial infections such as sinusitis, and influenza can turn into pneumonia.

If you decide to work and treat your symptoms with over-the-counter medications, check the label and ingredients, and talk to your pharmacist. Some cold and flu medicines (with antihistamines) can make you drowsy, and that can be dangerous when you drive a vehicle or work around any kind of machinery. Other over-the-counter medications can negatively react with maintenance medications you take regularly.

It's your decision

Most companies have formal sick day or attendance policies. HR professionals say that supervisors have the right and responsibility to tactfully and privately tell an obviously sick employee to go home, if necessary. The ultimate decision rests with the individual worker. Most employers expect their workers to use common sense and courtesy and stay home when they are very sick.





Facts About the Flu

Body aches, runny nose, fever, headache and fatigue. These are some of the symptoms of the flu. The Centers for Disease Control and Prevention states that influenza is a contagious respiratory illness caused by flu viruses – which often manifest suddenly. Although most people recover in a few days, the virus can be deadly for others. People at high risk of death from the flu include “people 65 years and older, people of any age with certain chronic medical conditions (such as asthma, diabetes or heart disease), pregnant women and young children,” according to CDC.

Prevention Checklist

OSHA recommends workers follow these tips to help protect against contracting the flu virus:

- Get the flu vaccine.
- Don't go to work if you're sick. If you have a fever and flu-like symptoms, stay home until your fever has been gone for at least a day.
- Wash your hands regularly with soap and water for at least 20 seconds. If you don't have access to soap and water, use an alcohol-based hand sanitizer.

- Refrain from touching your face, particularly your nose, mouth and eyes.
- Be mindful of others. Cough or sneeze into a tissue or into your upper sleeves, and then wash your hands
- Keep items you use regularly, such as your keyboard or telephone, clean. When possible, refrain from using a co-worker's office equipment. If you must, consider disinfecting any items you use.
- Keep your distance from people you suspect may be ill.
- Do your best to maintain a healthy diet, and exercise regularly.
- Check to see if your employer offers training on how to stay healthy at work.



*Information taken from S+H Magazine January 20, 2016





FLU VACCINATION: Myths & Facts

MYTH: Healthy people do not need a flu vaccine.

FACT: Healthy people can get flu and suffer life-threatening complications from it. They may also spread flu to people at high risk, including:

- Children younger than 5 (especially those younger than 2)
- Adults 65 years old or older
- Pregnant women
- Residents of nursing homes and long-term care facilities
- People with many chronic health conditions and disorders

MYTH: The flu isn't serious.

FACT: In 2015, flu was the eighth leading cause of death in the U.S. Complications of flu include bacterial pneumonia, ear or sinus infections, dehydration, and worsening of chronic medical conditions such as congestive heart failure, asthma or diabetes.

MYTH: I should wait to get my flu vaccine.

FACT: CDC recommends everyone older than 6 months get an annual flu vaccine by the end of October if possible, as that's usually the beginning of flu season. Immunity lasts through a full flu season for almost everyone. As long as flu viruses are circulating, it is not too late to get vaccinated, even in January or later.

MYTH: Flu shots can give people the flu.

FACT: The flu vaccine is made with inactivated viruses or no virus at all, so you can't get the flu from it. You may experience side effects including soreness or redness where the shot was given. Rarer are low-grade fever, headaches or muscle aches. Side effects usually go away in one or two days.

MYTH: Flu shots aren't safe or effective.

FACT: Hundreds of millions of Americans have safely received flu vaccines over the past 50 years, and extensive research supports the safety of flu vaccines. Flu strains change every year, so the annual vaccine protects against most new viruses that are circulating.

MYTH: It's OK to go to work or school if you have flu-like symptoms.

FACT: To keep flu from spreading, it's important to stay home if you don't feel well or may be contagious. Stay home at least 24 hours after a fever is gone. People are contagious one day before symptoms appear and up to a week after.

Protect yourself and the people around you by getting a flu vaccination this year.



The National Safety Council eliminates preventable deaths at work, in homes and communities, and on the road through leadership, research, education and advocacy.





Word Scramble - Thanksgiving

All of the words below are associated with Thanksgiving. Rearrange the letters in each word correctly and write them on the lines.



1. VTHRASE

9. DPARAE

2. KINMPPU

10. CRON

3. VYGRA

11. BOWINSHE

4. OVENMREB

12. NARCIESBERR

5. HSQUAS

13. DAYHLIO

6. LYFMAI

14. TROAS

7. YETRUK

15. TVEGAEBELS

8. UFFGSINT

16. SMAY

