



*Information - Cooperation - Motivation*

**January Recap**  
*Violence In The Workplace—Preventing Targeted Violence*

Workplace violence is actually a spectrum in which the perpetrator may fall on the extreme end of displaying overt violence causing physical harm, nonfatal assaults with or without weapons, and lethal violence to the lesser end of bullying, stalking, and threatening. Workplace violence does not happen at random or “out of the blue”. Perpetrators usually display some behaviors of concern. Thus an awareness of these behaviors and the implementation of an action plan to de-escalate potentially violent situations are key components to workplace violence prevention. Types of behaviors of concern are sadness, depression, threats, menacing/erratic behavior, aggressive outbursts, verbal abuse, hypersensitivity to perceived slights, or the inability to handle criticism. When coupled with diminished work performance, serious attention needs to be paid to the individual displaying these behaviors. Also noteworthy are employees that have been receiving disruptive phone calls/emails from home, anxiety, poor concentration, unexplained bruises/injuries, frequent absences or tardiness, and disruptive visits from current/former partners.

There is no one demographic profile of an active shooter. Many active shooters display observable pre-attack behaviors, which if recognized, can disrupt a planned attack. The most common reason for workplace violence typically involves an unresolved real or perceived grievance. Workplaces should develop an emergency operation plan.

**Step 1:** Form a collaborative team consisting of management from your company, first responders and law enforcement.

**Step 2:** Understand the situation by identifying possible threats and hazards and then assessing the risks and vulnerabilities posed by those threats and hazards.

**Step 3:** Develop goals and objectives by determining the desired outcome you want to achieve for each threat identified and then state how you will achieve that outcome.

**Step 4:** Identify your course of action by asking who, what, where, when, and why for each threat.

**Step 5:** Format the plan, write the plan, review the plan, and then share the plan.

**Step 6:** Train the plan, exercise the plan, revise the plan (if necessary), and then maintain the plan.

Additional tidbits:

Men tend to be victims of robbery or a violent co-worker; whereas, women tend to be victims of domestic situations.

Marysville had 7 incidents classified as workplace violence between January 2017—September 2018.

The sheriffs department or the city police will be more than happy to come on-site if you have an employee that needs to be terminated and you are concerned that things may go sideways.

**February 13 Lunch and Learn**

**11:15 a.m.- 940 London Ave**

**Speaker: Michael Stadmiller, CompManagement Health Systems  
Account Executive**



**Our Lunch Sponsor: CompManagement**

**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)



# Remember . . .

## 2018 Learn Topic Quiz & Competition

We will be announcing the top 3 finalists from our quiz that everyone took at January's meeting. Competition will ensue. Buzzers will be buzzed. Winners will win.

| OSHA's Form 300A (Rev. 04/2004)<br>Summary of Work-Related Injuries and Illnesses |   |  |  |
|---|---|--|--|
| <b>Number of Cases</b>  |   |  |  |
| Total number of deaths  | Total number of cases with days away from work      | Total number of cases with job transfer or restriction | Total number of other recordable cases |
| 0   | 0   | 0  | 0                                      |
| (G)   | (H)   | (I)  | (J)                                    |
| <b>Number of Days</b>   |   |  |  |
| Total number of days away from work   | Total number of days of job transfer or restriction |  |  |
| 0   | 0   |  |  |
| (K)   | (L)   |  |  |
| <b>Injury and Illness Types</b>   |   |  |  |
| Total number of ... (M)   |   |  |  |
| (1) Injuries  | 0   | (4) Poisonings   | 0                                      |
| (2) Skin disorders  | 0   | (5) Hearing loss                                       | 0                                      |

Employers are reminded of their obligation to post a copy of OSHA's Form 300A, which summarizes job-related injuries and illnesses logged during 2018. Each year, from February 1 to April 30, the summary must be displayed in a common area where notices to employees are usually posted. Businesses with 10 or fewer employees and those in certain low-hazard industries are exempt from OSHA recordkeeping and posting requirements. Visit OSHA's Recordkeeping Rule webpage for more information on recordkeeping requirements.



Our Community Care organization for March will be Turning Point. Specific donated needs will be shared at a later date.

Turning Point responds to the needs of domestic violence victims by providing shelter, counseling, advocacy, and general support services



Registration for the 2019 Ohio Safety Congress & Expo (OSC19) is now open!



## February Is Heart Month

([www.nsc.org](http://www.nsc.org))

Heart disease is the leading cause of death for Americans, claiming 647,457 lives in 2017. That means about 1,773 people die from heart disease each day. The Centers for Disease Control and Prevention reports that 50% of Americans experience at least one of the top three risk factors—high blood pressure, high blood cholesterol, and smoking. Other risk factors include obesity, diabetes, lack of physical activity, and unhealthy eating habits. Heart Month is a great time to discuss prevention and lifestyle changes you and your employees can take to improve health.

### Clean Eating

Ever have pizza during a client meeting? Bring in treats for a co-worker's birthday or promotion? The National Household Food Acquisition and Purchase Survey found that 22% of employees either purchased or received free food—most of it unhealthy—during the work day. The harsh reality is eating junk food can add more than 1,000 extra calories, and these calories do not align with the nation's dietary guidelines.

Food plays an important role in fighting heart disease and employers can be a part of the solution. You can start by offering healthy food options to employees. This could mean changing some of the options in your vending machines, changing food vendors or upgrading the types of treats provided at meetings. You can create a culture that values health, and it is easy to get started today.

### Create a Wellness Program

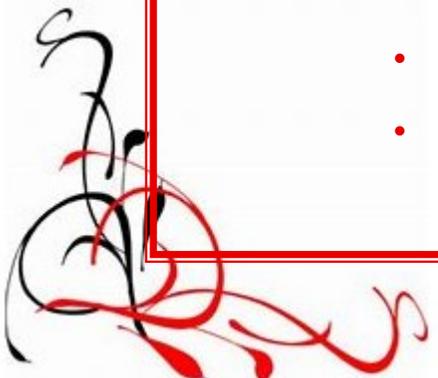
Employees spend more than one-third of their day in the workplace. Employers have the opportunity to implement wellness programs that can prevent heart disease and create healthy lifestyle habits. Many wellness programs offer incentives to employees for participating, such as cash rewards, discounts, and access to workout facilities. If you are considering implementing a wellness program with your employees, take a look at the benefits:

- Lower health costs are associated with healthy employees
- Employees are more productive with less sick leave taken and improved lifestyle habits
- Behavioral changes take place and create improvements in health
- Small business owners may receive tax incentives

This is a short list of incentives; there are many other ways a wellness program would be good for your workforce.

### Health Care Workplace Priority Areas

As an employer, there are a lot of different ways to keep your employees healthier.

- Make sure there is ample coverage for prevention services for employees and their families; prevention is key in keeping you and your employees healthy
  - Bring professionals to test blood pressure and cholesterol levels for employees
  - Make sure your employees are trained in first aid to be able to detect when a fellow co-worker is experiencing a heart attack and how to help
- 

## Bring Safety Home ([www.nsc.org](http://www.nsc.org))

To remain healthy, you and your family can start at home. Daily exercises can help reduce your risk of heart disease. Exercise also can help you and your family control weight and reduce your chances of developing heart problems.

Start at a moderate level of exercise and aim for 30 minutes a day. Even short amounts of time can make a difference and provide health benefits. If working out seems like a strain in your schedule, remember that normal household chores such as cleaning and walking your dog count.

According to the US National Library of Medicine, exercising also has the following health benefits:

- Physical activity releases brain chemicals to improve your mood
- Builds strong bones and increases strength
- Helps individuals quit smoking
- Improves your sleep patterns
- Reduces your likelihood of cancer

As we kick off 2019, we can all pledge to make this our safest year yet.



OSHA's civil penalties amounts for violations of workplace safety and health standards will increase in 2019 to adjust for inflation. New penalties for willful and repeat violations will be \$132,598 per violation; serious, other-than-serious, and posting requirements are \$13,260 per violation; and failure to abate violations are \$13,260 per day beyond the abatement date.

There were fewer workplace fatalities in 2017 than the previous year, according to the Bureau of Labor Statistics' National Census of Fatal Occupational Injuries in 2017 report released in December. The fatal injury rate decreased from 3.6% in 2016 to 3.5% in 2017. However, the number of unintentional overdoses due to the nonmedical use of drugs or alcohol while at work increased by 25%. The fifth consecutive year that overdose deaths rose by at least 25%.





# 5-minute safety talk

## Managing Stress at Work

While many of us need a certain level of stress to achieve peak performance, too much stress can take its toll, increasing the risk of job burnout, anxiety, depression, insomnia, hypertension and frequent illnesses. The more an organization can do to reduce stress on the job – and the more individuals can do to better manage the stress in their lives – the more productive the workplace.

**There are many contributors to employee stress. Supervisors, in particular, are faced with numerous challenges, including:**

- Downsizing or reorganization, often involving low morale and an unstable work environment
- Large workloads, high performance demands and long work hours
- 24/7 technology – e-mail, cell phones and wireless devices make it difficult to separate work from home
- Work/life obligations, especially in instances where there are two-career families, single-parent households and elder care responsibilities

**Organizations can help create a less stressful work environment by applying the following practices:**

- Allow workers to have some control over their schedules
- Include their input in decision making
- Balance responsibility with the authority necessary to complete the task
- Set reasonable limits and timelines
- Remember to recognize a job well done
- Provide resources to help balance work/home issues, such as on-site/ near-site child care or elder care and Employee Assistance Programs
- Continually review policies, processes and methods of organizing and distributing work; make sure they are fair and effective

**Employees can better manage workplace stress by implementing the following:**

- Eat a balanced and nutritious diet starting with breakfast, and get a good night's sleep
- Volunteer time and services; doing something for others can help a person forget their own problems and increase self-esteem
- Seek professional help; use employee assistance programs or participate in special therapy that can teach ways to better manage the problems that are causing stress
- Keep moving – studies show that exercising for 30 minutes a day reduces stress
- Learn to express your feelings – you don't have to face problems alone
- Determine the source of the stress; if it can't be removed from your life, learn to cope by developing a systematic and rational way of thinking through the situation and taking control by figuring out options to better handle the problem

You will never completely remove stress from your life, but identifying and managing stressors can help you maintain a positive and healthy lifestyle.





## Be Healthy: Employee Wellness QUIZ

**1. Excessive amounts of stress can cause which of the following:**

- a. Job burnout
- b. Anxiety
- c. Insomnia
- d. Frequent illnesses
- e. All the above

**2. Studies show that exercising for 30 minutes a day reduces stress.**

- a. True
- b. False

**3. Organizations can help create a less stressful environment by applying which of the following practices:**

- a. Allowing workers to have some control over their schedules
- b. Setting reasonable limits and timelines
- c. Including the employees input in decision making
- d. Remembering to recognize a job well done
- e. A, B and C
- f. All the above

**4. Employees can better manage workplace stress by:**

- a. Getting a good night sleep
- b. Eating a balanced and nutritious diet
- c. Volunteering time and services
- d. Talking to the appropriate people about what is causing the stress
- e. A, B and D
- f. All the above

**5. Which of the following will help you develop proper sleep habits?**

- a. Avoid caffeine, especially after lunch
- b. Go to bed at the same time every night
- c. Drink a large glass of water before bed
- d. Create a quiet and relaxing environment free from electronics and noise
- e. A, B, and D only
- f. All the above

## VALENTINE'S DAY WORD SCRAMBLE

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