Welcome

Thank you for participating in our annual survey to help us better serve you. We had a great response rate and even better statistics. Of the respondents, 98% had extremely high satisfaction with the overall value received from our courses and the same percentage found what they learned in class to be useful in helping them do their everyday jobs. Keep the momentum going…download our 2010 course catalog to find a course that’s right for you. We appreciate your continued support of Georgia Tech’s Occupational Safety and Health training program.

New Items:

- The first course offering of Construction Health and Safety Technician (CHST) Certification Exam Study Course was such a success, that it’s been added onto the schedule for July 12-15. Sign-up today and become familiar with the CHST Exam requirements and the four domains covered in the examination.
- The ABIH has assigned renewable CM points to 20 OTI courses offered by the Georgia Tech OSHA Training Institute Education Center. Any CIH/CAIH who takes any approved course can use the unique CM Approval number associated with that course. View the 20 eligible courses.

In this issue:

- See how Georgia Tech’s 1000th OSHA Certificate recipient changed the way he viewed training.
- Read about the recordkeeping National Emphasis Program (NEP), which launched on October 1.
- View recent training guides for your employees.
- Check out Georgia Tech’s new outreach trainer requirements.
- See our recent certificate recipients.
- View upcoming courses.

Georgia Tech’s 1,000th OSHA Certificate: “Time to get my OSHA update”

Georgia Tech’s 1,000th OSHA Certificate becomes a turning point

“This time to get my OSHA update—here comes the same old, same old.”

Written by Ginger Pyron

Honestly, that’s what I used to think. I’ve been through countless training courses and OSHA updates—at a variety of OTI centers. It seemed there was rarely anything new and exciting.

Then I read online about a Georgia Tech OTI 500 course in Nashville, TN. Normally, I would take the usual 502 update course, but my son lives in Nashville, so I signed up for the 500 instead. The first morning, I went in expecting to be bored out of my mind. But within five minutes, Mike McCarroll’s class was different. What
followed was a week of practical information and application, far beyond the “same old” training I had often experienced in the past.

I’m unlike most safety and health instructors, because I don’t work for an individual construction company; I work for a national commercial construction association. Our Mississippi chapter of Associated Builders & Contractors has around 1,200 members, and my job is to keep them up to speed in their training, job site inspections, and OSHA compliance issues.

That’s a lot for one instructor to cover, so I’m training almost every day. I average 12-15 OSHA 10-hour courses a year—all over Mississippi and occasionally out of state as well. That doesn’t leave me a lot of time to keep up-to-date.

When Mike recommended the Georgia Tech Construction Safety & Health certificate program, it seemed doable—part online, part at Georgia Tech, and over a time period that would accommodate my schedule. So I asked, “Why do I need it?”

Mike mentioned that as safety and health regulations and issues expand, there are also more court issues—a civil suit, for example, where you might be called in as an expert witness. In such cases, accreditation is not only an advantage; it’s a necessity, because it validates your testimony. Professional certificates are also a plus for our association’s staff. They help attract new members and strengthen our market position.

One of the most beneficial things though, is observing how Georgia Tech instructors, like Mike, use various teaching techniques and work with their materials. Georgia Tech’s courses have given me a lot of innovative and practical ideas that I’ve brought back and used to refresh my own teaching. They offer a good mixture of lecture, hands-on application and field trips—which I try to offer in my courses, too.

I know other safety instructors who express the “same old-same old” concerns regarding update and re-certification training. I say, “Look, that’s how I felt, too. I made a change and tried Georgia Tech’s program—and I found their facilities, instructors, and presentations distinctly better than what I’ve experienced before.”

I see it like this: As an instructor, so much of what you teach, “good or bad,” can eventually makes its way to the most inexperienced laborer in the construction industry. The more knowledge and instructional techniques you pick up along the way, the more you make the industry better and safer as a whole. Maybe that information could even save a life.

Had Mike not sparked my interest, my classes could have been the “same old-same old.” I would have come back from the course, hung another certificate on the wall, and kept doing just what I’d done for the last 20-plus years. Mike McCarroll and Georgia Tech—a winning combination—set the ball rolling to help me become the best I can be.

Herb Ward, recipient of Georgia Tech’s 1,000th OSHA Certificate
Safety Director
Mississippi Associated Builders & Contractors
Jackson, Mississippi

OSHA National Emphasis Program: Use of Incident Rates in Measuring Safety Performance

Written by Pamela Fisher, CHST, CSHM and Mike McCarroll, CSP

History of Incident Rates
Following the passage of the Occupational Safety and Health (OSH) Act of 1970, the Occupational Safety and Health Administration (OSHA) was formed to promulgate and enforce safety and health regulations and
standards. In 1971, OSHA published the occupational injury and illness recording and reporting regulation, 29 CFR Part 1904. During that same year, the Secretary of Labor delegated responsibility for the occupational injury and illness statistical program to the Bureau of Labor Statistics (BLS).

In 1981 OSHA changed its use of injury and illness records in its inspection activity. At the beginning of a planned programmed inspection, the compliance safety and health officer used to do a "records-only check" to determine the lost workday injury incidence rate for the establishment. If the establishment had a rate below the national average, the compliance officer would end the inspection.

Beginning in 1986, OSHA discovered numerous instances of significant underreporting of injuries and illnesses. The Agency began issuing large penalties for recordkeeping violations.

In 1989, OSHA discontinued its "records-only check" policy of terminating inspections because of concerns that this policy might have been an incentive to under record injuries and illnesses.

**Purpose:**

Injury and illness records serve as a "management tool" to direct company safety and health programs and efforts. They have also been used by OSHA to direct compliance officers better focus their inspection efforts.

These records also serve to produce statistical data on the incidence of workplace injuries and illnesses, thereby measuring the magnitude of the injury and illness across the company.

Employers have used this data to measure whether they are performing better or worse than their competitors.

**Forces Driving Underreporting**

Unfortunately, many large clients/companies now use this data in order to prequalify contractors and to measure their onsite performance. This has seriously increased the scrutiny that injury/illness rates receive by upper management and has led to significant underreporting and inaccurate statistical data.

Construction companies looking for ways to measure the performance of their supervisors, divisions and job sites have incorporated injury/illness rates into their accountability process. That has led to additional pressure to underreport.

**General Accounting Office**

An August 1990 report by the United States General Accounting Office found "possibly significant injury and illness under recording and subsequent underreporting" This lead to the revisions of the recordkeeping rule.

In spite of the revised recordkeeping rule, underreporting continues to be perceived as a serious problem.


Specifically, the senators asked GAO to evaluate OSHA’s efforts to ensure that employers are properly recording injuries and illnesses and assess the trends in the number and types of OSHA recordkeeping audits, among other recommendations. They expressed concern that underreporting injury and illness rates has become more prevalent in recent years, and that OSHA’s effort to monitor the accuracy of these reports significantly has diminished.

**OSHA National Emphasis Program**

A recordkeeping National Emphasis Program (NEP), launched Oct. 1, is looking at injury and illness underreporting. That initiative includes evaluation of incentive programs that encourage a non-reporting workplace culture.
The NEP on underreporting comes in conjunction with the release of a report by the Government Accountability Office which found that many employers did not report workplace injuries and illnesses for fear of hurting their chances of winning contracts.

The report also said that workers did not report job-related injuries because they feared being fired or disciplined, and worried that their co-workers might lose rewards as part of safety-based incentive programs.

In response, additional OSHA inspections for the purpose of monitoring recordkeeping have been funded through recovery act.

In addition, Stone & Webster Construction Inc. recently made headlines and must pay $6.2 million to the federal government to settle a multi-year investigation into alleged improper recordkeeping of injuries and site safety under a $10-billion long-term contract with the Tennessee Valley Authority for modifications and maintenance work at nuclear plant sites in Tennessee and Alabama.

OSHA was made aware of the problem by TVA, which noticed discrepancies on the OSHA 300 Log used to record work-related injuries and illnesses. OSHA regulations require employers to maintain records of fatalities, injuries and illnesses and post a summary of these incidents each year at job sites.

Statistically Inaccurate Measurement
Most companies are aware that the use of incident rates becomes less meaningful with small sampling sizes. For example, the overall company incident rate might be a useful statistic, although a lagging indicator. However when the company attempts to use this measurement to compare work groups, crews or locations with small populations, one incident will skew the incident rate so that the crew can never recover due to low man-hours.

The OSHA incident rate was originally developed to compare large corporations against other large corporations, not to compare small locations/crews.

Better Measurements
Organizations are still going to measure OSHA recordable incidents. Forward thinking companies have added additional measurement systems with an emphasis on leading, rather than lagging indicators. This provides the organization with a “dashboard” of measurements allowing a more fine-tuned means of monitoring the health of the safety system.

Some of the leading indicators that are used include:

- Audit scores
- Perception survey scores
- Frequency of daily personal safety contacts with employees
- Frequency of behavior/coaching observations
- Frequency of inspections, self-assessments to goal
- Number of JSAs completed per task/day/crew/etc.
- Number of recognitions given to employees
- Number of employee suggestions to goal
- Number of hazards reported by employees
- Quality of tool box safety meetings, inspections, investigations, etc.

Conclusion
Additional scrutiny of your company recordkeeping is prudent given the current regulatory emphasis. In addition, consider adding leading indicators to your dashboard.
Training Guides

Are you looking for short, sweet, and to the point training guides for your employees? If so, check out Georgia Tech’s publications section on their website: http://www.oshainfo.gatech.edu/techguides.html

Featured are a variety of TechGuides, providing information on a subject in one to two pages. Two recent additions to these publications are the welding technical guides. Guide one provides a basic overview of health exposures from welding fumes and the second guide provides information on exposure to manganese in welding fumes.

New Outreach Trainer Requirements

- Georgia Tech Outreach Trainers are now required to notify us prior to conducting 10 and 30 hour courses. Send notification of training to our dedicated Outreach Trainer e-mail, outreachtraining@gtri.gatech.edu. Upon receipt, the information will be entered in a spreadsheet that trainers can check prior to issuing cards. Notifications should include at a minimum:
  - Name of Outreach Trainer
  - Address of Outreach Trainer
  - Telephone number for Outreach Trainer
  - Email Address of Outreach Trainer
  - Outreach Trainer’s Expiration Date
  - Outreach Trainer’s ID #
  - Title of course (10C, 10G, 30C, or 30G)
  - Date of course (start date and end date)
  - Location

Certificate Details: Learn more about the Safety and Health Certificates

Georgia Tech OSHA certificates emphasize practical safety skills—ones that help you keep your company safe. Build the technical expertise you need to quickly adapt and effectively work in an ever-changing field. Learn more about each certificate:

- Industrial Safety and Health Certificate
- Construction Safety and Health Certificate
- Safety and Health Program Management Certificate
- Hazardous Materials Management Certificate
- ADVANCED Industrial Safety and Health Certificate
- ADVANCED Construction Safety and Health Certificate
- PREMIER Occupational Safety and Health Certificate
Congratulations to the following OSHA certificate recipients from October 2009 through March 2010:

**PREMIER Occupational Safety and Health Certificate**

Cathy Brannon       Stacey Williams

**ADVANCED Industrial Safety and Health Certificate**

Cathy Brannon       Charlie Foreman, Jr.       Ruth Nymanza       Stacey Williams

**ADVANCED Construction Safety and Health Certificate**

Cathy Brannon       Stacey Williams

**Industrial Safety and Health Certificate**

Scott Ankrom       Chad Perry
Franklin Avant       David Pickerell
Leslie Bales       James Rosich
Steven China       Michael Ruiz
Paul Derr       Charles Seay
Tammi Duckworth       Robert Smith
Jody Ladner       Jack Turpin
Kia McCullough       William Vickers
Ronald McInnis       Lloyd White
Sarah Miller

**Construction Safety and Health Certificate**

James Benson       Deirdre Lyons-Gary
Adam Blanton       Todd Mansfield
Jeremy Brown       Calvin Morrow
Eldon Cruze       David Pickerell
Eddie Deal       Robert Pope
Paul Derr       Charles Seay
Bryan (Mitchell) Fowler       Marcia Shields
Mario Guzman       Dr. Tarla T Toomer
George Hedrick       Herb Ward

**Hazardous Materials Management Certificate**

Ronnie Banks
Paul Derr
Tony Dunn
Ruth Nymanza
Safety and Health Program Management Certificate

Dagoberto Aguayo
Cathy Brannon
Pamela Davis
Paul Evers
Rena Foskey
Alvin Gallimore
Michael Gibney
Charles Mann
Ken Nagy
Howard/Brent Stiles
Stacey Williams

Course Information: Upcoming Courses

**OTI 500:** Trainer Course in Occupational Safety and Health for the Construction Industry

- May 3-7 (Atlanta, Ga.)
- June 7-11 (Nashville, Tenn.)
- July 12-16 (Destin, Fla.)
- July 12-16 (Ft. Lauderdale, Fla.)
- Aug. 9-13 (Atlanta, Ga.)
- Sept. 13-17 (Jacksonville, Fla.)

**OTI 501:** Trainer Course in Occupational Safety and Health for General Industry

- May 3-7 (Atlanta, Ga.)
- June 7-11 (Nashville, Tenn.)
- July 12-16 (Destin, Fla.)
- Aug. 9-13 (Atlanta, Ga.)
- Sept. 13-17 (Jacksonville, Fla.)
- Sept. 20-24 (Charleston, SC)

**OTI 7505:** Introduction to Accident Investigation

- May 3-21 (Online)
- June 14 (Atlanta, Ga.)
- Aug. 2-20 (Online)
- Sept. 20 (Atlanta, Ga.)

**OTI 502:** Update for Construction Industry Outreach Trainers

- May 4-6 (Ft. Lauderdale, Fla.)
- July 6-8 (Atlanta, Ga.)
OTI 7845: OSHA Recordkeeping Rule Course
- May 7 (Atlanta, Ga.)
- Aug. 13 (Atlanta, Ga.)

OTI 5600: Disaster Site Worker Train-the-Trainer
- May 10-14 (Atlanta, Ga.)

OTI 7500: Introduction to Safety and Health Program Management
- May 10 (Atlanta, Ga.)
- June 28-July 16 (Online)

EST 7001: Advanced Safety Management: Principles & Programs
- May 11-14 (Atlanta, Ga.)

OTI 510: Occupational Safety and Health Standards for the Construction Industry
- May 17-21 (Atlanta, Ga.)
- June 21-25 (Ft. Lauderdale, Fla.)
- June 21-25 (Birmingham, Ala.)
- Aug. 2-6 (Atlanta, Ga.)

OTI 511: Occupational Safety and Health Standards for General Industry
- May 17-21 (Atlanta, Ga.)
- June 21-25 (Birmingham, Ala.)
- Aug. 2-6 (Atlanta, Ga.)

HAZ 1002: 8-Hour Annual HAZWOPER Refresher
- June 3 (Smyrna, Ga.)
- Sept. 9 (Smyrna, Ga.)

OTI 5602: Update for Disaster Site Worker Outreach Trainer
- June 4 (Smyrna, Ga.)

HAZ 1000: 24-Hour Hazmat Technician-Level Emergency Response Course: Industrial Spill and Disaster Response
- June 8-10 (Smyrna, Ga.)

OTI 5400: Trainer Course in Occupational Safety and Health Standards for the Maritime Industry
- June 14-17 (Savannah, Ga.)

EST 7003: Instructional Technology for Occupational Safety and Health Professionals
• June 14-18 (Atlanta, Ga.)

**OTI 2264**: Permit-Required Confined Space Entry

• June 15-18 (Atlanta, Ga.)
• Aug. 30-Sept. 17 (Online)

**OTI 503**: Update for General Industry Outreach Trainers

• July 6-8 (Atlanta, Ga.)

**EST 7007**: Construction Health and Safety Technician (CHST) Certification Exam Study Course

• July 12-15 (Atlanta, Ga.)

**EST 7000**: Scaffolding Safety

• July 19 (Atlanta, Ga.)
• Aug. 2-20 (Online)

**HAZ 1006**: Advanced Hazmat School

• July 19-23 (Smyrna, Ga.)

**OTI 3010**: Excavation, Trenching, and Soil Mechanics

• July 20-23 (Atlanta, Ga.)

**OTI 521**: OSHA Guide to Industrial Hygiene

• July 26-30 (Atlanta, Ga.)

**OTI 2250**: Principles of Ergonomics Applied to Work-Related Musculoskeletal and Nerve Disorders

• Aug. 2-5 (Atlanta, Ga.)

**OTI 2015**: Hazardous Materials

• Aug. 16-20 (Atlanta, Ga.)

**OTI 2045**: Machinery and Machine Guarding Standards

• Aug. 16-20 (Atlanta, Ga.)

**EST 7004**: CSHM (Certified Safety & Health Manager) Review Course

  o Aug. 23-27 (Atlanta, Ga.)