WOLVERINE
LOSS CONTROL SERVICES

PCPA Workers' Compensation
Trust Newsletter

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In the Spotlight

The PCPA Risk Management Grant Applications were received August 31, 2018. This year we received 24 applications out of 39 total members. The proposed ideas to reduce work-related losses shown in this year's applications were GREAT!

The Committee will be meeting this month to discuss and provide a recommendation to the Board at the January meeting. Winners will be contacted by the end of March. Good luck!

A Friendly Reminder

If your Safety Committee Members have not received their annual Certification training, now is the time to complete it! All Members must be trained before you can renew your 5% safety credit on HandS. For those renewing their credit, the online renewal form must be submitted no later than June 15, 2019.

Don't forget, the OSHA 300A Summary must be posted in a conspicuous area, available to all employees, from February 1, 2019 through April 30, 2019. This is a requirement of Federal OSHA. If you need any of the OSHA reporting forms, or instructions on how to record injuries, check out this website:

https://www.osha.gov/recordkeeping/RKforms.html

Employers with 20-249 employees at an establishment must upload the 2018 OSHA 300A Summary to OSHA's online Injury Tracking Application (ITA) by March 2nd. The website is:

https://www.osha.gov/injuryreporting/ita/

Tips For Anti-Icing Material Application – Sidewalks & Parking Lots

Slips, Trips, and Falls are the leading frequency and severity workers' compensation cause of loss, as revealed in a loss trend report for Trust claims during the July 1, 2013 - June 30, 2018 policy terms. Many of these slip/falls occur during periods of inclement weather. While we discussed slip/fall prevention and winter maintenance in prior newsletters and webinars, some common questions arose from Trust Members, such as: "What are best practices for application of anti-icing agents on sidewalks and parking lots?" and "How much salt needs to be applied by our maintenance personnel or contractor?" Fortunately, there has been research conducted on this topic and shown on the left is a summary from the Minnesota Storm Water manual.

The research emphasizes optimizing plowing and anti-icing materials to minimize environmental damage as well as cost incurred from over application. An application chart from "Chloride Conscious" provides an example for maintenance and contractor personnel to follow for parking lot and sidewalk rock salt application (see reference on next page). Guidance for application rates when using different deicing agents (calcium chloride, magnesium chloride and combinations of salt and these agents) is available from Snow Magazine (see reference on next page).

Pavement Temp. (°F) and Trend (↑↓)	Weather Condition	Maintenance Actions	Application Rate in lbs/per 1000 square foot area			
			Salt Prewetted/ Pretreated With Salt Brine	Salt Prewetted/ Pretreated With Other Blends	Dry Salt	Winter Sand (abrasives)
>30° ↑	Snow	Plow, treat intersections only	0.75	0.5	0.75	not recommended
	Frz. Rain	Apply chemical	1.25	1.0	1.5	not recommended
30°↓	Snow	Plow & apply chemical	1.25	1.0	1.5	not recommended
	Frz. Rain	Apply chemical	1.5	1.25	1.75.	not recommended
25 - 30° ↑	Snow	Plow & apply chemical	1.25	1.0	1.5	not recommended
	Frz. Rain	Apply chemical	1.5	1.25	1.75	not recommended
25 - 30° ↓	Snow	Plow & apply chemical	1.25	1.0	1.5	not recommended
	Frz. Rain	Apply chemical	1.75	1.5	2.25	3.25
20 - 25° ↑	Snow or Frz. Rain	Plow & apply chemical	1.75	1.5	2.25	3.25 for frz. rain
20 - 25° ↓	Snow	Plow & apply chemical	2.0	2.0	2.75	not recommended
	Frz. Rain	Apply chemical	2.5	2.0	3.0	3.25
15° to 20°	Snow	Plow & apply chemical	2.0	2.0	2.75	not recommended
	Frz. Rain	Apply chemical	2.5	2.0	3.0	3.25
15° to 20° ↓	Snow or Frz. Rain	Plow & apply chemical	2.5	2.0	3.0	3.25 for frz. rain
0 to 15° ↑ ↓	Snow	Plow, treat with blends, sand hazardous areas	not recommended	3.0	not recommended	5.0 spot treat as needed
< 0°	Snow	Plow, treat with blends, sand hazardous areas	not recommended	4.5	not recommended	5.0 spot treat as needed

Table 7-3: Adjustment for Snow Type

Snow Type	Adjustment Factor
Loose snow (Density = ~75 kg/m³) (5 lb/ft³)	0.75
Regular fresh snow (Density = ~100 kg/m³) (6 lb/ft³)	1.00
Packed snow (Density = ~150 kg/m³) (9 lb/ft³)	1.50
Freezing rain and ice (Density = ~800 kg/m³) (50 lb/ft³)	8.00

Deicing Tips

- Anti-ice before the storm.
- Remove snow quickly to reduce compaction.
- Plow before applying deicers to avoid dilution of the salt.
- Minimize deicer use during the storm.
- Never plow or blow snow into water, wetlands, traffic or streets – this is an environmental hazard!
- Minimize back-up maneuvers to reduce chance of accidents.
- Limit use of salt and sand during the storm; use only to reduce bonding.
- Do not use salt to burn off snow.
- Use application rate chart (shown below) to determine how much salt to use.
- Don't apply dry salt (sodium chloride) below 15º F pavement temperature. It will not melt fast enough to help.
- Below 15º F, use a wetted salt.
- For extreme cold, skip melting and use sand.
- Clean up spills.
- Accurately record the material used at each site.
- Pay attention to its effectiveness and record observations.
- Use only what's needed based on proper application rates for the conditions.

"*Optimal Snow and Ice Control of Parking Lots and Sidewalks*"- Department of Civil & Environmental Engineering-University of Waterloo, Waterloo, N2L3G1 Ontario, Canada http://www.saltinstitute.org/wp-content/uploads/2015/02/Salt-Rate-Study-University-of-Waterloo-Final-Summary-Report.pdf January 2015

"*Winter Parking Lot and Sidewalk Maintenance Manual*"- Minnesota Pollution Control Agency https://www.pca.state.mn.us/sites/default/files/p-trl-10.pdf#page=50 June 2015

"*Application Strategies*" Snow Magazine www.snowmagazineonline.com/article/snow-0911-application-strategies/ September 2011

"Application Rates – Rock Salt" Chloride Conscious- https://chlorideconscious.com/application-rates-rock-salt/ July 2016

JustDrive

April is Distracted Driving Awareness Month

April 2018 is distracted driving awareness month! According to National Highway Traffic Safety Administration (NHTSA) and the National Safety Council (NSC), distracted driving is a major contributor to the 40,101 U.S. Highway fatalities in 2017. NHTSA estimates distracted driving was to blame for 3,450 of these fatalities. The NSC has **free materials** including fact sheets, social media friendly campaign ideas, and more at http://safety.nsc.org/ddam.

Be part of the solution! Spread the word on distracted driving hazards with your coworkers and family. Join the "Just Drive" campaign and make a difference!

The Importance of Psychology in Workplace Safety

We do not often think of psychology as part of a safety program or safety initiative. However, emerging research into workplace psychology has resulted in a new graduate level discipline field of study, "Occupational Health Psychology (OHP)," according to the National Institute for Occupational Safety and Health (NIOSH). This new approach, which differs from the older "Behavior Based Safety" approach which emphasized positive and negative incentives through a reward system, is more geared to the modern workplace. Review of recent articles and a text written on this topic reveal some common themes regarding psychology and workplace safety:

Engaging employees to take ownership for safety in the workplace is crucial! Safety training is important, but often ineffective if employees are not engaged. Some tips for increasing workplace engagement include:

- Build Trust. This is expressed by psychologists as "offering the benefit of the doubt" and "letting employees know their contribution is meaningful."
- Recognize people for a job well done.
- Cultivate accountability between coworkers.
- Increase communication on safety in all levels of the organization. Psychologists express this as "giving your employees a voice."
- Treat everyone with dignity and respect.

As stated by Gretchen L. Watson. Ph.D. "No matter how safety is defined in your organization, it cannot be achieved unless employees are committed and involved."

Based on the recent trends in safety I believe we can expect to hear more about applying occupational health psychology in the future.

For more information on the growing topic of Occupational Health Psychology please refer to:

"*Top 5 Ways to Build a Psychologically Safe Workplace,*" Industrial Safety & Hygiene News (2018)
"*Three ways to Boost Workplace Safety*", Psychology Today (2017)
"*The Psychology of Workplace Safety*", American Psychological Association (2004)

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