

In the Spotlight...

I wanted to share a positive story on how one Trust Member, The Academy Schools, took action to continue to safely operate during the pandemic. Ryan Norris indicates that ***“At the beginning of the coronavirus pandemic we needed a way to safely screen everyone’s temperatures. Our administrative and maintenance team banded together to figure out a solution. The maintenance team within 24 hours designed and built a wood and plexiglass station for someone to stand behind while taking temperatures at entrance of each of our locations! This was followed up by implementing the protocols the admin team developed to take everyone’s temperatures. The quick and efficient teamwork helped the organization maintain a safe environment.”***



300A POSTING REQUIREMENT

OSHA 300A Summary form MUST be posted in a conspicuous area, available to all employees from February 1 through April 30.

OSHA ELECTRONIC REPORTING

OSHA will begin collecting calendar year 2020 Form 300A data on Jan. 2, 2021. Employers must submit the form electronically by March 2, 2021. Electronic submissions are required by establishments with 250 or more employees currently required to keep OSHA injury and illness records, and establishments with 20-249 employees classified in specific industries with historically high rates of occupational injuries and illnesses. Visit the Injury Tracking Application(ITA) OSHA website <https://www.osha.gov/injuryreporting/> for more information. Also, Wolverine is hosting a webinar for Trust members on **OSHA Recordkeeping and Reporting Requirements**. Invitations have been sent. If you did not receive one merely let us know.

COVID-19 & OSHA Compliance

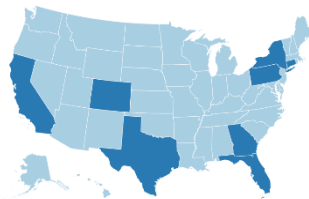
As we approach the eleventh month of the pandemic following the recommended COVID controls have become a staple of everyday life. In the workplace this is even more important due to the fact that OSHA in 2020 issued citations arising from 294 inspections for violations relating to coronavirus, resulting in proposed penalties totaling \$3,849,222. The key areas for the COVID related employer citations include failures to:

- 🦠 Implement a written respiratory protection program.
- 🦠 Provide a medical evaluation, respirator fit test, training on the proper use of a respirator and personal protective equipment.
- 🦠 Report an injury, illness, or fatality.
- 🦠 Record an injury or illness on OSHA recordkeeping forms; and
- 🦠 Comply with the General Duty Clause of the Occupational Safety and Health Act of 1970

We have reviewed these requirements in previous newsletters and if you have questions on compliance in these key areas please let Lisa Bellis or me know.

<https://www.osha.gov/news/newsreleases/national/12312020>

New COVID-19 Variants



The CDC is monitoring progression of new COVID-19 variants. The first variant case in US was reported in Elbert County, CO December 28, 2020 and is a fast spreading variant first detected in the UK(WSJ). Within the US as of January 8, 2021 there are 63 confirmed cases of the UK variant. The adjacent map shows the states impacted so far in dark blue. Pennsylvania has 1 confirmed case.(Confirmed cases by state: CA 32, FL 22, CO 3, CT2, GA 1, PA 1, NY 1, TX 1,)

As of January 9, 2021, the CDC indicates that *“At this time, there is no evidence that these variants cause more severe illness or increased risk of death.”* However, scientists believe the UK variant might be as much as 70% more transmissible(WSJ). With that said we encourage Trust members to remain vigilant with control measures as there remain many unknowns about the new variants. The current controls to wash up, mask, up and back up for personal protection remain the best practice. Notably, the CDC is studying the effectiveness of current recommended disinfectant procedures to confirm that they “inactivate” the new variants. We will alert the trust membership if the CDC recommends changes in disinfectants or disinfectant procedures because of a COVID variant. I encourage you to check the CDC webpage for the latest information on the COVID variants.

<https://www.cdc.gov/coronavirus/2019-ncov/transmission/variant.html>
[Wall Street Journal-Wednesday December 30, 2020](https://www.wsj.com/news/health/coronavirus-variant-cdc-2021-01-09)

OSHA refers to the CDC and their COVID resources webpage for the recommended workplace disinfectant procedures. As Trust members reopen operation, and given the new variants, we encourage Trust Members to check the CDC webpage **Guidance for Cleaning and Disinfecting Public Spaces, Workplaces, Businesses, Schools, and Homes** located at <https://www.cdc.gov/coronavirus/2019-ncov/community/reopen-guidance.html> This site contains a useful guide “Cleaning and Disinfectant Decision Tool” to aid maintenance departments in formulating a disinfecting plan. Also, this site will provide the latest recommendations on disinfectant procedures given the new COVID variants. The CDC also provides guidance for vehicle disinfecting procedures at the website <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/rideshare-drivers-for-hire.html>

2020 GRANT AWARD

If you were awarded grant money in August for COVID-related purchases, or other approved safety projects, for which you have not previously submitted receipts, please submit these receipts along with the follow-up form and return them to Lisa Bellis at Wolverine by the end of February 2021.

SAFETY COMMITTEE TRAINING

If your Safety Committee has not received annual training yet, please make sure to do so. Wolverine offers this training virtually through our live webinars. We encourage all Committees to receive training before May 2021. To request a training date, please reach out to Lisa Bellis or Gordon Smoko.

For the latest information on state requirements for meetings, quorums, etc. during the pandemic please see **Pennsylvania Safety Committee Questions** <https://www.dli.pa.gov/Businesses/Compensation/Pages/COVID19-Updates.aspx>

COVID CLAIMS DASHBOARD

PCPA Trust Members continue to do an outstanding job protecting their staff against COVID-19 as reflected in the claims activity. In the 2019 policy year there were 29 claims with a total incurred of \$58,783 or an average of 7.25 claims per quarter with an average cost of \$2,027 per claim. In the 2020 policy year's first two quarters (7/1/20-12/30/20) there were 7 claims with a total incurred of \$7,911 or an average of 3.5 claims per quarter with an average cost of \$1,130 per claim. Thank you for your diligence in maintaining COVID-19 controls!

Slip, Trip, Falls...

Slips, Trips, and Falls continue to be a common loss source for Trust members. The Trust membership is making progress as witnessed by a reduction in STF's claims from 176 in the 2018 PY, 130 in the 2019 PY, and 45 after two quarters in the 2020 policy year with corresponding reductions in STF claims loss \$ incurred from \$1,487,318 in the 2018 PY, \$592,629 in the 2019 PY, and \$173,120 after two quarters in the 2020 policy year. While curtailed operations due to COVID may be responsible for some of this improvement, the hope is that we have impacted STF's through the training and equipment suggestions made over the last three years. I will leave you with another STF equipment recommendation, the "Low-Pro Ice Cleat JD6610" from Winter Walking. This cleat can be worn inside and while driving.

www.winterwalking.com

COVID and Facility Reopening



The AIHA's program "Back to Work Safely" <https://www.backtoworksafely.org/> is a respected resource for free training information, posters, and other COVID materials to aid with your reopening. As facilities that have been dormant reopen it

is important to follow the recommendation for disinfecting the HVAC ductwork and equipment as outlined on the AIHA website, for COVID and other contaminants. Also, once open AIHA provides training materials on how and when to use respirators and PPE as well as training materials for custodial staff on how to properly disinfect an area.

For technical assistance on COVID related HVAC questions when reopening a facility, I suggest you reference ASHRAE (American Society of Heating and Refrigeration Engineers). ASHRAE is the acknowledged nationwide authority producing standards that are referenced by OSHA and the CDC. ASHRAE has developed a COVID technical resources website that I believe you will find useful. <https://www.ashrae.org/technical-resources/resources>

Nonprofit Security Grant Fund Program

The Nonprofit Security Grant Fund Program funded by the state of Pennsylvania, established by a bill signed into law in November 2019 and first Grants provided in 2020, covers such things as safety and security planning and training; purchase of safety and security equipment and technology; upgrades to existing structures that enhance safety and security; and vulnerability and threat assessments. This grant was established in response to the Tree of Life Synagogue tragedy. The grants, administered by the Pennsylvania Commission on Crime and Delinquency, are for organizations that serve communities that fit into one of six hate-crime categories as defined by the FBI: race/ethnicity/ancestry; religion; sexual orientation; disability; gender; and gender identity. In fiscal year 2020-21 \$5 million is available in grants from \$5,000 to \$150,000 per organization. **The solicitation for the FY20-21 Nonprofit Security Grant Fund Program is NOW OPEN. The solicitation period is from January 4, 2021 to 11:59 PM on February 3, 2021.**

The application process is outlined at the Pennsylvania Commission on Crime and Delinquency website <https://www.pccd.pa.gov/schoolsafety/Pages/Non-Profit-Security-Grant-Fund.aspx> The application process is electronic, to assist in preparing the required information prior to starting the online application see the attached "Non-Profit Security Grant Application 2021".

COVID Stress & Anxiety-Returning to the Workplace

With vaccinations underway a return to normalcy in the workplace is expected eventually. With that "normalcy" experts are expecting an increase in mental health issues for a variety of reasons including isolation, anxiety from fear of COVID infection for themselves or family members, instabilities in finances, and uncertainty about the future. The National Safety Council has developed a guide S.A.F.E.R. (Safe Actions for Employee Returns) that focuses on employee stress, emotional & mental considerations. Their free 6-page guide outlines what leadership, human resources, and supervisors can do to foster a culture of mental health safety during the pandemic. They also have free 32-page in-depth guide focuses on best practices for providing employees with the support needed to return to work. A key point I believe they make it that employees may not show signs of or experience mental health distress for some time, possibly months, after "normalcy" has been reached. Therefore, they promote short and long-term mental health planning to help ensure that mental health issues are recognized and addressed after the immediate return to normalcy occurs. Another key point is that those diagnosed with mental health or substance abuse issues prior to the pandemic may experience magnified impacts. The website for the guides can be located at <https://www.nsc.org/workplace/safety-topics/safer/safer-home>



Gordon Smoko, CSP, ARM
Senior Risk Manager
Wolverine Loss Control Services

If Lisa Bellis or I can assist information discussed in the newsletter, please let us know. Thank you for your time and interest in safety!