



Pennsylvania OSHA Consultation Program

The Pennsylvania Consultation Connection

July 2021

What’s New at OSHA – A Covid-19 National Emphasis Program

The impact Covid-19 has had on American workers cannot be overstated. There is no workplace surveillance system for Covid-19, however a Kaiser-Health investigation found 3600 deaths among health care workers in the first 12 months of the pandemic – 122 of which were in Pennsylvania¹.

Other industries hard hit by Covid-19 include nursing home staff, food industry workers and prison workers². Cases, and some deaths, were reported early on among public sector workers, starting with a 59-year-old police lieutenant in Philadelphia on April 6, 2020³. Eight months into the pandemic, 570 SEPTA (Southeastern Pennsylvania Transit Authority) employees had been infected with Covid-19 and 9 had died from Coronavirus related complications⁴. From the beginning of the pandemic until the beginning of December 2020, 880 Philadelphia police officers and civilian staff had been diagnosed with Covid-19 and 4 had died⁵.

Covid-19 Cases the First Year in Pennsylvania from Selected Industries

	Cases	Deaths
Nursing home staff ⁶	30,259	74
Food Industry (meat packing, processing, farming) ⁷	2,374	17
Correctional and detention facility staff ⁸	5,906	123

In addition to the lethal nature of the virus and its high transmission rate – at the inception of 2021, OSHA lacked a Covid-19 standard making it challenging for enforcement. In response, President Biden issued an Executive Order on his second day in office which moved “protecting workers health and safety” to priority status. Part of that order directed OSHA to launch an enforcement program that would focus on those industries that put the largest number of workers at risk of exposure for Covid-19 and protect employees from retaliation for taking measures to protect themselves from unsafe conditions at work. The Executive Order also directed OSHA to issue guidance to employers on Covid-19 safety.

References

- 1.Kaiser Health News. Lost on the Frontline – 12 Months of Trauma: More than 3600 US Health Care Workers Died in Covid’s First Year, April 8, 2021. Spencer, J. & Jewett, C. April 8, 2021.
- 2.AFL-CIO (2021). Death on the Job: The Toll of Neglect. May 2021.
- 3.Palmer, C. & Cook, B.L.: Police Lieutenant Dies of Virus. Philadelphia Inquirer, April 7, 2020
- 4.Madej, P. Transit Worker’s Death Leaves Family in Grief. Philadelphia Inquirer, November 26, 2020
- 5.Laughlin, J. & Bender, W., Perilous Duty: Covid surge has hit the Phila. Police force hard. Philadelphia Inquirer, December 11, 2020
- 6.Center for Medicare and Medicaid Services, May 24, 2020 – Mar 28, 2021
- 7.Food and Environmental Reporting Network, Apr 2020 – Apr 2021
- 8.AFL-CIO, Death on the Job. Washington, D.C. , May 2021. https://aflcio.org/sites/default/files/2021-05/DOTJ2021_Final.pdf

As a result of that order, OSHA has released the following:

Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace

<https://www.osha.gov/coronavirus/safework>

OSHA's Revised COVID-19 National Emphasis Program

https://www.osha.gov/sites/default/files/enforcement/directives/DIR_2021-03_CPL_03.pdf

Subpart U – Covid-19 Health Care Emergency Temporary Standard (effective June 21, 2021)

<https://www.osha.gov/coronavirus/ets>

The initial *Guidance on Mitigating and Preventing the Spread of Covid-19 in the Workplace* posted on January 20, 2021, contained 16 items. The first, and perhaps the most important item given the ever-evolving nature of the pandemic, was the “assignment **of a workplace coordinator** – designated as the individual responsible for COVID-19 issues on the employer's behalf”.

On June 10, 2021, OSHA revised its Guidelines with

- 1) a focus on protections for unvaccinated and at risk-workers; and
- 2) an emphasis on encouraging Covid-19 vaccinations. And while the requirement for a *workplace coordinator* is no longer included in the current guidance, given the fluid nature of Covid-19 and the complexity of the problem, employers would benefit by retaining this position to assist them in staying current with what is required.

As an example of how dynamic the rules and guidance can be and the cross-section of agencies involved, OSHA is currently updating its NEP in response to the Center for Disease Control and Prevention (CDC) Interim Public Health Recommendations for Fully Vaccinated People

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated-guidance.html>. OSHA's updated Guidance document references the CDC Interim Recommendations in defining the “roles of employers and workers in responding to Covid-19”.

Some other key points in the revised OSHA Guidance include:

- Paid time off for employees to get vaccinated (businesses may be eligible for tax credits under the American Rescue Plan)
- Implementing physical distancing for **unvaccinated** workers
- Providing **unvaccinated** workers or otherwise at-risk workers with face coverings or surgical masks unless their work requires use of other PPE.
- Suggesting **unvaccinated** guests, customers or visitors wear masks
- Maintaining good ventilation
- Reporting work-related Covid-19 illnesses and deaths

The NEP targets those industries and workplaces where Covid-19 fatalities, hospitalizations and complaints have occurred. Targeted industries include health care and other high-risk industries including meat and seafood processing, correctional facilities and other high-density workplaces with a high level of human interaction. Over 30 industries that had previously been targeted, including those defined as “critical infrastructure” (Appendix B of the original NEP), are not included under the revised NEP.

https://www.osha.gov/sites/default/files/enforcement/directives/DIR_2021-03_CPL_03.pdf



The OSHA NEP also gives high priority to protecting employees from retaliation for exercising their rights to a safe and healthful workplace. Both the original and revised OSHA guidance documents encourage employers to implement **protections from retaliation and set up an anonymous process for workers to voice concerns about COVID-19-related hazards**⁹.

In addition, employers should do a **hazard assessment** that will consider:

- a) vaccinations status;
- b) face coverings;
- c) physical distancing; and
- d) whether work is indoors or outdoors

Standards that would be applicable for COVID-19 include:

- requirements for PPE (29 CFR [1910.132](#) and [133](#))
- respiratory protection ([29 CFR 1910.134](#))
- sanitation ([29 CFR 1910.141](#))
- bloodborne pathogens: ([29 CFR 1910.1030](#)),
- requirements for employee access to medical and exposure records ([29 CFR 1910.1020](#)).
- the General Duty Clause, [Section 5\(a\)\(1\)](#) of the OSH Act, to provide a safe and healthful workplace that is free from recognized hazards that can cause serious physical harm or death.

OSHA's National Emphasis Program (NEP) – Coronavirus Disease 2019 (COVID-19) went into effect on March 12th, 2021, and targeted programmed inspections began on March 26 2021¹⁰.

References

9. <https://www.osha.gov/laws-regs/regulations/standardnumber/1977/1977.3>

10 https://www.osha.gov/sites/default/files/enforcement/directives/DIR_2021-03_CPL_03.pdf



PLAN . PROVIDE . TRAIN .

Three simple steps to preventing falls.

Why do employer and workers fail to protect?

Falls are the leading cause of death in construction yet fall protection in construction is the most cited OSHA violation

Here are the steps to effective fall protection:

TRAIN

PLAN

PROVIDE

CHECK

Another reason workers fail to use proper fall protection is because they have not been trained. Train everyone to use the equipment safely. All workers need to be trained to recognize fall hazards and understand what safeguards are available to them. Ladders must be inspected for damage. Power lift operators must be trained in proper operation. Scaffolding must be erected in accordance with the manufacturer's instructions and must be inspected by a competent person before use. Guard rails must meet specifications. Personal Fall Arrest Systems must be selected properly, inspected for damage, and used properly in order to avoid injury. To reduce injury rates, training must be effective for the employees being trained. They have a right to be trained in a language and in a way they understand. Latino workers, for example, are killed and suffer work-related injuries at higher rates than all other workers.

Workers who are six feet or more above lower levels are at risk for serious injury or death if they should fall. OSHA requires construction workers at six feet to be protected (If the work task occurs within the scope is "General Industry" fall protection/fall prevention is required at four feet).

Although a fall from any elevation can have serious consequences, OSHA regulations differ slightly depending on what type of work is occurring.

One reason workers fail to use proper fall protection is because the right safety equipment is not available. Once the project plan is in place, employers should PROVIDE all the necessary equipment and tools at the construction site. Use the right ladder or scaffold to get the job done safely. For roof work, if a worker use a personal fall arrest systems (PFAS), provide a harness for each worker who needs to tie off to the anchor. Make sure the PFAS fits, and regularly inspect it for safe use.

Workers take shortcuts to get the job done faster. Failure to enforce safety procedures can be perceived as tacit approval of safety shortcuts. Employers need to see that their well-planned safety measures are followed.

For more information see <https://www.osha.gov/stopfalls/>

Without PLANNING how can the proper fall protection safety equipment be available? When planning a project, employers must decide which tasks present fall risks and then decide how the job will be done. Then it is possible to determine what safety equipment may be needed.

Will there be floor holes? Ensure they are covered or have a railing (42 inches high +/- 3 inches), a mid-rail or other protection below the top rail, and toe-board.

Elevated, open-sided platforms? Provide a guard rail and toe-board around every elevated open sided platform, floor, or runway.

Open sided stairs require stair rails and guard rails.

Can a worker fall into or onto dangerous machines or equipment (such as a vat of acid or a conveyor belt)? Provide guardrails and toe-boards regardless of height.

Will ladders be used? What types and lengths will be required?

Will scaffolding be used? Scaffolds and scaffold components shall be inspected for visible defects by a competent person before each work shift, and after any occurrence which could affect a scaffold's structural integrity.

Will a power lift be used? What height and capacity is required?

Will safety nets be used?

Will safety harness and line be used. Then what type of anchoring points need to be installed and where will they be placed.

If someone falls into a net or wearing a body harness, how will that person be safely retrieved?

Fatal work injuries due to Fall, slips, trips increased 15% from 2018 to 2019. for construction laborers all United States

Getting fall protection right is key to preventing serious injury and fatalities, and it is not complicated. It does require advance planning and execution of the plan to be effective. The Pennsylvania OSHA Consultation Program can aid in helping you **PLAN – PROVIDE – TRAIN – CHECK** to prevent workplace falls.

Contact Us: PA/OSHA Consultation Program

Call Toll free: 1-800-382-1241 Visit our website: www.iup.edu/pa-oshaconsultation

OSHA's Construction Focus Four



What is OSHA's Construction Focus Four ?

Also known as OSHA's Fatal Four, OSHA's **Focus Four** is a group of hazard categories found in the construction industry, which make up most of all construction fatalities. The **Focus Four** includes fall hazards, electrocution hazards, struck-by-object hazards, and caught-in or -between hazards. OSHA uses the **Focus Four** concept as a means of outreach to workers and employers to educate them on the extent of the dangers these hazards pose. The [General Building and Contractors Association \(GBCA\)](#) has established their own campaign for employers and employees. Their site indicates that out of 5250 worker fatalities in private industry in calendar year 2018, 20% were in construction. **One in five worker deaths were in construction.** The leading causes of worker deaths on construction sites were falls, followed by struck-by, electrocution, and caught-in/between. According to BLS reports, these "Fatal Four" hazards were responsible for well **over half (59%) of the 1008 construction worker DEATHS in 2018**

OSHA 's Construction **Focus Four** Training Campaign

Employers can start with the

[Construction Focus Four Outreach Training Packet](#)

which provides guidelines for OSHA's authorized trainers to include **Focus Four** in their 10 and 30 hour format. The packet details how to establish your training program along with requirements and lesson suggestions for each of the four categories.

OSHA has put together the: [Construction Focus Four Lesson Objectives](#) based on OSHA's and industry's information regarding construction worksite illnesses, injuries and/or fatalities for each of the **Focus Four** categories (fall, caught-in or between, struck-by and electrocution hazards). This is to assist the student to recognize each of the four **Focus Four** hazards in construction. These objectives include:

- ◆ Identify major hazards in each category.
- ◆ Describe types of hazards in each category.
- ◆ Protect him/herself from hazards in each category.
- ◆ Recognize employer requirements to protect workers from hazards in each category.

OSHA also has a [Frequently Asked Questions \(FAQs\)](#) page regarding their Construction **Focus Four**.

How should I begin to review these materials?

Begin by reading the "Introduction to the Construction **Focus Four** Outreach Training Packet". This provides background on the importance of the **Focus Four** construction hazards and it set the tone for the rest of the curriculum that follows.

Am I required to test my students on Focus Four material?

No. Trainers may utilize the tests provided to measure each student's knowledge of the learning objectives. However, testing is not required and must not be counted toward the required student contact hours.

How does a trainer get the test answers from the questions OSHA used?

For security reasons the answer sheets are not included. Authorized trainers may obtain the answer sheets from their [Authorizing Training Organization](#).

Where can I find the tests that OSHA has developed for each of the four Focus Four Hazards?

The student test can be found in Appendix A of each of the Instructor Guides for the four topics.

Does OSHA require a trainer maintain the test records?

No.

When does an outreach trainer have to incorporate this module into Construction outreach classes?

The requirement is effective immediately.

Who do I contact if I have other questions on this?

Authorized trainers should contact their [Authorizing Training Organization](#).

Percentage of the 1008 construction worker deaths in 2018	Specific Hazards	Instructor training guides	Student Small Group Activities	Handouts
<p style="text-align: center;">Falls</p>  <p style="text-align: center;">34%</p> <p>338 of 1008 construction worker deaths in 2018</p>	<p>Unprotected sides, edges, and holes</p> <p>Improperly constructed walking/working surfaces</p> <p>Improper use of access equipment</p> <p>Failure to properly use personal fall arrest systems</p> <p>Slips and trips</p>	<p>Fall Hazard Instructor Guide</p> <p>Fall Hazard Recognition</p>	<p>Personal Fall Arrest System Checklist</p> <p>Ladder Safety Exercise</p>	<p>Guardrail and Safety Net Systems Summary</p> <p>Personal Fall Arrest Systems Summary</p> <p>Preventing Ladder Falls</p> <p>Scaffold Work Can Be Dangerous</p>
<p style="text-align: center;">Struck by Object</p>  <p style="text-align: center;">11%</p> <p>112 of 1008 construction worker deaths in 2018</p>	<p>Falling Objects-</p> <p>Rigging failure; loose or shifting materials;</p> <p>Equipment tip-over or malfunction;</p> <p>Lack of overhead protection</p> <p>Vehicle and equipment strikes equipment backup incidents</p> <p>Struck by flying objects</p>	<p>Struck-By Hazards Instructor Guide</p> <p>Struck-By Hazard Recognition</p>	<p>Focus Four Toolbox Talks</p> <p>Four Fatal Facts Accident Summary Report</p>	<p>Hazard Alert - Nail Gun Safety</p> <p>Focus "Cranes and Rigging"</p> <p>PPE for Workers Checklist</p>
<p style="text-align: center;">Electrocutions</p>  <p style="text-align: center;">9%</p> <p>86 of 1008 construction worker deaths in 2018</p>	<p>Contact with overhead powerlines</p> <p>Contact with live circuits in panels</p> <p>Poorly maintained cords and tools</p> <p>Lightning strikes</p>	<p>Electrocution Hazard Instructor Guide</p> <p>Electrocution Hazard Recognition</p>	<p>Activity Options A and B</p> <p>Eight Fatal Facts Accident Summary Reports</p>	<p>"Construction Focus Four: Electrocution, Safety Tips for Workers"</p> <p>Focus Four Toolbox Talks 1, 2, and 3</p> <p>OSHA Quick Card™ "Electrical Safety"</p>
<p style="text-align: center;">Caught-in/ between</p>  <p style="text-align: center;">6%</p> <p>55 of 1008 construction worker deaths in 2018</p>	<p>Trench/excavation collapse</p> <p>Rotating equipment</p> <p>Unguarded parts</p> <p>Equipment rollovers</p> <p>Equipment maintenance</p>	<p>Caught-In or - Between Hazard Instructor Guide</p> <p>Caught-In or - Between Hazard Recognition</p> <p>Accident Prevention Workshop</p>	<p>Small Group Activities Review Exercise</p>	<p>Ten Fatal Facts Accident Summary Reports</p>

The IUP, **PA/OSHA Consultation Program** also has many resources available at our [web site](#), particularly our [Focal Point Series](#) videos with one thirteen minute program emphasizing [Focus Four](#) and utilizing the resources address in OSHA's training packets, and it includes a

[Focus Four "Need to Know" employee Meeting Handout](#) to go along with the video



Workers COVID-19 Vaccine Toolkit

Information for Employers and Employees

To assist with educating employers and employees about the COVID-19 vaccines the CDC has assembled a vaccine toolkit with excellent resources to raise awareness about the benefits of vaccination and address common questions and concerns.

Individuals who were eager about obtaining the vaccine have either obtained one or two doses of a COVID-19 Vaccine. The numbers of people being vaccinated are still climbing but we may be heading to a plateau. Those left behind are individuals who are the “wait and see” group. The CDC COVID-19 toolkit is a powerful resource that may be used to target this group through various forms of communication for promoting the benefits of vaccination.

The link to the toolkit can be found at <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/toolkits/essential-workers.html> Below is a glimpse of what is in the toolkit. Each section has various built in links utilizing both verbal and visual techniques.

Key Messages

This section provides key facts about vaccine safety and effectiveness, side effects, immunity, how to find a vaccine, and what fully vaccinated people can begin to do again. There are descriptions on what we know and what we are still learning. A short video is included that provides information on how we know the vaccine is safe. <https://youtu.be/7bBmQaX2k4w>



[Educational Slide Deck](#)

This is an informational power point slide deck available in English and Spanish employers can use to educate their workforce via digital communications or a virtual meeting.



[Frequently Asked Questions \(FAQs\)](#)

These questions are separated into section for employers and employees. They are downloadable, printable, and available in both English and Spanish.

[Vaccine Fact Sheets](#)

The goal of the fact sheet is to proactively address the spread of vaccine misinformation.



[Template Letter for Employees](#)

This letter can be used to encourage employees to get vaccinated and demonstrate the company support behind vaccinations.

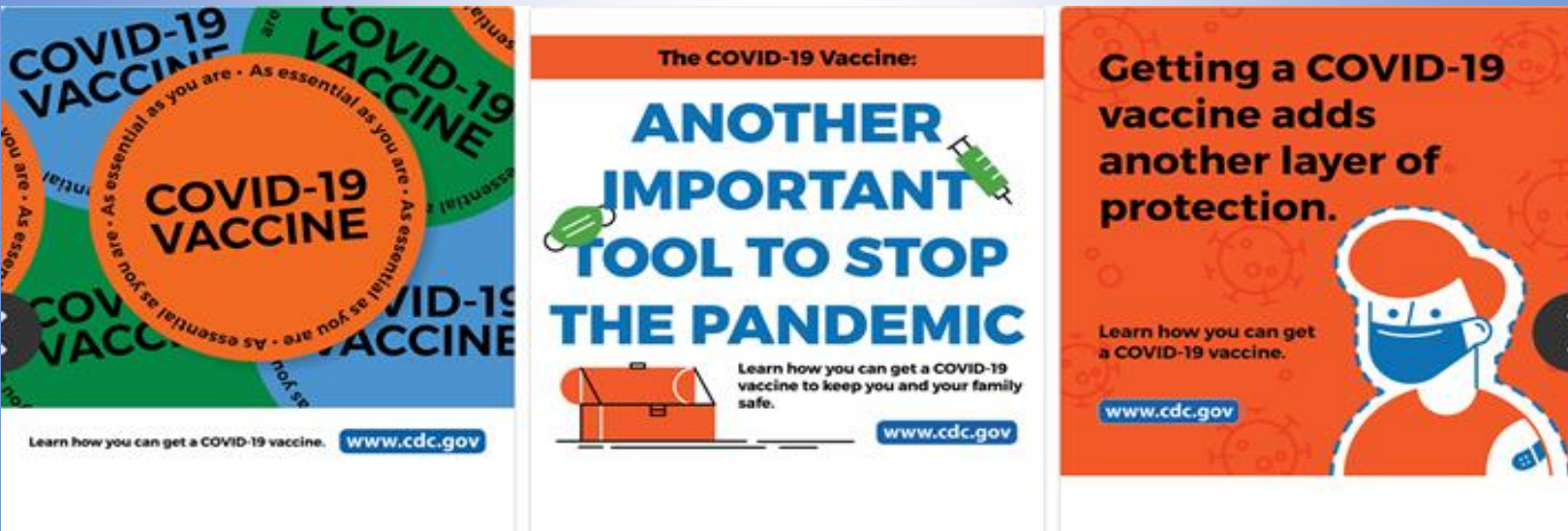
[Digital and Print Communication Resources](#)



These include posters, fact sheets, infographics, and fotonovela designed to be printed and posted in the workplace. The fotonovela is a comic-book style graphic telling the story of a daycare worker's decision to get vaccinated against COVID-19. Printable stickers are also available for staff to handout to people who have received a COVID-19 vaccine.

Social Media Messages

With social media being such a powerful tool in today's society these graphics can be posted to Facebook, Twitter, and LinkedIn. You can use them as-is with the hashtag **#SleeveUp** or include your own identity.



For further assistance or guidance contact our office at PA OSHA Consultation.

Phone: 800-382-1241 Web: www.iup.edu/pa-oshaconsultation/

Check us out on



























 Facebook: <https://www.facebook.com/Pennsylvania-OSHA-Consultation-Program-548810235234647/>

OR

 Twitter at https://mobile.twitter.com/pa_osha

Choosing Safer Activities

Accessible link: <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/participate-in-activities.html>

	Unvaccinated People	Examples of Activities	Fully Vaccinated People
		Outdoor	
Safest		Walk, run, wheelchair roll, or bike outdoors with members of your household	
		Attend a small, outdoor gathering with fully vaccinated family and friends	
		Attend a small, outdoor gathering with fully vaccinated and unvaccinated people, particularly in areas of substantial to high transmission	
Less Safe		Dine at an outdoor restaurant with friends from multiple households	
Least Safe		Attend a crowded, outdoor event, like a live performance, parade, or sports event	
		Indoor	
Less Safe		Visit a barber or hair salon	
		Go to an uncrowded, indoor shopping center or museum	
		Attend a small, indoor gathering of fully vaccinated and unvaccinated people from multiple households	
Least Safe		Go to an indoor movie theater	
		Attend a full-capacity worship service	
		Sing in an indoor chorus	
		Eat at an indoor restaurant or bar	
		Participate in an indoor, high intensity exercise class	

Get a COVID-19 vaccine



Prevention measures not needed



Take prevention measures

Wear a mask, stay 6 feet apart, and wash your hands.

- Safety levels assume the recommended prevention measures are followed, both by the individual and the venue (if applicable).
- CDC cannot provide the specific risk level for every activity in every community. It is important to consider your own personal situation and the risk to you, your family, and your community before venturing out.

- If you have a condition or are taking medications that weaken your immune system, you may NOT be fully protected even if you are fully vaccinated. Talk to your healthcare provider. Even after vaccination, you may need to continue taking all precautions.



[cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

C524153K 6/28/2021

This document can be found on the CDC website at the following links:

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/pdfs/choosingSaferAct.pdf>

<https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/participate-in-activities.html>

Stay in the Loop With Safe + Sound

SAFE + SOUND



HELPING BUSINESSES IMPLEMENT SAFETY AND HEALTH PROGRAMS IN THE WORKPLACE

Coming Soon! Safe + Sound Week Registration. **Safe + Sound Week** registration will open during the first week of July. Your organization will be able to sign up on the [Safe + Sound Week](#) webpage. All organizations looking for an opportunity to recognize their commitment to safety are welcome to participate.



New Heat Resources!

Heat illnesses can affect anyone, regardless of age or physical condition. The [Heat Illness Prevention Campaign's Prevent Heat Illness at Work Pamphlet](#) explains what employers can do to keep workers safe and what workers need to know to protect themselves in hot and humid conditions. Download it now in English or [Spanish](#)

It's Not Too Late! Take the Challenge

Looking for ways to move your business forward by preventing workplace injuries and illnesses?

Take the [Check on Safety Challenge](#)! Do this activity and earn your challenge coin. Share the results in your workplace or on social media using



Be Safe + Sound at Work: Find and Fix Hazards

Workplaces are always evolving as new technologies processes, materials, and workers are introduced. By adopting a systematic approach for finding and fixing hazards, businesses can stay on top of emerging hazards that could lead to injury or illness. Read ["Be Safe + Sound At Work. Find and Fix Hazards"](#) to learn ways to keep your workplace safe.





From the desk of the Project Director

John Mulroy, PhD, CSP

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Let's talk about return on investment...

Specifically the return on investment in safety and health which protects your workforce and makes your bottom line stronger.

As I mentioned in our January newsletter, research shows your small business is disproportionately at risk of a serious injury or fatality. Based on Bureau of Labor Statistics (2017) unpublished data, small businesses with < 99 workers incurred two-thirds of all occupational fatal injuries that year. While big name corporations suffer serious injuries and fatalities, the sad reality is most workers are dying in businesses very similar to yours.

This is a big wakeup call for all small high-hazard employers, and we at PA OSHA Consultation are here to help. With COVID-19 restrictions easing, we are visiting our clients onsite again following all state, federal, and client-specific health guidelines.

On May 27th I testified before the PA House Subcommittee on Worker Compensation and Worker Protection and shared with our elected representatives the following data provided by OSHA¹. In 2019, PA OSHA safety and health consultants identified exactly 4,000 hazards in Pennsylvania workplaces, 2,775 of which were deemed "serious." OSHA citations and steep financial penalties aside, the Office of Management and Budget estimates approximately 10% of those serious hazards would result in a major workplace accident if uncorrected.

The Office of Management and Budget and OSHA further determined the average cost of a serious injury is \$77,000, and the average cost of workers compensation-related benefits is \$30,526. Factoring in the indirect costs (hiring replacement worker, providing training, production downtime, etc.) a single serious workplace injury could easily cost a Pennsylvania small employer over \$110,000. That is staggering, and doesn't even consider the emotional and psychological toll borne by the injured worker, their family, and their coworkers.

Here's the "bottom line" so to speak. The resources you invest to prevent a serious injury will provide a significant return on that investment and working with PA OSHA Consultation makes financial sense – we are free to you. Our board-certified safety and health consultants come to you no-cost, you invest only your time, the time of your employee representatives while we collaborate, and your organization invests in the correction of the serious hazards we identify. This is the formula to prevent the next serious workplace injury or fatality.

You and your experienced safety and health consultant will identify, evaluate, and correct hazards present right now in your workplace. Together, partnering with PA OSHA Consultation at IUP, we can help you prevent needless OSHA citations and penalties and needless serious injuries or illnesses.

References

¹ https://www.osha.gov/sites/default/files/2018_Benefits_OSHA_On-Site_Consultation_Program_Economic_Analysis.pdf

All it takes is you reaching out to us and opening your workplace to this free compliance assistance service. This small investment will generate a huge return on investment for small, high-hazard Pennsylvania employers' bottom line – here are the details:

Pennsylvania On Site Consultation Program Economic Benefits: 2019		
	<u>Calculation estimates</u>	<u>FY 2019</u>
Serious Hazards Identified	# serious hazards identified & corrected	2,775 hazards
Minimum Injuries Avoided	~10% of serious hazards identified	277 injuries
Benefits to Workers from Avoided Injuries	(Injuries avoided (277) x \$77,000) ²	\$21,329,000
Benefits to the Workers' Compensation System from Reduced Claims	(Injuries avoided (277) x \$30,526) ³	\$8,455,702
Benefits to Employers from Indirect ⁴ Costs Avoided	(Benefits to WCS x 110%) ⁵	\$9,301,272
2019 Total Pennsylvania Private Sector Savings:		\$39,085,974

References

² Consistent with the Office of Management and Budget Circular A-4, OSHA assessed the value of avoided injuries using a WTP method, where the value is derived from the willingness of affected individuals to pay to avoid a marginal increase in the risk of a non-fatal injury. Workers place an implicit value on occupational injuries avoided, which reflects their willingness to pay to avoid monetary costs (for medical expenses and lost wages) and quality-of-life losses as a result of an occupational injury. OSHA estimated the value of avoided injury at \$77,000 per case (in 2015 dollars, which reflects the low end of estimates developed by Viscusi and Gentry, 2015).

³ Employer benefits are described in terms of workers' compensation savings. Typical workers' compensation injuries cost insurers about \$30,526 each, on average, based on the total program costs for workers' compensation and the total number of reportable injuries in the private sector (Baldwin and McClaren, 2016; Bureau of Labor Statistics (BLS), 2013).⁵ These will not be direct savings to the employer but to the workers' compensation system; however, the savings will eventually be realized to some extent by employers as insurance premium savings.

⁴ Indirect costs can include training replacement employees, accident investigation and implementation of corrective measures, lost productivity, repairs of damaged equipment and property, rework to damaged product, schedule and delivery delays, and costs associated with lower employee morale and absenteeism.

⁵ OSHA also estimated the benefits to employers of avoided indirect costs from occupational injuries, which include costs of hiring and training replacement workers, administrative costs, and lost productivity. The estimate used is from a Business Roundtable publication, Improving Construction Safety Performance, and is based on a study conducted by the Stanford University Department of Civil Engineering (OSHA, 2017). While the magnitude of indirect costs is inversely related to the seriousness of the injury, for the purposes of this analysis, OSHA used the lowest estimated ratio from the Business Roundtable publication and estimates that the indirect costs are equal to 110 percent of direct costs considered to be the cost of a workers' compensation injury.



If you haven't recently visited our website at IUP, or you haven't recently hosted PA OSHA Consultation onsite, please do so. Us, along with the no-cost PA Bureau of Workers Compensation PATHs training group, are here to assist. We have worked hard to keep up to date on federal and state COVID-19 related information so check in with us at IUP:

<https://www.iup.edu/pa-oshaconsultation/safe-return-to-work--covid-19/>

In closing, I ask you to please share this newsletter with your industry contacts, your vendors and suppliers, and your subcontractors. Just forward the email with the attached newsletter to spread the word about this no-cost OSHA compliance assistant service across Pennsylvania. "It's that easy." And remember to submit the surveys at the end of your written reports as your critical feedback enables us to continually improve.