



July 2016

July, 2016

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Safety News:

A roofer slipped and fell 12½ feet from the eave of a sloped roof.
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Oregon Minimum Wage P. 10



The OHBA/SAIF Safety Pages are an ongoing series of pages, designed to provide a selection of safety topics each month to OHBA members. Please use these pages to add to (or start) either a Safety Committee file or manual for your company. Some of the Safety Pages will be on general topics and others will be for Owner/Supervisors. The Owner/Supervisor Safety Pages will be on topics based more on compliance or suggested management safety practices.

IMPORTANT NOTICE OF RESPONSIBILITY

The Oregon Home Builders Association Safety Committee's purpose is to provide safety guidelines, information and resources to help our members work more safely and reduce jobsite accidents. Full and active monthly participation in safety meetings using the OHBA Safety Committee's agendas, topics and checklists will only meet safety committee requirements. It remains your responsibility to comply with all aspects of safety rules and regulations.

[David Davidson, Oregon Home Builders Association, Safety Consultant](#)

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SAFE A LIFE

Never Enter an Unprotected Trench!



**WORK SMART!
WORK SAFE!**

For your safety:

- ✓ Shore or shield trench walls or slope or bench trench walls.
- ✓ An excavation that has a depth of 4 feet or more must have a safe means for entering and exiting such as the use of ladders, ramps or stairways within 25 feet of workers.
- ✓ A designated competent person has classified soil at the excavation site with at least one manual test and one visual test.
- ✓ Know where underground utilities are prior to digging.
Call 811
- ✓ Keep excavated soil, heavy equipment and tools at least 2 feet back from the edge of the excavation.
- ✓ Inspect work area for hazards before entering trench and on a continuous basis.



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2013 Oregon Home Builders Association – Reviewed 6/2016 – 023 Trench Safety

SAFETY PAGE MEETING GUIDE

Topic: Trench Safety

Employer: _____ Project: _____

Date: _____ Time: _____ Shift: _____

Number in crew: _____ Number attending: _____

Safety or Health issues discussed. Include recent accident investigations and hazards involving tools, equipment, the work environment, work practices and any Safety or Health recommendations:

Follow up on recommendations from last safety meeting:

Record of those attending:

| Name: (please print) | Signature: | Company: |
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Supervisor's remarks:

Supervisor: _____ (Print) _____ (Signature)

Heat Stress

by David Davidson - HBA

OHBA Safety Pages

When the mercury hits 90 degrees or more, working outdoors can be uncomfortable and at times unsafe. Workers run the risk of developing a heat-related illness when physical exertion is combined with high humidity. Over the past five years, 32 workers received benefits through Oregon's workers' compensation system for heat-related illnesses. The workers who qualified for the benefit were disabled for three days or more.

Employers and workers should be familiar with some of the common indicators of heat exhaustion. A person overcome with heat exhaustion will still sweat but may experience extreme fatigue, nausea, lightheadedness, or a headache. The person could have clammy and moist skin, a pale complexion, and a normal or only slightly elevated body temperature. If heat exhaustion is not treated promptly, the illness could progress to heat stroke, and possibly even death.

SYMPTOMS OF HEAT STRESS DISORDERS:

Heat Cramps — Symptoms are painful spasms of the muscles. Heat cramps are caused when workers consume large quantities of water but fail to take in enough salt to replace the salt their bodies lost through sweating. Tired muscles are most susceptible to cramping.

Heat Exhaustion — Symptoms for this disorder are moist, clammy, pale skin; profuse sweating; extreme weakness or fatigue; dry mouth; dizziness; fast pulse; rapid breathing; muscle cramps; and nausea.

Heat/Sun Stroke — Symptoms are a very high body temperature (104° F or higher); lack of sweat; mental confusion, delirium or hallucinations; deep breathing and rapid pulse; hot, dry, red or mottled skin; and dilated pupils. Seek medical help at once for this condition.

Workers on construction sites may be at greater risk for heat illness due to heavy exertion, enclosed operator cabs with poor air circulation, and prolonged exposure to the sun.

The ideal situation to prevent heat illness and sun exposure injuries is to protect workers. Here are some tips:

- Learn the signs and symptoms of heat-induced illnesses and what to do to help other workers.
- Perform the heaviest, most labor-intensive work during the coolest part of the day.
- Slowly build up tolerance to the heat and the work activity (this usually takes up to two weeks).
- Use the buddy system to monitor the heat (work in pairs).
- Drink plenty of cool water (one cup every 15-20 minutes).
- Wear light, loose-fitting, breathable clothing (such as cotton).
- Protect the skin by wearing a brimmed hat, long sleeves and sunscreen with a SPF rating of at least 15.
- Protect your eyes with safety sun glasses that block at least 99 percent of both UV-A & UV-B rays.
- Take frequent short breaks in cool, shaded areas — allow your body to cool down.
- Avoid eating large meals before working in hot environments.
- Avoid caffeine and alcoholic beverages (these beverages make the body lose water and increase the risk of heat illnesses).



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2013 Oregon Home Builders Association – Reviewed 6/2016 – 026 Heat Stress

SAFETY PAGE MEETING GUIDE

Topic: Heat Stress

Employer: _____ Project: _____

Date: _____ Time: _____ Shift: _____

Number in crew: _____ Number attending: _____

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Supervisor's remarks: _____

Supervisor: _____ (Print) _____ (Signature)

Silica

OHBA Safety Pages

What Is Silicosis? Silicosis is lung damage caused by breathing dust containing extremely fine particles of crystalline silica. Crystalline silica is found in materials such as concrete, masonry, rock, ceramic tile, and drywall joint compound. When these materials are cut, ground, or sanded they can leave a fine dust suspended in the air. Breathing in these fine particles can produce lung damage.

How Do Construction Workers Get Exposed? Silica is a basic component of soil, sand and granite. Most crystalline silica comes in the form of quartz. Common sand can be as much as 100 percent quartz, therefore there are many ways to be exposed at construction sites. Silica occurs in many commonly used building products including mortar, grout, cement, stucco, plaster, bricks/blocks, rocks/stones, ceramic tile, drywall joint compound, and fiber-cement board (used for siding), as well as sandblasting materials.

Some Activities In Which Silica Dust May Be Present In The Air:

- Masonry work (e.g. mixing mortar, cutting brick/block, tuck pointing, etc.)
- Concrete work (e.g. sawing, grinding, drilling, jack-hammering, etc.)
- Dry sweeping of concrete, mortar and sand
- Sanding/finishing drywall joints
- Sawing fiber-cement board, stone or tile
- Demolition of concrete and masonry structures or plaster ceiling/walls
- Loading, hauling and dumping rock/stones as well as back fill against foundation walls, etc.

How Can Silica Exposure Be Reduced or Eliminated? The key to silicosis prevention is to prevent silica dust from becoming airborne. The Occupational Safety and Health Administration (OSHA) requires administrative or engineering controls be used whenever possible. A simple control may work: Example: A water hose to wet dust down at the point of generation. Some additional steps you can take to protect yourself:

- Conducting an Industrial Hygiene (IH) survey should be your first step in determining this hazard in your normal work operations. An IH survey should be done to determine air concentrations of respirable crystalline silica. From this data an employer can determine the proper protection plan for their employees. These IH surveys can be conducted by your workers' compensation provider, OR-OSHA or a safety consulting firm.
- Always use the dust control systems, which are available for many types of dust generating equipment, and keep it in good maintenance.
- When sawing concrete or masonry, use saws that provide water to the blade.
- Use local exhaust ventilation to prevent dust from being released into the air.
- Minimize exposures to nearby workers by using good work practices.
- Use abrasives containing less than 1 percent crystalline silica during abrasive blasting to prevent harmful quartz dust from being released in the air.
- The use of respirators should be considered a last resort when engineering or administrative controls are not possible or insufficient to achieve acceptable limits of exposure. Respirators should only be used in the absence of other dust control methods. Employees using respirators must be included in a Respiratory Protection Program that is compliant to 29 CFR 1910.134, *Respiratory Protection*, as adopted by the Oregon Occupational Safety & Health Division (OR-OSHA). This program should include medical screening, fit-testing, employee training, employee exposure data, and a cartridge change-out schedule. Refer to the manufacturer to determine a filter change out schedule.



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Supervisor's remarks: _____

Supervisor: _____ (Print) _____ (Signature)

Silica-related website resources:

- **OSHA (Occupational Safety and Health Administration)**
www.osha.gov/SLTC/silicacrystalline/
- **NIOSH (National Institute for Occupational Safety and Health)**
www.cdc.gov/niosh/topics/silica/default.html
- **eLCOSH (Electronic Library of Construction Safety and Health)**
www.cdc.gov/elcosh/docs/hazard/chemical_silica.html
- **MSHA (Mine Safety and Health Administration)**
www.msha.gov/S&HINFO/SILICO/SILICO.HTM
- **NAHB (National Association of Home Builders)** www.nahb.org/SAFETY

Safety Notes

Accident Report

Incident: Fall from roof

Industry: Roofing work contractor

Employees: Roofer/Construction worker

A roofer slipped and fell 12½ feet from the eave of a sloped roof.

The roofer went up to the roof to begin some roofing work, but he left his fall protection in the truck. Two other workers already on the roof told him to bring it up and put it on. They were already wearing their gear in fall-restraint mode. When the roofer started to go back down to get his fall protection, he slipped on the sloped roof, which still had the morning's moisture on it in spots, and almost knocked over the two other workers when he slid into them. After he got his gear from his truck, the roofer went back up on the roof. About that time, the company owner arrived at the site, but he didn't notice that the roofer was still not wearing fall protection. He needed a battery for a cordless drill, so he walked down the roof toward the eave and asked the owner to get him one from the truck. The owner threw a battery up to him as he approached the eave. When the roofer tried to catch it, he slipped and fell. The owner tried to catch him and took some of the momentum from his fall, but the roofer still broke both of his heels. He fell 12½ feet, landing on concrete.

Findings

The roofer had been trained in the proper use of fall protection, attended regular safety meetings, and knew when fall protection was required. He said during his interview that he had been trained and knew the rules when working from heights.

This was not the first time the owner arrived at a jobsite and saw the roofer on a roof without fall protection. He talked to the roofer about wearing fall protection the week before this accident. He said he was too nice and that he should start reprimanding his workers for safety violations.

Applicable standards (Oregon-OSHA Rules)

437-001-0700(21)(c) – The owner failed to report an overnight hospitalization within 24 hours. The sheriff's office told the owner to report the accident to Oregon OSHA.

437-001-0765(13) – The owner failed to document safety meetings for his employees; he held regular safety meetings, but did not document them.

437-003-0503(2)(a) – The owner failed to document a written certification training record for his employees; the training had been conducted, but not documented. *[I have attached an example with this email](#)*

437-003-1501 – “When employees are exposed to a hazard of falling 10 feet or more to a lower level, the employer shall ensure that fall protection systems are provided, installed, and implemented.” The owner did not require his employee to wear fall protection.

OREGON MINIMUM WAGE RATES

Effective July 1, 2016 to June 30, 2017



An employer shall pay an employee no less than the minimum wage rate for the region in which the employer is located. (See region descriptions below.)



Standard: \$9.75 per hour
Portland Metro: \$9.75 per hour
Nonurban Counties: \$9.50 per hour

All employers must comply with state laws regulating payment of minimum wage, overtime and general working conditions.

Regions

The "Standard" rate applies to the following counties, with the exception of those areas located within the urban growth boundary of a metropolitan service district: Benton, Clackamas, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, and Yamhill.

The rate for "Portland Metro" includes areas located within the urban growth boundary of a metropolitan service district.

The rate for "Nonurban Counties" applies to the following counties: Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, and Wheeler.

Employer Location

Employers are required to pay their employees at least the minimum wage rate in effect for the region where the employer is located. Employees who perform more than 50% of their work in a pay period at the employer's permanent fixed business location in Oregon must be paid at least the minimum wage rate for the region in which the employer's business is located. Employees who make deliveries as a part of their job and who start and end their workday at the employer's permanent fixed business location must be paid at least the minimum wage rate for the region in which the employer's business is located. Employees who do not perform more than 50% of their work in a pay period at the employer's permanent fixed business location in Oregon must

be paid at least the minimum wage rate for the region in which the employee performs work.

General Working Conditions

Overtime: Unless exempt, employees must be paid time and one-half the regular rate of pay for any time worked over 40 hours a week or, for domestic workers residing in the home of the employer, over 44 hours a week.

Tips: Employers may not use tips as credit toward minimum wages owed to an employee.

Deductions: Employers may make deductions from wages that are required by law, authorized by a collective bargaining agreement, are for the fair market value of meals and lodging provided for the private benefit of the employee, are for the employee's benefit and are authorized in writing, or for an item in which the employer is not the ultimate recipient and the employee has voluntarily signed an authorization. An itemized statement of deductions made from wages must be provided with each paycheck.

Time records must be kept by employers for at least two years. **Payroll records** must be kept by employers for at least three years.

Regular paydays must be established and maintained. A pay period may not exceed 35 days.

Meal periods of not less than 30 minutes must be provided to non-exempt employees who work six or more hours in one work period. Ordinarily, employees are required to be relieved of all duties during the meal period. Under exceptional circumstances, however, the law allows an

employee to perform duties during a meal period so long as they are paid. When that happens, the employer must pay the employee for the entire meal period.

Paid rest periods of at least 10 minutes for adults (15 minutes for minors) must be provided during each four-hour work period or major part of four hours worked. (There are narrow exceptions for adult employees working alone in retail/service establishments.) Certain employers are required to provide additional rest periods to employees to express milk for a child. With the exception of certain tipped food and beverage service workers, meal and rest periods may not be waived or used to adjust working hours; however, meal and rest period provisions may be modified by the terms of a collective bargaining agreement.

Final paychecks: When an employee is discharged by an employer or the employee and employer mutually agree to the termination, the final paycheck is due no later than the end of the first business day after the discharge. If an employee quits with 48 hours or more notice, wages are due on the last working day (excluding Saturdays, Sundays and holidays). If an employee quits without at least 48 hours notice, wages are due in five days (excluding Saturdays, Sundays and holidays) or on the next payday, whichever occurs first. (There are some exceptions. Contact the nearest Bureau of Labor and Industries office for information.)

Domestic Service Employment: Special rules apply to persons employed as domestic workers. Contact the Bureau of Labor and Industries for more information.

For Additional Information

Contact the Bureau of Labor and Industries:
 Online: www.oregon.gov/boli • Email: whdscreeener@boli.state.or.us
 Eugene.....541-686-7623 Technical Assistance for Employers Program: 971-673-0824
 Portland.....971-673-0761 TTY: 711
 Salem.....503-378-3292

PENALTIES: Willful failure to pay wages due to an employee upon termination may be penalized by continuation of the employee's wages up to a maximum of 30 days.

This is a summary of Oregon's laws relating to minimum wage and working conditions. It is not a complete text of the law.

THIS INFORMATION MUST BE POSTED IN A CONSPICUOUS LOCATION