

COLLAB HOUR



Weekly Webcast
for Members

Keeping Brewery Employees Safe + Sound

An OSHA Program Overview and Brewers' Perspectives

Disclaimer

This information has been developed coordinated by OSHA Compliance Assistance Specialists and is intended to assist employers, workers, and others improve workplace health and safety. While we attempt to address specific topics [or hazards], it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in this presentation. This information is a tool for addressing workplace hazards and is not an exhaustive statement of an employer's legal obligations, which are defined by statute, regulations, and standards.

This document does not have the force and effect of law and is not meant to bind the public in any way. This document is intended only to provide clarity to the public regarding existing requirements under the law or agency policies. It does not create (or diminish) legal obligations under the Occupational Safety and Health Act. Finally, OSHA may modify rules and related interpretations in light of new technology, information, or circumstances; to keep apprised of such developments, or to review information on a wide range of occupational safety and health topics, you can visit OSHA's website at www.osha.gov.



OSHA Region II – BA Collab Hour

Safe and Sound program – Agenda



Time	Topic	Speaker
1:00 – 1:05pm	Welcome and program review	Katie Fromuth, Tech. Brewing Projects Mgr. – Brewers Assoc. Nick Donofrio, Compliance Assistance Specialist, OSHA Region II
1:05 – 1:10pm	Opening Remarks	Pamela Barclay, Health Scientist, Directorate of Standards and Guidance, OSHA
1:10 – 1:40 pm	Safe and Sound Information Sharing *Management Leadership *Employee Involvement *Finding and Fixing Hazards	Scott Osborn, President – Fox Run Vineyards - Penn Yan, NY Brock Ashburn, VP Highland Brewing Company - Asheville, NC Andrew Kolinski, Dir. of Brewing Operations – Highland Brewing
1:40 – 1:45pm	Consultation resources to develop your Safety Program	Joseph Luckert, Program Manager, NYS DOL- On-Site Consultation Program
1:45 – 1:55pm	Safety program resources	Nick Donofrio, Compliance Assistance Specialist, OSHA Region II

Safe + Sound

Pamela Barclay

Director, Office of Technological Feasibility
OSHA's Directorate of Standards and Guidance

A year-round campaign to encourage every workplace to have a safety and health program







Shifting the Safety Curve

Goal

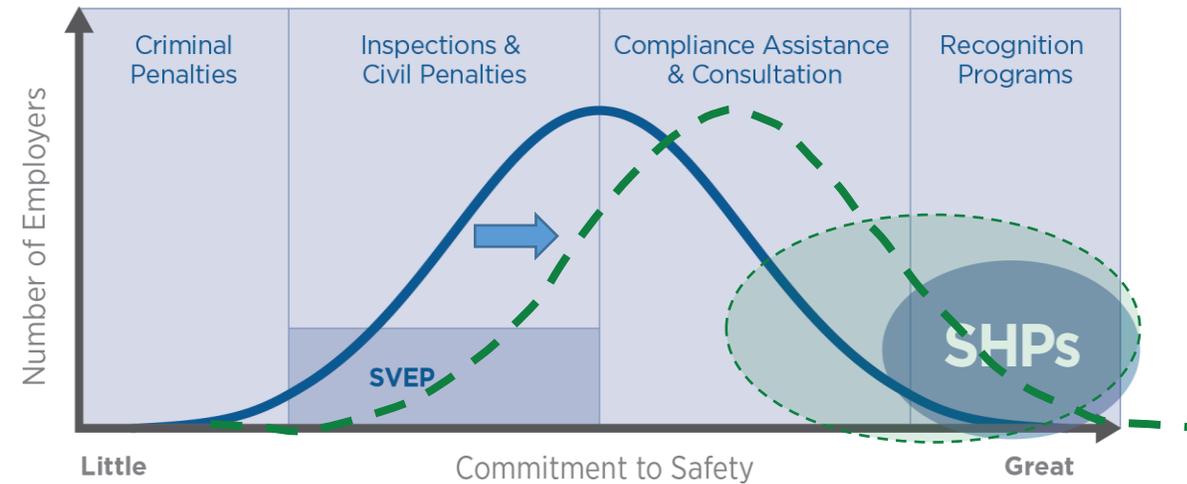
To shift American businesses and organizations along the safety curve

Issue

OSHA's current regulatory and enforcement efforts alone are not going to drive **10 million employers** to better safety and health performance

Solution

- Every workplace should have a safety and health program
- Meet businesses where they are
- Build partnerships



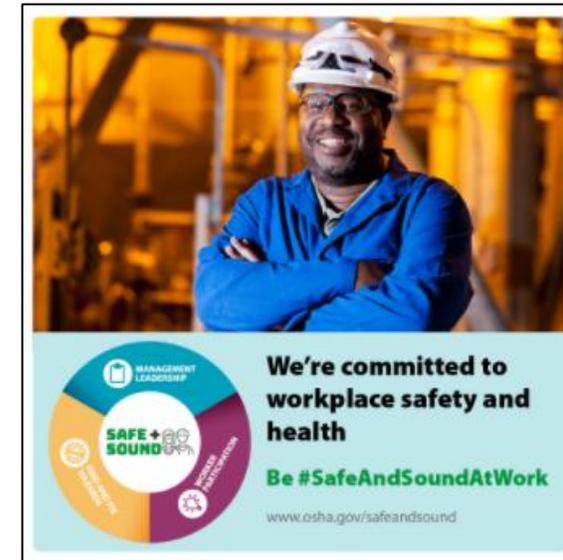


Safe + Sound Campaign

EVERY business and workplace needs a SHP that includes:

- Management Leadership
- Worker Participation
- Systematic Approach to Find and Fix

Many valid approaches: choose one
(OSHA, NSC, ANSI, ISO, state plan standards)



Wherever your business is on the safety curve, take a step in the right direction.



Why Participate in Safe + Sound?

- Show your commitment to safety and health
- Kick off a new safety and health program or energize an existing program
- Proactively identify and manage workplace hazards before they cause injury or illness
- Celebrate safety successes
- Improve the bottom line



Receive a Monthly Newsletter



HELPING BUSINESSES IMPLEMENT SAFETY AND HEALTH PROGRAMS IN THE WORKPLACE

Learn How to Conduct Self-Inspections

At the core of every effective safety and health program is a systematic process for finding and fixing workplace hazards. Self-inspections are a critical part of a safety and health management system. These inspections are important in identifying new or emerging hazards, and ensuring the safety and health of workers. View [Maryland Occupational Safety and Health \(MOSH\) Consultation Services' microlearning on conducting self-inspections.](#)



Encourage Workers to Participate

Workers often know the most about potential workplace hazards associated with their jobs, and they may be able to recommend simple, effective solutions. Managers should create an environment where workers feel encouraged to speak up and offer their input. Learn how to [include worker participation in your business' safety and health policy.](#)



www.osha.gov/safeandsound



PARTNERSHIP NEWS

Last Chance to Take the Partner Survey

Last call! The Safe + Sound [Partner Survey](#) will close this week. Please spare a few minutes of your time to share feedback about your partnership experience and suggestions for the future.

American Heart Month

February is American Heart Month, a time when all people can focus on their cardiovascular health. Safe + Sound has partnered with the American Heart Association to raise awareness about the role heart health plays in workplace safety and health. This month will feature a new Partner Seminar Series and an infographic.

Partner Seminar Series: American Heart Association

Is your workforce prepared to respond to a workplace cardiac or first aid emergency? [Research](#) says 50% may not be.

Most individuals across industries believe that being trained in First Aid CPR/AED use is important to their roles, but many have never received training. Join OSHA and the American Heart Association for the next Safe + Sound Partner Seminar Series, "Is your workforce prepared to respond to a workplace cardiac arrest or first aid emergency?" on **Wednesday, February 15, 2023 at 2:00pm EST/1:00pm CST.** The discussion will cover essential workplace topics and share tips, tools, and OSHA heart-related resources that are vital to workplace safety and health.



American Heart Association & OSHA Webinar Series:

Is Your Workforce Prepared to Respond to a Cardiac Arrest or First Aid Emergency? Research says 50% may not be.

Join the American Heart Association and OSHA Heart Month webinar on construction workplace safety and wellness as well as Safe + Sound tips and tools essential to the safety of our workers.

**Wednesday, February 15, 2023
1:00 pm CST**

Register Now

Register today and be entered to win a Heartsaver Virtual Training Kit



[Register Here](#)

<https://www.osha.gov/safeandsound/#signUp>



Take the Challenges

- Complete actions to put management leadership, finding and fixing hazards, and worker participation into practice.
- Share your progress on social media.
- Receive a virtual challenge coin.



SAFE + SOUND

CHECK ON SAFETY Take the Challenge

Finding and fixing hazards is a core element of a workplace safety and health program. This can help you move your business forward to prevent workplace injuries and illnesses.

Start building your approach by taking this **Check on Safety Challenge**. Do this activity and earn your challenge coin!

Share the results in your workplace or on social media to show that you are **#SafeAndSoundAtWork**. Challenge others to **#CheckOnSafety**.

Identify

- Review your workers' compensation claim records and **OSHA injury logs** to prioritize areas for improvement.
- Conduct a **safety walk-around** to inspect your workplace for hazards.
- Focus on hazardout tasks by doing a job hazard analysis.

Involve

- Offer workers a way to report hazards they find on the job.
- Provide training on hazard awareness and control.

Plan

- Make a plan to control hazards and review regularly.
- Prepare your workplace for non-routine operations and emergencies.

Control

- Select controls that are the most feasible, effective, and permanent.

You did it! Download your challenge coin at www.osha.gov/safeandsound.



<https://www.osha.gov/safeandsound/activities/>



Safe + Sound Week

- **What is Safe + Sound Week?**

A nationwide event to raise awareness and understanding of the value of safety and health programs in workplaces

Recognizes the successes of businesses that have adopted programs to improve workplace safety and health.

- **Who is encouraged to participate?**

Organizations of any size/industry that want to show a commitment to safety.

- **August 7-13, 2023**

- **Focus area: Mental Health**



www.osha.gov/safeandsoundweek



YEAR IN REVIEW

Reaching the heights of safer workplaces

113,797

People
received safety and health resources

1,500

People on Social Media
mentioned Safe + Sound Week reaching 763,000,000 followers

3,336

Businesses
held Safe + Sound Week events

228+7

Partners + Organizers
supported our goal of a safety and health program in every workplace

PROMOTED SAFETY CULTURE

“ Created a culture of safety and lets workers know their ideas are welcome
Showed stakeholders how safety is as a fundamental business pillar
Shared a common theme across the country, not just within our company ”

IMPROVED PROGRAMS

“ Provided new ideas and strategies to implement new safety and health protocols
Found areas that needed improvement or training ”

ENGAGED WORKERS

How did you benefit?

“ Developed several methods to engage team members that normally do not engage
New employees spoke up because management and all team members are on the same page ”



osha.gov/safeandsound

[#safeandsoundatwork](https://twitter.com/safeandsoundatwork)



THANKS!

SAFE & SOUND

Management Leadership



Scott Osborn

President & Co-Owner

Fox Run Vineyards

HISTORY & INFORMATION

- Purchased in 1994 by Scott Osborn & Andy Hale
- Family-owned winery making estate wines
- 50 acres of Vineyards
- 14 wineries on Seneca Lake in 1994
 - Over 100 in 2023
- Began producing 2,300 gallons
 - Now produce over 60,000 gallons at Fox Run
- Started with two full-time employees
 - Now have 14 full-time and roughly 40 part-time employees
- Named a “Sharp Company” in 2005
- Named a “Top 100” winery in 2008



Employer Leadership

SAFE + SOUND 

When & Why

- 1994: We hadn't thought much about safety training
 - A story from our forklift trainer
 - I realized I had 10 full-time & 30 part-time employees that I wasn't sure if they knew anything about safety
 - I had to educate myself on what is involved in safety & safety training
- 2005: Heard about a free program through NYS DOL
 - Called for information

Where we are now

- Monthly safety meetings with our managers
- Enlisted one employee to work with me and oversee safety
- DOL consultants continue to be a big help for us
- Incredibly important for small businesses to lead with safety
- We now have one of the best safety records in the country
- The Sharp Program is one of the best ways to stay current
- Stick to the plan & make corrections





THANKS!

SAFE & SOUND

Employee Involvement



Brock Ashburn

Vice President

Highland Brewing Company



Safety Culture

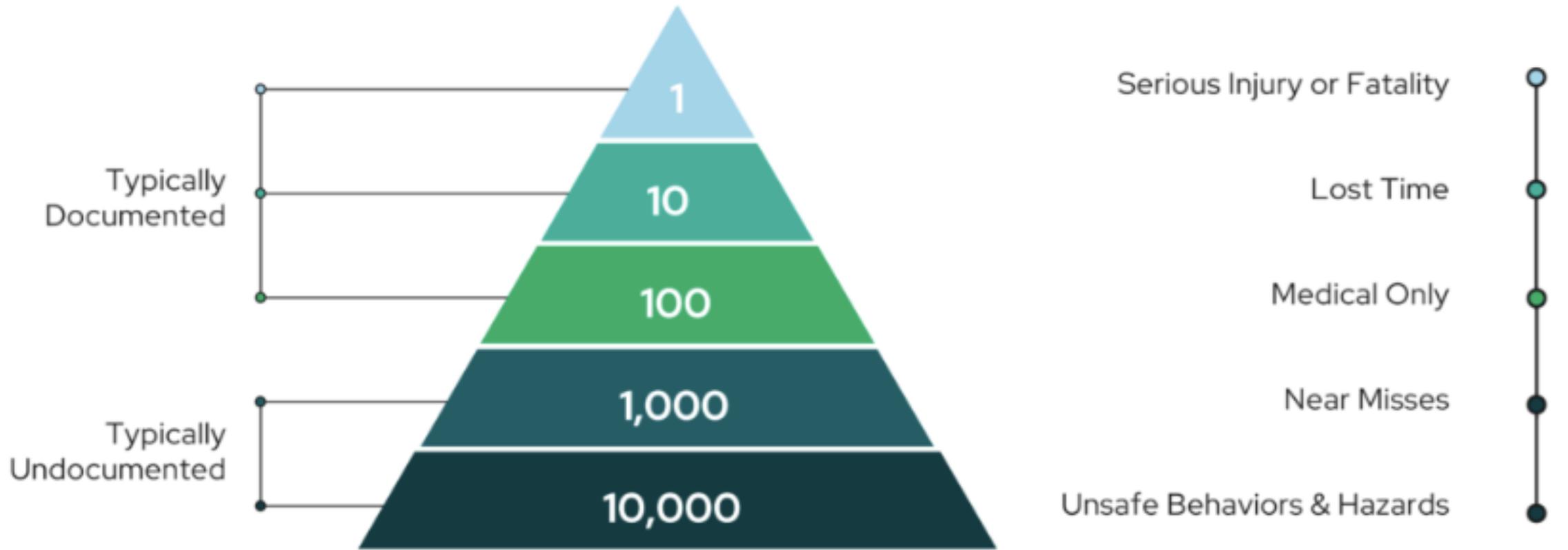


MAKE THE CALL!

- NCDOL Consultative Services
- SHARP program suggested by our “consultants”
- Build better systems to ensure documentation and buy-in from employees



Near misses are a good thing...



HIGHLAND · SINCE 1994 · BREWING

NEAR MISS / UNPLANNED EVENT REPORT

NEAR MISSES ARE EVENTS THAT COULD HAVE LED TO BODILY HARM AND/OR PROPERTY LOSS BUT DIDN'T - THIS TIME.

DATE/TIME OF EVENT		PERSON REPORTING	
LOCATION OF EVENT			
OTHERS INVOLVED ALL ARE ENCOURAGED TO FILE SEPARATE REPORTS			
DETAILED DESCRIPTION OF EVENT			
<input type="checkbox"/> CONTINUED ON REVERSE			
EQUIPMENT INVOLVED			
CHEMICALS INVOLVED (IF ANY)			
PPE USED (IF ANY)			
HOW COULD HAVE EVENT BEEN AVOIDED			

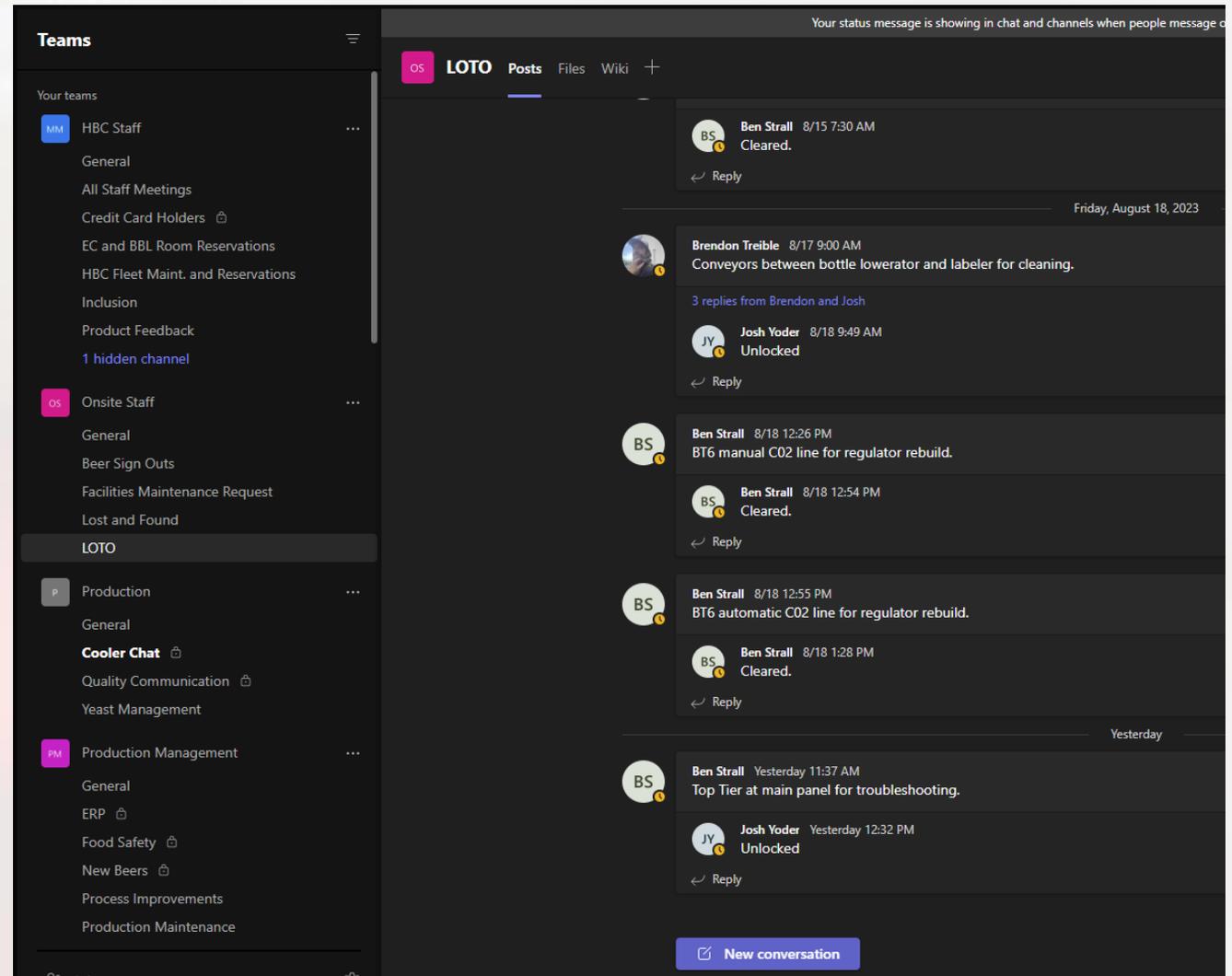
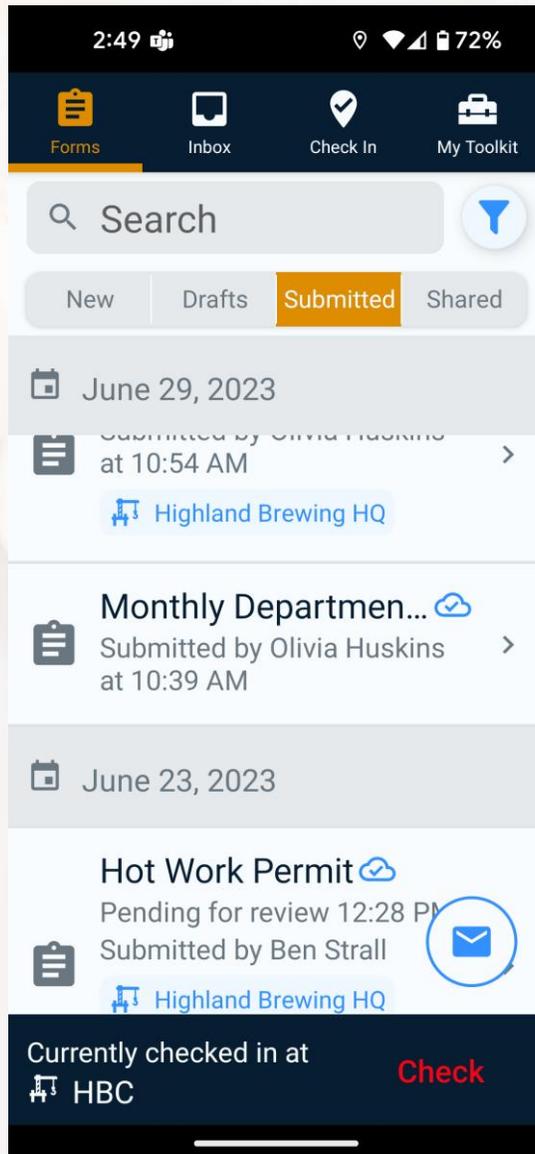
SUPERVISORS REVIEWING REPORT		
RECOMMENDATIONS		
<input type="checkbox"/> CONTINUED ON REVERSE		

...but only if they are documented & followed up upon

=



Make it easy to do



It takes a village



Buddy Amerson, CSP, MBA
Occupational Safety Consultant
NCDOL- Consultative Services Bureau
980-622-1248

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Industrial Hygiene Consultant
NCDOL – Consultative Services Bureau
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SAFE & SOUND

Finding & Fixing Hazards



Andrew Klosinski

Brewery Operations Director

Highland Brewing Company



SHOW ME SAFETY IDEAS!

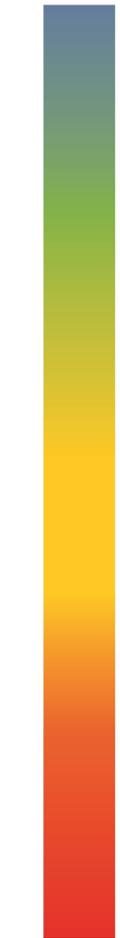
SHOW ME THE MONEY!

imgflip.com



The Hierarchy of Controls

Most effective



Least effective

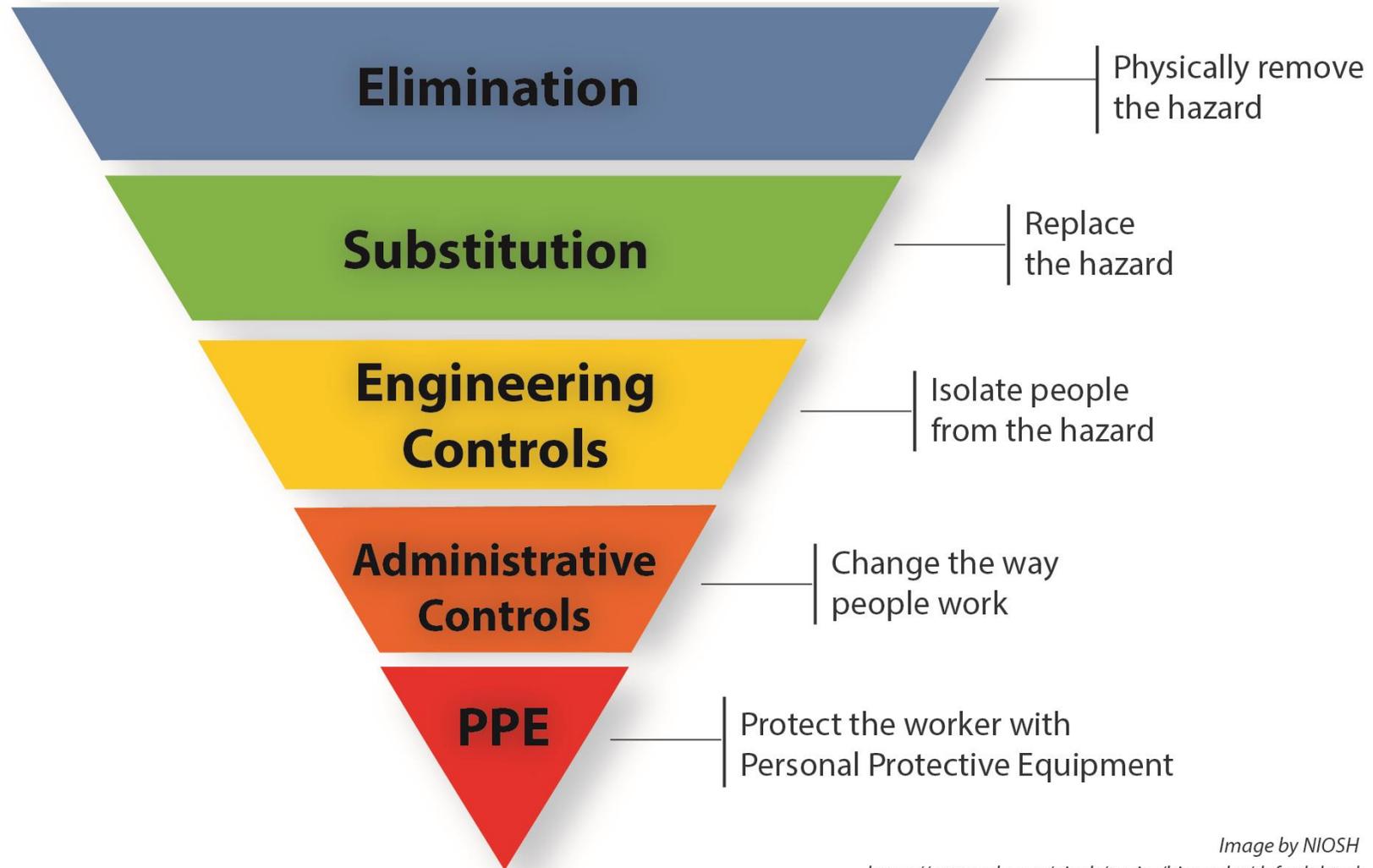
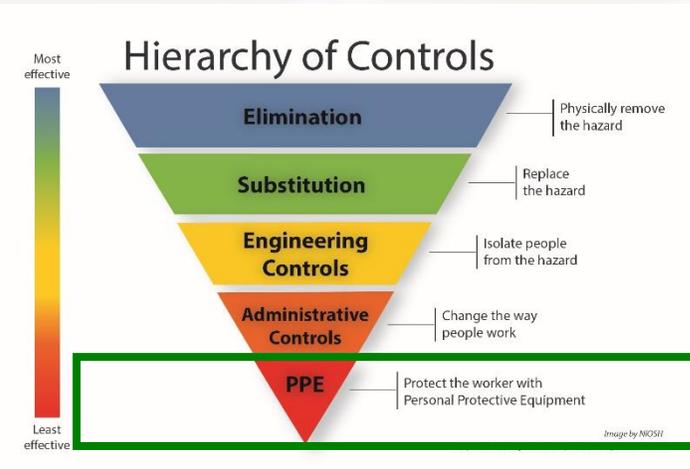


Image by NIOSH

<https://www.cdc.gov/niosh/topics/hierarchy/default.html>

Access to and Tracking of PPE



Originated by: Ops Management

Addresses:

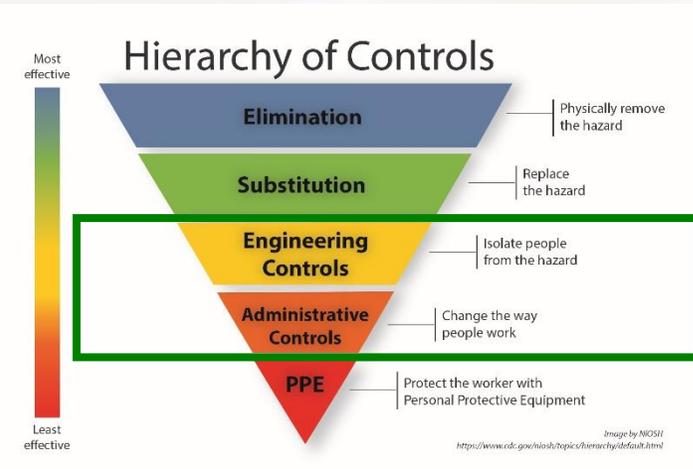
Access to PPE

PPE OOS

Tracking - use / abuse



Centrifuge Relocation & Infrastructure



Originated by: Brewing Team

Addresses:

Ergonomics

Quality

Maintenance

Reduced downtime



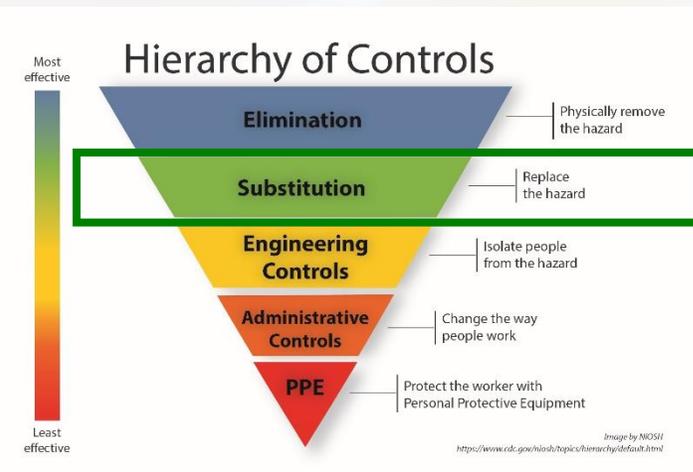
Past State

- Centrifuge and lenticular filters were crammed between an aisle of FV cones
- Loud, dark, cramped environment
- Bi-annual service required the centrifuge to be temporarily relocated and upwards of four dedicated people
- Typical service lasted three days

Current State

- Centrifuge and filters are in the open
- Well lit, full access, less trapped noise
- Overhead trolley allows service to be performed in-situ with one person
- Typical service is now 1-1/2 days





Hop Cannon

Originated by: Brewing Team

Addresses:

Overhead work hazards
Ergonomics
Quality
Process cycle time

Project
education and
support with
Wicked Weed



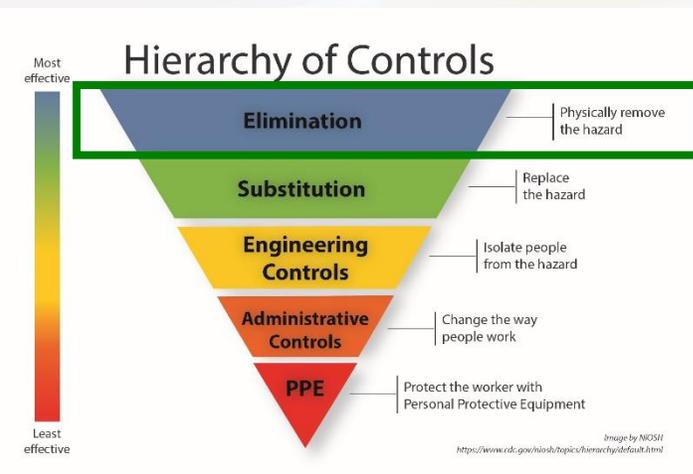
Past State

- Use of a 30' articulated lift
- Staffed by a brewer and spotter
- Physically lift hundreds of pounds of hops
- Opened and added through the tank top
- Three-hour process

Current State

- All work is done from the ground
- Staffed by one brewer
- Cannon, hops and piping are all CO2 purged
- 30-minute process





Can Line Bypass to Palletizer

Originated by: Packaging

Addresses:

- Repetitive work
- Ergonomics
- Process cycle time
- Staff utilization



The can line originally required five technicians.
Now it can operate with three.



“I’m not crazy. It’s safety!”



It's a miracle. It's really a sort of a miracle because it happens every [day].

*You have to do something.
You have to take a chance.
You have to get involved.*

*You won't be one of these [people] who says,
'Safety is once a year, and it's a fraud.' **It's not.** It can happen every day.
You've just got to want that feeling. And if you like it and you want it, you'll
get greedy for it. You'll want it every day of your life, and it can happen to
you.*

*I believe in it now.
I believe it's going to happen to me now.
I'm ready for it. And it's great. It's a good feeling.
It's really better than I've felt in a long time.
I'm ready."*

- Bill Murray as Frank Cross in “Scrooged”



THANKS!

On-Site Consultation Services

Joe Luckert

Program Manager – NYDOL On-Site Consultation Program

NYS Dept. of Labor On-Site Consultation Program

- Funded by OSHA* and New York State.
- Designed to help small- and medium-sized employers reduce workplace injuries and to help assist in OSHA compliance.
- Free site hazard assessment surveys, air and noise sampling, and safety training.
- No penalties or fines.
- Participation is voluntary; must be invited in by management.
- The employer chooses the scope of our services.
- Staffed by experienced safety professionals, trainers, and industrial hygienists.
- The employer must agree to correct all imminent danger and serious hazards identified.
- The employer receives a written report providing the survey findings.
- Nine offices around the state.
- Several hundred surveys done each year.
- Video about the program at <https://youtu.be/9ND6Qu2h38Y>
- Website: <https://dol.ny.gov/site-consultation-program>
- Email: onsite@labor.ny.gov
- Main phone: (518)-457-2810

* The NYS On-Site Consultation Program is 90% federally funded with \$3,776,900 of federal funds.



THANKS!



Resources for Creating a Safety and Health Program





Resources for Creating a Safety & Health program

- Management Leadership – Walk the Talk

<https://www.osha.gov/safeandsound/safety-and-health-programs/management-leadership>

- Building Your Case
- Writing Your Policy
- Management Safety Pledge

- Employee Involvement – Engaging Workers

<https://www.osha.gov/safeandsound/safety-and-health-programs/worker-participation>

- Inclusion in our Policy
- Workers Rights
- Safety Climate Assessment



List of Resources

- Finding / Fixing hazards – Prevent injuries/illnesses

<https://www.osha.gov/safeandsound/safety-and-health-programs/find-and-fix-hazards>

- Engaging Workers
- Hazard Identification
- Employer Heat Checklist

List of Resources



- Excellent discussion of S+S concepts by three experienced S&H professionals
 - <https://www.youtube.com/watch?v=gxKZrq3N3Zg>
- OSHA's Small Business Handbook - <https://www.osha.gov/smallbusiness>
- OSHA's Safety Pays program - <https://www.osha.gov/safetypays/>
- Free Training Programs "Harwood Grants" - <https://www.osha.gov/harwoodgrants>
- OSHA Education Centers - <https://www.osha.gov/otiec>

OSHA Region II – BA Collab Hour Safe and Sound program, August 31, 2023



Thank you for attending

Find educational materials on today's topic at – [OSHA.gov/safeandsound](https://www.osha.gov/safeandsound)

Locate your state's safety consultation service at – [OSHA.gov/consultation](https://www.osha.gov/consultation)

Special Thanks

Pamela Barclay – OSHA Directorate of Standards and Guidance

Scott Osborn – Fox Run Vineyards

Brock Ashburn & Andrew Kolinski – Highland Brewing Company

Joseph Luckert – NYS On-Site Safety Consultation

Katie Fromuth & MacKenzie Staples - Brewers Association



Q&A