



Are Your Employees SAD this winter?¹

Generally, the first thought that comes to mind when you hear the words “environmental health & safety” is OSHA worker safety or environmental regulations. Much of OSHA focuses around how to prevent an injury from operating equipment, working in certain environments or handling hazardous materials. However, little is discussed about an employee’s “well being” which encompasses a broad spectrum including management of stress, abuse of substances and mental health disorders. An article in J.J. Keller’s “Safety Clicks” discusses this exact issue of “well being”.

As you are well aware, an employee’s mental health is vital to an employee’s ability to perform his/her duties. If your employees are tired and cranky, it may be more serious than the demanding schedule of the holiday season.

SAD (Seasonal Affective Disorder) is a type of winter depression that affects an estimated half a million people every winter. It is thought to be caused by a biochemical imbalance in the hypothalamus due to the shortening of daylight hours and the lack of sunlight in winter. For many people, SAD is a seriously disabling illness, preventing them from functioning normally without continuous medical treatment. For others, it is a mild but debilitating condition causing discomfort but not severe suffering.

What are the symptoms?

The symptoms of SAD usually recur regularly each winter, starting between September and November and continuing until March or April. Symptoms can include sleep problems, lethargy, overeating/increased appetite for carbohydrates, depression, social problems, anxiety, loss of libido, and mood changes. Most sufferers show signs of a weakened immune system during the winter and are more vulnerable to infections and other illnesses. SAD symptoms disappear in the spring, either suddenly with a short period (e.g., four weeks) of hypomania or hyperactivity, or gradually, depending on the intensity of sunlight in the spring and early summer.

Light up your life ...

The best way to handle this disorder is to spend at least a half hour a day in the sunlight. Go outside or sit by a large window. A mid-day walk will alleviate many of the symptoms. The more bright light you are exposed to each day, the better. People suffering from SAD should also carefully manage sleep patterns. Avoid getting in the habit of staying up later on Friday and Saturday and “sleeping in” the next morning. Go to bed and get up at set times every day. Make sure you get enough sleep. Therapy is also available for treating the disorder. Light therapy is proven to be effective in up to 85 percent of diagnosed cases. Patients are exposed, for up to four hours per day (average 1-2 hours), to very bright light. Ordinary light bulbs and fittings are not strong enough.

¹ J. J. Keller & Associates, Inc., SafetyClicks™, The Ideas Edition, December 2002 - Volume 2 Number 3

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Antidepressant drugs are not usually helpful for SAD as they exacerbate the sleepiness and lethargy that are symptoms of the illness. Some non-sedative drugs (like sertraline/Lustral, paroxetine/Seroxat, and fluoxetine/Prozac) alleviate the depressive symptoms of SAD and combine well with light therapy. Other psychotropic drugs (e.g. lithium, benzodiazepines) are not widely useful in the treatment of SAD. Psychotherapy, counseling, or complementary therapy may be necessary to help the sufferer relax, accept their illness, and cope with its limitations.

Tips for Marking a Facility²

In a recent addition of J.J. Keller's "Safety Clicks", there was an article offering tips for making your facility markings more effective. These tips will help you identify certain workplace situations where you can warn employees or communicate hazards more effectively through the use of safety signs, labels, tags, barricades, signals and other markings to prevent a workplace incident. The following is the list of tips for making your markings more effective.

- 1. Know OSHA marking requirements.** Many OSHA standards require signs, markings, or labels. Generally, things such as load ratings, chemical identity, electrical information, and certain location designations (confined spaces, exit routes, etc.), require marking of some kind. A few marking standards commonly cited by OSHA include: Lockout/Tagout, Hazard Communication, Electrical, Aerial Lifts, Fall Protection, Walking-Working Surfaces, Confined Spaces, Scaffolding, Ladders, and Personal Protective Equipment.
- 2. Use industry standards.** You may find the following industry standards helpful regarding marking size, layout, letter style and size, surface finish, and durability: (1) Manual on Uniform Traffic Control Devices; (2) ANSI Z535.2-2002, Environmental and Facility Safety Signs; (3) ANSI Z535.4-2002, Product Safety Signs and Labels; and (4) ANSI Z535.5-2002, Accident Prevention Tags (for Temporary Hazards).
- 3. Follow OSHA wording.** OSHA will often specify the exact signal word and message required. When this is the case, make sure your signage contains the exact wording. When OSHA does not specify exact wording for a sign, make sure the sign is effective. In general, the wording of any sign should: (1) Be easily read and to the point; (2) Contain sufficient, easy-to-understand information; (3) Make a positive suggestion; and (4) Be accurate in fact.
- 4. Provide a signal word.** Signs and tags should contain a signal word and a major message that indicates the specific hazardous condition or the instruction to be communicated to the employee.
- 5. Make sure signs are understood by non-English speaking workers.** Many OSHA regulations call for the use of English markings. However, workplaces employ more and more employees who speak only foreign languages. Employers and government agencies are beginning to realize that the language barrier accounts for greater rates of injury and illness for those who do not understand English. One solution may be to select marking formats that incorporate both English and another primary language.

² J.J. Keller & Associates, Inc., SafetyClicks™, The Ideas Edition, December 2002 - Volume 2 Number 3

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6. Use symbols and pictorials. Because workers come from varied backgrounds and cultures, social, reading, and comprehension skills can sometimes differ. Symbols carry universal meaning and they allow for fast communication of hazards and information. Some common hazard symbols include the radiation and biohazard symbols. While these symbols are generally not substituted, employers may develop unique symbols and signs for other hazards.

7. Pay attention to placement. When selecting a sign, consider the environment where the sign will be placed and select a sign with a reasonable life expectancy. This may include protecting signs in some manner. Proper illumination or retroreflectorization should also be considered. Signs must be placed where they are visible and can alert employees in time to avoid the related hazard. Signs must not be blocked by doors, racks, or other items. Faded, defaced, or damaged signs must be replaced. Also, if related hazards no longer exist, the signs must be removed or covered.

OSHA Recordkeeping for Hearing Loss³

Beginning Jan. 1, 2004, employers will be required to check a hearing loss column to record work-related cases meeting the new recording criteria established by the Occupational Safety and Health Administration. **The new criteria go into effect in 2003. Under the new rule, the criteria will record 10-decibel shifts from the employee's initial hearing test when they also result in an overall hearing level of 25 decibels.** The old criteria recorded 25-decibel shifts.

OSHA has issued a clarification on three matters relating to recording occupational hearing loss in conjunction with the final rule: audiometric tests for workers in the shipbuilding industry; computation of a standard threshold shift for determining recordable hearing loss and how OSHA will treat an expected increase in the number of recorded cases resulting from new recordkeeping definitions requirements.

The first clarification regarding audiometric tests for workers in the shipbuilding industry is a correction in the preamble to the final rule. The shipbuilding industries **ARE** covered by the 29 CFR Part 1915 Standards and are required to comply with a number of 29 CFR Part 1910 standards, including the §1910.95 requirements for occupational noise and computation of a standard threshold shift for determining recordable hearing loss.

The second clarification regarding computation of a standard threshold shift (STS) for determining recordable hearing loss states the computation of a STS is to be determined by comparing the employee's current audiogram to the employee's baseline audiogram, which may be the original audiogram taken when the employee was first placed in a hearing conservation program, or the revised baseline audiogram allowed by the Occupational Noise Exposure standard. This can be done pursuant to Section 1904.10 regulation which states "[u]se of existing measurements employers are already using to comply with the OSHA noise standard, resulting in less paperwork burden for employers covered by both rules" (67 FR 44040).

OSHA's former recording criteria required the employer to track separate baselines for recording and hearing conservation purposes. However, the new Part 1904 hearing loss recording system relies on the existing 1910.95 calculations, and separate baselines will no longer be required. In short, under the new Part 1904, a recordable hearing loss case occurs when an employee experiences an STS (as defined in 29 CFR 1910.95), the STS is work-related, and the employee's aggregate hearing loss exceeds 25dB from audio metric zero.

³ OSHA News Release - 12/16/2002

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The last clarification regarding the way OSHA will treat an expected increase in the number of recorded cases resulting from new recordkeeping definitions requirements. The new criteria will capture more hearing loss cases. Employers will experience an increase in recorded hearing loss cases in 2003 and future years. Caution must be used when comparing the 2003 and future data to prior years, when the 25 dB criteria for recordkeeping was used. OSHA recognizes this increase, and will take the changes in the recordkeeping rule into account when evaluating an employer's injury and illness experience.

OSHA Recordkeeping for Musculoskeletal Disorders (MSDs)³

OSHA is postponing three provisions related to musculoskeletal disorders (MSDs): [1] the rule's definition of musculoskeletal disorders (MSDs), [2] consideration of MSDs as privacy concern cases, and [3] requirements to check a MSD column on the OSHA Log. The effective date of these provisions is delayed from January 1, 2003 until January 1, 2004.

The delay does not effect an employer's obligation to record workplace injuries and illnesses or keep workplaces free from hazards. However, employers will not be required to use an MSD definition to categorize cases on the OSHA Log for calendar year 2003. Instead, they must check the column for "injury" or "all other illness" depending on the circumstances of the case. OSHA will announce its decision on the need for an MSD column in a future Federal Register document.

CHMM Chapter Minutes from November 12, 2002 Meeting⁴

Dave Matthews asked everyone to introduce themselves. Congratulations to John McKee of Outsource Environmental Services for recently passing the CHMM exam. A total of 21 members attended.

Committee Reports

-Membership (Donna Switzer at dswitzer@utrsmail.com)

- There was a call for volunteers to help with a phone effort to reach CHMMs in the Philly area. Anyone interested in making 5-10 calls, please contact Donna.
- After contacting the CHMMs in the area, we will be making an effort to reach college students. Please contact Donna with contacts you may have from your alma mater.

-Regulatory (Don Bowman at donald.bowman@pseg.com)

- The SPCC rules have been modified and below find several highlights:
 - Oil "in service" is now specifically regulated (this includes oils found in transformers).
 - Your site plan must be updated by February 2003 and implemented by August 2003.
 - Other changes include: the power of the PE and training requirements
- DOT is considering new requirements for the security of hazardous materials in a post-911 world.

-Meetings (Craig Durand at craigd@ttienv.com)

³ OSHA News Release - 12/16/2002

⁴ Donna Switzer, Philadelphia CHMM

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- In Craig's absence, Dave Matthews announced the **meeting dates for 2003: January 15, February 20, April 28, September 18, and November 12.**
- Dave also discussed upcoming meeting topics: The February meeting features a joint meeting with the ASSE and the AIHA. Other meeting topics to watch for include: personal development, tour of Boeing, ASTM speaker, and a Safety Management presentation.

New Business:

- Nominations for 2003 officers include:
 - Dave Matthews – President
 - Joann Cortese – Vice President
 - Secretary – Tanya Warsheski
 - Treasurer – Bob May
- Elections will be held during the January 15, 2003 meeting.
- New Mailbox for Philadelphia Chapter of CHMM: PO Box 39802 – Philadelphia, PA 19106
- It was suggested that the recertification process be the topic of a meeting discussion. This will be considered, and in the mean time, a tip sheet will be posted on the chapter website (<http://www.achmm.org/ch/philly>) in the near future. Send any recertification tips that you may have to Donna Switzer at dswitzer@utrsmail.com.

Sartomer tour:

Joann Cortese discussed the Sartomer history and product lines while Mike Bailey conducted a tour of an R&D laboratory. The company develops and manufactures coatings and adhesives. One process that the tour focused on was Sartomer's coating that cures using ultraviolet light.

OSHA Revised Exit Routes Standard⁶

OSHA has rewritten the requirements for exiting buildings quickly during an emergency. The revised Exit Routes, Emergency Action Plans, and Fire Prevention Plans standard was written in a user-friendly format that is easier to understand. The revised standard, which offers more compliance options for employers, does not change the regulatory obligations of the employer or the safety and health protections provided to the employees of the original standard.

The requirements for exit routes have been rewritten in simple, straightforward, and easy to understand terms. For example, "Means of Egress" will now be referred to as "Exit Routes." The text has been reorganized and inconsistencies and duplicative requirements have been removed. The revised rule has fewer subparagraphs and a smaller number of cross-references to other OSHA standards than the previous version.

Employers now have the option of adopting the National Fire Protection Associations' *Life Safety Code*, instead of the OSHA standard for exit routes. OSHA evaluated the NFPA standard and concluded that it provides comparable safety. The Exit Routes, Emergency Action Plans, and Fire Prevention Plans standard became effective on Dec. 7, 2002.

⁶ J.J. Keller & Associates, Inc., [SafetyClicks](#)™ November 2002 - Volume 3 Number 7 [Federal Register - November 7, 2002 (Volume 67, Number 216)]

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FIRST GENERAL MEETING OF 2003

The First Philadelphia Chapter Meeting will be on *January 15th, 2003 at 6:00 pm*. The meeting will be held at the Popi's Restaurant in South Philadelphia, PA (215-755-7180). The agenda includes the election of officers, review of committee reports, discussion of new regulatory issues, member reports, feedback from members and a discussion of recertification tips.

Officers were nominated at the November 11, 2002 meeting.

Nominations for 2003 officers include:

Dave Matthews – President
Joann Cortese – Vice President
Secretary – Tanya Warsheski
Treasurer – Bob May

The dinner will start at 6:00 pm. The cost is \$25.00 per person and will include an entree choice of Chicken Marsala or Broiled Crab Cakes. Dinner is served complete with soup and salad followed by Tiramisu dessert.

If you plan on attending, please respond with your dinner choice no later than January 10th, 2003. You can e-mail your attendance to dswitzer@UTRSmail.com or by calling 856-667-6770 x122.

DIRECTIONS:

From Jersey via Walt Whitman Bridge: Take the Broad Street Exit. Make a left onto Broad Street. At the first light (Packer Ave.) make a right. Proceed to 20th Street. You will go under an overpass and the Airport Tower Hotel and Penrose Restaurant will be facing you. Make a left onto 20th Street. Popi's is on the right, south of Penrose Restaurant.

From 95 South: Exit at Broad Street. Proceed North on Broad (staying in the left lane) to Pattison Ave. (Veteran's Stadium). Turn left onto Pattison. Follow Pattison Ave to 20th Street. Turn right onto 20th Street. Popi's is up on your left.

From 95 North: Exit 13 (Rte 291) to the George Platt Bridge. Platt Bridge becomes Penrose Ave. Continue on Penrose - 3rd light will be 20th Street. Make a right turn at 20th and Penrose (Penrose Restaurant). Popi's is on the right hand side of 20th street adjacent to the Penrose Restaurant

From 76 East: Take 76 East to the end following the Airport Exit to Penrose Ave (Rt. 291). Make a left onto Penrose and continue to the 3rd light, which will be 20th street. Make a right turn at 20th & Penrose (Penrose Restaurant). Popi's is on the right hand side of 20th street adjacent to the Penrose Restaurant.

Meeting Dates for 2003:

January 15 February 20 April 28 September 18 November 12

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Proposed Amendment to Final Rule for Respiratory Protection⁷

In January 1998, OSHA published the final Respiratory Protection standard (29 CFR 1910.134), except for reserved provisions on assigned protection factors (APFs) and maximum use concentrations (MUCs). APFs are numbers that describe the effectiveness of the various classes of respirators in reducing employee exposure to airborne contaminants (including particulates, gases, vapors, biological agents, etc.). Employers, employees, and safety and health professionals use APFs to determine the type of respirator to protect the health of employees in various hazardous environments. Maximum use concentrations establish the maximum airborne concentration of a contaminant in which a respirator with a given APF may be used.

Currently, OSHA relies on the APFs developed by NIOSH in the 1980s unless OSHA has assigned a different APF in a substance-specific health standard. However, many employers follow the more recent APFs published in the industry consensus standard, ANSI Z88.2-1992. For some classes of respirators, the NIOSH and ANSI APFs vary greatly.

When OSHA published the final Respiratory Protection standard in 1998, it reserved for later rulemaking those provisions of the standard dealing with APFs and MUCs. This rulemaking action will complete the 1998 standard, reduce compliance confusion among employers, and provide employees with consistent and appropriate respiratory protection.

Statement of Need: About 5 million employees wear respirators as part of their regular job duties. Due to inconsistencies between the APFs found in the current industry consensus standard (ANSI Z88.2-1992) and in the NIOSH Respirator Decision Logic, employers, employees, and safety and health professionals are often uncertain about what respirator to select to provide protection against hazardous air contaminants. Several industry and professional groups have asked OSHA to proceed with this rulemaking to resolve these inconsistencies and provide reliable protection of employees' health in cases where respirators must be worn.

Alternatives: OSHA has considered allowing the current situation to continue, in which OSHA generally enforces NIOSH APFs but many employers follow the more recent consensus standard APFs. However, allowing the continuation of this situation results in inconsistent enforcement, lack of guidance for employers, and the potential for inadequate employee protection.

For more information or to submit your comments on this proposed amendment, please contact Steven F. Witt, Director, Directorate of Standards and Guidance - Department of Labor - Occupational Safety and Health Administration, Room N3605, 200 Constitution Avenue NW, Washington, DC 20210. Phone: 202 693-2222, Fax: 202 693-1663, RIN: 1218-AA05.

IATA, IMDG and UN Recommendations Have Been Approved for Use⁸

RSPA has incorporated by reference in a final rule that authorizes the use of the updated editions of international standards (ICAO = IATA regulations, IMO = IMDG regulations and UN recommendations) which will facilitate the international transportation of hazardous materials by aircraft and vessel by ensuring a basic consistency between the HMR and the international regulations.

⁷ Federal Register: December 9, 2002 (Volume 67, Number 236)

⁸ Federal Register: January 8, 2003 (Volume 68, Number 5)

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Philadelphia Chapter, ACHMM
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