


TOGETHER WITH **TOSHA** newsletter

September 2023



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A photograph of a yellow hard hat with a black chin strap, resting on a light-colored wooden surface. In the background, several workers wearing blue work clothes and white gloves are visible, though they are out of focus. The overall scene is a construction or industrial setting.

Workplace Mental Health & Suicide Prevention



Nurturing Employee Well-Being: Workplace Mental Health & Suicide Prevention

In the modern world, where the lines between personal and professional lives often blur, workplace mental health has become an increasingly critical concern. The global workforce is no stranger to stress, anxiety, and depression, and these issues can have severe consequences, including the tragic occurrence of suicide. Addressing workplace mental health and suicide prevention is not only a moral imperative but also a strategic necessity for organizations aiming to create a healthy and productive work environment.

Mental health challenges are pervasive, affecting people from all walks of life. In the workplace, these challenges can manifest in various forms, including stress, burnout, anxiety, and depression. According to the World Health Organization (WHO), depression alone costs the global economy an estimated \$1 trillion annually in lost productivity.

While mental health issues can affect anyone, they can be exacerbated by work-related factors such as long hours, excessive workload, lack of control, job insecurity, and poor social support. These factors can contribute to a toxic work environment that takes a toll on employees' mental well-being. To address workplace mental health and suicide prevention effectively, employers and employees must first learn to recognize the signs of distress. Some common indicators include:

1. Changes in behavior: Sudden withdrawal from social activities, increased irritability, or mood swings.
2. Decline in job performance: Missing deadlines, making errors, or decreased productivity.
3. Physical symptoms: Frequent headaches, fatigue, and other unexplained physical complaints.
4. Self-isolation: Avoiding colleagues, friends, or family members.
5. Talk of hopelessness or suicide: Expressing thoughts of despair or self-harm.

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Promoting workplace mental health and suicide prevention starts with creating a supportive and compassionate work environment. Here are some strategies organizations can implement:

1. **Normalize conversations about mental health:** Encourage open discussions about mental health challenges, reducing stigma, and fostering a culture of empathy and support.
2. **Provide mental health resources:** Offer access to employee assistance programs (EAPs), mental health counseling services, and confidential hotlines for those in crisis.
3. **Training and education:** Train managers and employees to recognize signs of distress and equip them with the tools to respond effectively.
4. **Flexible work arrangements:** Allow for flexible schedules and remote work options to promote work-life balance and reduce stress.
5. **Stress management programs:** Implement wellness initiatives such as mindfulness workshops, yoga classes, and stress reduction programs.
6. **Clear policies and procedures:** Develop and communicate clear protocols for addressing mental health concerns, including return-to-work plans after mental health-related leave.

Resources available

Preventing Suicides in Construction
www.osha.gov/preventingsuicides

Promote National Suicide Prevention Month
988lifeline.org/promote-national-suicide-prevention-month

Preventing suicide requires a proactive approach, and workplaces play a crucial role in identifying and supporting individuals in crisis. Here are some steps organizations can take to prevent suicide in the workplace:

1. **Suicide prevention training:** Train employees and managers to recognize warning signs and provide appropriate assistance.
2. **Establish a crisis response plan:** Develop a plan that outlines the steps to take when a suicide risk is identified, including connecting the individual with professional help.
3. **Encourage reporting:** Create a culture where employees feel comfortable reporting concerns about a colleague's mental health or well-being.
4. **Support for survivors:** Provide support and resources for coworkers who may be affected by a colleague's suicide, including grief counseling and assistance in dealing with the emotional aftermath.
5. **Promote a sense of belonging:** Foster a sense of community and belonging among employees, reducing feelings of isolation and alienation.

In conclusion, workplace mental health and suicide prevention are not optional add-ons for responsible employers; they are essential components of a healthy and productive work environment. By creating a supportive atmosphere, offering resources, and addressing mental health proactively, organizations can contribute to a happier, more resilient workforce while reducing the risk of tragedy. In the pursuit of business success, let us not forget that our most valuable assets are our employees, and their well-being should always be a top priority. 🌟



Safe + Sound Week 2023

With more than 3,900 participants across the United States, Safe + Sound Week 2023 helped organizations of all sizes and industries recognize their safety successes.

If you're wondering what you can do to make your workplace Safe + Sound Week, check out the Safe + Sound Campaign's resources at [osha.gov/safeandsound/safety-and-health-programs](https://www.osha.gov/safeandsound/safety-and-health-programs) to help you continuously improve your safety and health program throughout the year. ☺

Heat Safety When Working

Drink a cup of cool water every 20 minutes, even if you aren't thirsty. For long, strenuous jobs, drink a beverage with electrolytes.

Take regular breaks to rest. During hot conditions, skipping breaks is not safe!

Take breaks in the shade or cool location.

Look for any signs of heat illness, including muscle spasms, nausea, dizziness, and fainting.

When in doubt, call 911. ☺



Together with TOSHA Safety Quiz

Regarding the duty to have fall protection & falling object protection required in 29 CFR 1910.28 and 1926.501 which of the following is CORRECT about Holes?

- A** Holes that less than 4 feet above a lower level are not required to be protected from tripping into or stepping into.
- B** Skylights are a hole and employees shall be protected from falling through, stepping into, or tripping in.
- C** According to the OSHA regulation, the only means of employee protection from falling through, stepping into, or tripping in a hole is covers.
- D** Skylights installed on a residential home are not covered in the OSHA regulation.

Answer on page 8.





Fall Through Skylight

Inspection # 1668035

GDL Metal Buildings, LLC

A 55-year-old male laborer was fatally injured when he fell through a fiberglass skylight in the roof and landed on the concrete floor, approximately 26 feet below.

GDL Metal Buildings, LLC, is based in Memphis, TN, and primarily erects and dismantles metal buildings. The existing building was under renovation. GDL Metal Buildings, LLC, was contracted to remove and replace wall panels, skylights, and the metal roof. When the owner of GDL Metal Buildings, LLC, was contacted, he initially reported that the building was an active building undergoing some remodeling; however, during the inspection it was determined that the building was vacant.

The building under renovation covered approximately 100,000 square feet. The original, center section was a poured-in-place concrete structure with a peaked metal roof that was fitted with 40 fiberglass skylight panels, 20 on the east side and 20 on the west side. The north addition to the center section was a metal building with a flat metal roof and no skylights. The south addition to the center section was a metal building with a sawtooth metal and glass roof and no skylights. Two employees were working together at the sawtooth roof of the south addition. They had removed the window panels from the bays. They were installing clips on the columns for the new window girts. They used a Genie Z-45/25J aerial lift to access the sawtooth roof from the inside of the building. They each used their own personal fall arrest system (PFAS) full body harness and retractable lanyard to tie off to the aerial lift's anchor points. They transitioned to a horizontal lifeline equipped with two rope lifelines and rope-grab devices while they worked on the sawtooth roof. At the time of inspection, the horizontal lifeline had been taken down and all work was being completed from an aerial lift. The employees were using battery-powered tools (e.g.: drills, drivers, etc.). One employee left the sawtooth roof via the aerial

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lift to exchange the drained batteries for fresh batteries. The victim stayed up on the sawtooth roof. The employee retrieved a 120 VAC right-angle grinder and tested the receptacle in the basket of the aerial lift. While the employee was on the ground testing the receptacle, the victim fell through the fiberglass skylight and landed on the concrete floor, approximately 26 feet below.

The skylight was the southernmost skylight on the east side of the original, center section of the building. It was the closest skylight to the sawtooth roof of the south addition. The victim had transitioned to the roof of the original, center section of the building for an unknown reason; they had no work to complete in that section. The first person to respond to the incident was an employee of another contractor and it was stated that the victim was not wearing a full body harness. He added that he thought there was a harness lying by the victim's right side.

The owner of GDL Metal Buildings, LLC, said he has conducted training sessions with his employees on how to don, doff, and inspect PFAS equipment such as full body harnesses, retractable lanyards, horizontal lifelines, rope lifelines, and rope grab devices. He said he instructed them on when they were required to wear and use the PFAS equipment. He said he went over the hazards of working on the sawtooth roof. He said he did not document any of the training.

In conclusion, it is believed that the victim stepped from the sawtooth roof of the south addition to the peaked roof of the original, center section, and from there stepped onto, and fell through, a fiberglass skylight panel, falling approximately 26 feet to the concrete floor below.

Citation 1 Item 1

**Type of Violation: Serious Proposed
Penalty: \$4000**

29 CFR 1926.502(i)(2): Covers were not capable of supporting, without failure, at least twice the weight of employees, equipment, and materials that may be imposed on the cover at any one time.

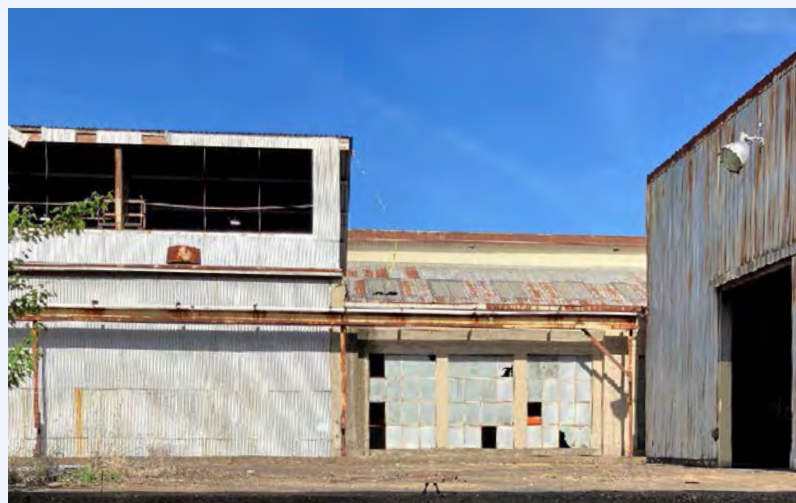
In that a laborer stepped onto, and fell through, a fiberglass skylight panel, falling approximately 26 feet to the concrete floor below.

Citation 2 Item 1

**Type of Violation: Other-than-Serious
Proposed Penalty: \$1000**

TDLWD Rule 0800-01-03-.05(1)(a)1: An oral report of an employment accident resulting in a fatality was not made within eight hours after the occurrence to the nearest Area Office of the Division of Occupational Safety and Health or to TOSHA toll free telephone number (1-800-249-8510).

In that the employer did not report the fatal injury that occurred to one of its employees because of injuries sustained on 04/14/2023 during an accident at the jobsite located on 364 E. Bodley Ave., Memphis, TN 38109. ©





Thank you to all the attendees, exhibitors, sponsors, speakers, and special guests who attended the 2023 Tennessee Safety and Health Conference!

Make plans to join us at the 2024 TSHC on June 10-12, 2024, at Gaylord Opryland Resort and Convention Center. For more information about next year's conference visit tnsafetycongress.org.





Tornado Preparedness and Response

Disasters can happen at any time. Be prepared for potential emergencies and how they could affect your area. Tornado preparedness and response in the workplace is a critical aspect of ensuring the safety and well-being of employees.

To prepare for tornadoes, businesses should establish clear emergency plans that outline evacuation procedures, designated safe areas, and communication protocols. Regular drills and training sessions should be conducted to ensure that all employees are familiar with these procedures. Additionally, workplaces should invest in weather monitoring systems to receive timely tornado warnings.

When a tornado warning is issued, it is essential to take immediate action, such as moving to designated safe areas, ensuring employees are accounted for, and providing first aid if necessary.

After the tornado passes, a thorough assessment of any damage should be conducted, and appropriate steps should be taken to ensure the workplace is safe for re-entry. Having a well-defined tornado preparedness and response plan can save lives and minimize damage in the workplace, enabling businesses to recover more swiftly from such natural disasters. ☉



TEMA and OSHA have resources to help get you started, wherever you are in your preparedness journey.

tn.gov/tema/prepare

osha.gov/tornado



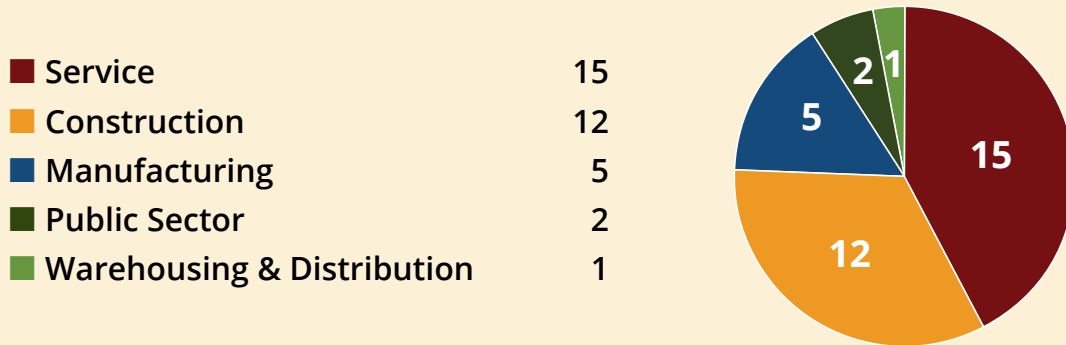
Together with TOSHA Safety Quiz

Answer to question on page 4

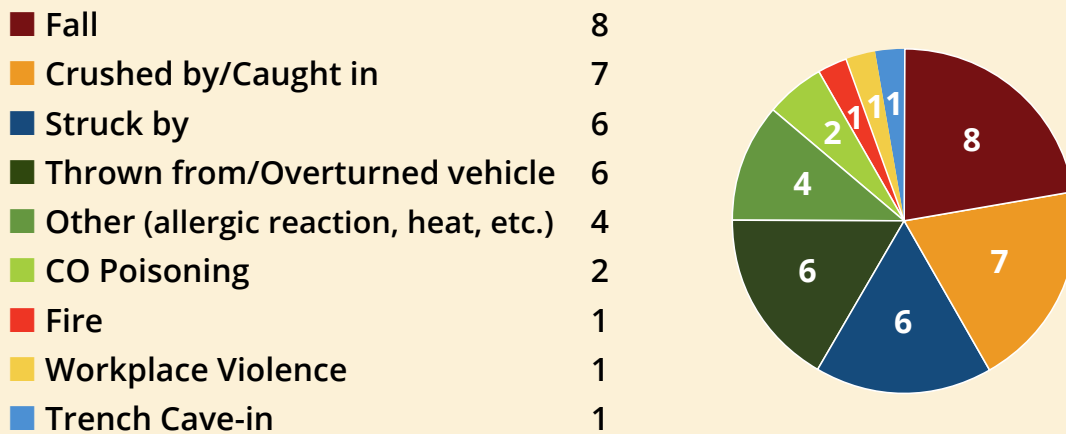
- B** Skylights are a hole and employees shall be protected from falling through, stepping into, or tripping in. ☉

TOSHA Investigated Fatality Statistics (January – September 2023)

Industry; Number of Inspections (35)



Fatality Type; Number of Victims (36)



Fatality Totals per quarter



*The 2023 statistics may change due to findings during the TOSHA investigation.



Trench Safety LIVE Training Event

(Middle & East TN Chapter)


The live trench training events in both Middle and East TN were a success. Thank you to all involved!



National Emphasis Program on Warehousing

TOSHA adopted OSHA's NEP on Warehousing and Distribution Center Operations identically, except for the Heat NEP, and it became effective September 8, 2023, in Tennessee. References to the Heat NEP will not apply.

The warehousing and storage industry includes establishments operating facilities for general merchandise, refrigerated goods, and other products. These establishments may also provide logistical services relating to goods distribution. Potential hazards in this rapidly growing, fast-paced industry include those associated with powered industrial trucks (forklifts), ergonomics, material handling, hazardous chemicals, slip/trip/falls, and robotics. The most common injuries

are musculoskeletal disorders (mainly from overexertion in lifting and lowering) and being struck by powered industrial trucks and other materials handling equipment. 



National Emphasis Program on Warehousing and Distribution Center Operations PDF

[osha.gov/warehousing](https://www.osha.gov/warehousing)



National Safety Stand-Down to Prevent Falls in Construction

The National Safety Stand-Down to Prevent Falls in Construction is a crucial annual event that underscores the construction industry's commitment to worker safety.

During this observance, which typically takes place in May each year, employers and employees come together to pause their work and engage in focused discussions, training, and activities aimed at raising awareness about fall hazards and how to prevent them. Falls remain one of the leading causes of injuries and fatalities in the construction industry, making this initiative of paramount importance. The stand-down

serves as an opportunity for employers to emphasize the importance of proper fall protection equipment, safe work practices, and hazard identification to their workforce, ensuring that every construction site is a safer place for all workers.

This nationwide effort reflects the industry's dedication to creating a culture of safety and reducing the toll of preventable falls in the construction sector. This year marked the 10th anniversary of the National Safety Stand-Down. Thank you for participating! ☺

osha.gov/stop-falls-stand-down



Click any image to visit website



Tennessee
Safety & Health Conference

June 10-12, 2024

TOSHA SEMINAR SCHEDULE



- Basic Safety & Health
- Basic Safety for Utilities
- Forklift & Warehouse Safety
- Record Keeping
- Maintenance Related Standards
- OSHA 30-Hour for General Industry
- Walking, Working Surfaces



Department of
Labor & Workforce
Development

TOSHA

988

SUICIDE
& CRISIS
LIFELINE

TN Most
Cited
Standards

**Small Business Safety
and Health Handbook**



Electronic Reporting

March 2, 2024 is the deadline
for electronically reporting
your OSHA Form 300A data
for calendar year 2023

Form 300A Posting
Employers must post summary
of injuries and illnesses recorded
for year 2023
(February 1 to April 30)

Agency Links

[OSHA](#)

[Tennessee's Government Website](#)

[Tennessee Department of Labor & Workforce Development](#)

[Tennessee Occupational Safety & Health Administration \(TOSHA\)](#)

Useful Links

[File a Complaint](#)

[Video Library](#)

[TOSHA Publications](#)

[Safety & Health Conference](#)

Recognition Links

[TOSHA Safety Awards](#)

[VPP](#)

[SHARP](#)

The Tennessee Department of Labor and Workforce Development is committed to principles of equal opportunity, equal access, and affirmative action. Auxiliary aids and services are available upon request to individuals with disabilities.



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