

# SAFETY ZONE NEWS

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## Fiscal Year End

September is here and during the day, it still feels like summer. At night, you can feel the air getting slightly cooler and you know fall is approaching but it's not here yet.

September means that summer is coming to an end and also our fiscal year. At the end of September, we will find out how we are doing as a company and we will find out how we did in Safety. Will we meet our Safety goal? We won't know until the end of September but until then we need to keep up with our safety practices. Remember, safety won't stop at the end of the month or the end of the year. Safety starts over every day and continues. As long as we working, we keep safety with us.

As we approach the end of this year, we need to

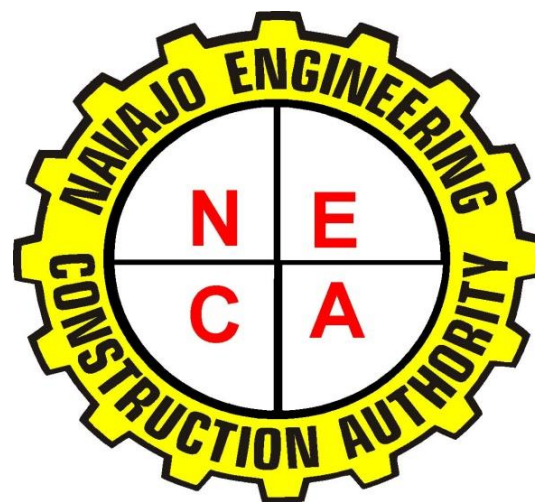
finish strong with safety. We ask that everyone watch out for hazards and make corrections. Watch out for your fellow employees and use the proper tools. Follow our safety practices and don't take short cuts.

We want to make our safety goals, not only for the company but for ourselves. Working safe, being productive and

getting the work done. This is what makes a good company, our productive and safe employees.

Again, let's finish the month and fiscal year strong by being productive and incident free.

Be Safe  
Be Productive



## What to Look For

The following events are scheduled for the month of September 2019:

1. September 2, 2019 – Labor Day, NECA closed.
2. September 2-8, 2019 – Navajo Nation Fair, Window Rock, AZ.

3. September 16-18, 2019 – High Angle Rescue training for Tank Painting crews only. Base 5, 8am-5pm.

4. September 24 & 25 – Lupton Chapter OSHA 10 8:00 A.M. Employee times and cards will be charged to your project. Your supervisor must approve your training.



## From OSHA – Whistleblower Laws Enforced by OSHA ([www.osha.gov](http://www.osha.gov))

OSHA's Whistleblower Protection Program enforces the whistleblower provisions of more than 20 whistleblower statutes protecting employees from retaliation for reporting violations of various workplace safety and health, airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, health insurance reform, motor vehicle safety, nuclear, pipeline, public transportation agency, railroad, maritime, and securities laws and for engaging in other related protected activities.

### Protection from Workplace Retaliation

An employer cannot take an adverse action against employees, such as: firing or laying off, demoting, denying overtime or promotion, or reducing pay or hours, for engaging in activities protected by OSHA's whistleblower laws.

### What Is Retaliation?

Retaliation occurs when an employer (through a manager, supervisor, or administrator) fires an employee or takes any other type of adverse action against an employee for engaging in protected activity.

An adverse action is an action which would dissuade a reasonable employee from raising a concern about a possible violation or engaging in other related protected activity. Retaliation can have a negative impact on overall employee morale.

Because an adverse action can be subtle, it may not always be easy to spot. Examples of adverse actions include, but are not limited to:

- Firing or laying off
- Demoting
- Denying overtime or promotion
- Disciplining
- Denying benefits
- Failing to hire or rehire
- Intimidation or harassment
- Making threats
- Reassignment to a less desirable position or actions affecting prospects for promotion (such as excluding an employee from training meetings)
- Reducing pay or hours
- More subtle actions, such as isolating, ostracizing, mocking, or falsely accusing the employee of poor performance
- Blacklisting (intentionally interfering with an employee's ability to obtain future employment)
- Constructive discharge (quitting when an employer makes working conditions intolerable due to the employee's protected activity)

### How to File a Whistleblower Complaint

You have the right to file a whistleblower complaint with OSHA if you believe your employer retaliated against you for exercising your rights as an employee under the whistleblower protection laws enforced by OSHA. In States with OSHA-approved State Plans, employees may file complaints under section 11(c) of the Occupational Safety and Health Act with Federal OSHA and with the State Plan under its equivalent statutory provision.

# SCHOOL BUS LOGIC



- 1 Two-lane roadway:**  
When school bus stops for passengers, all traffic from both directions must stop!
- 2 Two-lane roadway with a center turning lane:**  
When school bus stops for passengers, all traffic from both directions must stop!
- 3 Four-lane roadway without a median separation:**  
When school bus stops for passengers, all traffic from both directions must stop!
- 4 Divided highway of four lanes or more with a median separation:**  
When school bus stops for passengers, only traffic following the bus must stop.

**Did You Know?**

On most roads, **all vehicles** across **all lanes** of traffic in **both directions** are required to stop for a school bus when the lights are flashing. Be alert, watch for pedestrians and follow all signals from the bus driver.



## SAFE MAN-HOUR AWARDS

NECA would like to recognize the following work crews.

These crews have reached their goal of Safe Man-hours worked during the month of August.

Each member of these work crews will be receiving a Safety Award as a token of appreciation for working safe.

Thank you for working safe.

602	Mark Nelson
615	Thomas Tso
616	Ray Begay

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**PLAN. PROVIDE. TRAIN.**  
*Three simple steps to preventing falls.*

OSHA has developed this webpage to provide workers and employers useful, up-to-date information on fall protection.

Why is fall protection important?

Falls are among the most common causes of serious work related injuries and deaths. Employers must set up the work place to prevent employees from falling off of overhead platforms, elevated work stations or into holes in the floor and walls.

What can be done to reduce falls?

Employers must set up the work place to prevent employees from falling off of overhead platforms, elevated work stations or into holes in the floor and walls. OSHA requires that fall protection be provided at elevations of four feet in general industry workplaces, five feet in shipyards, six feet in the construction industry and eight feet in long shoring operations. In addition, OSHA requires that fall protection be provided when working over dangerous equipment and machinery, regardless of the fall distance.

To prevent employees from being injured from falls, employers must:

- Guard every floor hole into which a worker can accidentally walk (using a railing and toe-board or a floor hole cover).
- Provide a guard rail and toe-board around every elevated open sided platform, floor or runway.
- Regardless of height, if a worker can fall into or onto dangerous machines or equipment (such as a vat of acid or a conveyor belt) employers must provide guardrails and toe-boards to prevent workers from falling and getting injured.
- Other means of fall protection that may be required on certain jobs include safety harness and line, safety nets, stair railings and hand rails.

OSHA requires employers to:

- Provide working conditions that are free of known dangers.
- Keep floors in work areas in a clean and, so far as possible, a dry condition.
- Select and provide required personal protective equipment at no cost to workers.
- Train workers about job hazards in a language that they can understand.