



MINNESOTA MINE SAFETY ASSOCIATION
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Contact:
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Mission:

MMSA provides current, reliable information on all facets of safety and health to Minnesota's mining/construction materials community, and supports safety and health education for members of the community.

Vision:

MMSA will be the preferred source of safety and health information and leadership for Minnesota's mining/construction materials community.

Objective:

MMSA will constantly strive to eliminate factors that contribute to accidents and illness, both on and off the job, through organized promotion and educational efforts directed toward workers, management officials, suppliers, employee organizations, government agencies, schools that teach safety and health, and any other enterprise with interests in the mining/construction materials community.

MMSA'S WEBSITE www.Minnesotaminesafety.org

Visit the website for links to:

- Compliance Assistance • Educational Services Training
- Health & Safety Tips • On-Line Filings

30 Seconds for Your Family (continued from page 3)

PRE-TASK PLAN FOR SAFETY

Project: _____ Location: _____ Personal Protective Equipment Required: _____
Date: _____ Shift: _____

Foreman: _____ Tools Required: _____

General Foreman (Sign after Review): _____ Control Measures _____

Area Secured: _____

Description of Work: _____ Warning Tape/Barricades _____

Equipment _____

Roof Perimeter Protection _____

Other: _____

HAZARD IDENTIFICATION _____ Escape Route Identified _____

Housekeeping _____ Hazardous Material _____

High Voltage _____ Asbestos/ Lead _____

cables/ hot rails _____ paint _____ Verification of Understanding _____

Requires Fall Protection _____ Working above/ below another craft _____ (Crew members sign to assure that they understand the plan)

Print _____ Sign _____

Open Holes _____ Hot Work Protection _____

Guarding _____ Rigging, Cranes _____

Noise _____ High Temperature _____

Carbon Monoxide _____ Radiation _____

Specific Work Requirements and Safety Improvements: _____

Post Task Inspection Checklist

	Yes	No	N/A	Emergency Numbers
Post-Job Cleanup	___	___	___	_____
Secured Installed Materials	___	___	___	_____
Hot Work Monitored after Work Completed	___	___	___	_____
Barricades Installed where Needed	___	___	___	_____
Equipment Shut Down/ Secured	___	___	___	_____
Locks Removed	___	___	___	_____

Minnesota MINE SAFETY Association

www.minnesotaminesafety.org

A State Council of the Holmes Safety Association

Fall 2011

MMSA

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NEWSLETTER ITEMS

Please submit any items that you would like to have published in the newsletter to:

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Are Young Workers less Safe than Experienced Workers?

During a recent meeting to plan for future safety and health training, it was mentioned that about 60 to 70 % of the workforce in most mining operations would be replaced in the next 6 to 7 years. These facts begin to get you thinking about safety concerns that could arise due to these young workers in mining. My research on younger workers brought me across this article from WorkSafeBC, that I think will help the industry understand some of these concerns.

Emerging Research on Young Worker Injuries

Determining why workplace injuries occur can be difficult, because there is very seldom one single cause; rather, many factors contribute to young worker injuries.

Much research has been done around causation. It is common to hear that young workers take more risks, are over-eager, and have an inflated sense of invincibility. This is not necessarily so, say current researchers. Today, researchers have identified a variety of worker and workplace characteristics that can lead to an elevated risk of injury in the workplace, such as insufficient training, perceived work pressure, or inexperience (relative to their peers).

Workplace characteristics

• Insufficient training

Despite educational efforts, many young workers receive inadequate orientation and training for their job. One study found that only one in five young workers receives any safety training within the first year on the job.

• Insufficient resources

According to the study, *An ecological study of regional variation in work injuries among young workers, young workers are over-represented in small-sized firms.* Smaller firms may have limited resources for safety equipment and limited occupational health and safety knowledge.

• Low social cohesion

This same study found that having more part-time and temporary employees in a workplace may lead to a weak safety culture and to poorer safety education and training. These things in turn reduce the ability of employees to gain site-

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Are Young Workers less Safe than Experienced Workers? (continued from page 1)

specific knowledge and skills, creating an environment where they are “new on the job” for longer.

- **Geographic context**

The *social and economic context* of a geographic region can affect youth injury rates. For example, greater residential stability is associated with lower numbers of work injuries. Areas with a greater proportion of small workplaces (most notably rural affluent areas) are also associated with lower numbers of work injuries.

- **Perceived work overload**

The report *Non-agricultural Work Injuries Among Youth*, among others, found that the risk of injury on the job steadily increases as workers become more overwhelmed. When the workers feel rushed to do their jobs more quickly, they spend less time thinking about safety and feel pressured to focus on performance instead of procedure.

Worker characteristics

- **“Part of the job” Mentality**

The article *Workplace injury or “part of the job”? Towards a gendered understanding of injuries and complaints among young workers* suggests that some youth perceive minor injuries as “part of the job” because they happen often and are not severe. Young workers in manufacturing, for instance, might consider ‘regular aches and pains’ to be a normal part of the job, while food services employees might become accustomed to minor burns at work.

- **Intimidation**

The same article also cites a feeling of intimidation and shyness about voicing concerns. Young Workers might feel powerless to change the organization or conditions of their work because they do not perceive themselves as important or have not been with the company for very long.

- **Newness**

Another study, *‘Newness’ and the risk of occupational injury*, cites “newness” -- that is, being a novice on the job and unfamiliar with the work or hazards -- as a contributing to increased risk of occupational injury.

- **Fear of losing a good position**

The report *Investigating factors that influence individual safety behavior at work*, found that if workers fear retribution or loss of work for seeking safe work practices and equipment, they may put greater emphasis on

productivity or other job performance considerations than on safety. Some workers may even actively try to hide minor injuries from management.

- **Physical development factors**

According to the study, *Age-Related Differences in Work Injuries: A Multivariate, Population-Based Study*, there are often awkward postures, repetitive motions, and ergonomic mismatches between adolescents and their machines/equipment that could lead to strains and injuries.

- **Cognitive development**

Enhancing Occupational Health and Safety in Young Workers: The Role of Social Marketing suggests that cognitive development is not typically complete until young people are well into their twenties. While young males may appear to be physically well developed as adolescents, they may lack full adult decision-making and cognitive functioning necessary to make wise work-safety judgments. Young workers may not be aware of workplace hazards or they may assess them differently, which can lead to unpreparedness and risky work behaviors that increase injury rates.

Myths about young workers

- **Perception of risk taking**

Popular views tend to attribute young worker injuries to risky behavior and age-related feelings of invulnerability. Recent studies, however, suggest that adolescents’ tendency to engage in risky behavior doesn’t seem to be due to irrationality, delusions of invulnerability, or ignorance.

- **Age, gender, and personality**

In the report, *Systematic review of risk factors for work injury among youth*, researchers observe that personal factors such as age, gender, and personality (what we normally blame for risk-taking behavior) are not necessarily associated with higher injury rates. In fact, job and workplace factors -- working with more hazards, perceived work overload, lack of training and supervision -- are more directly attributable. The report also observes that adolescents reported above-average physical exertion more often than older workers, possibly due to the types of jobs that they’re likely to perform.

Workshop Offered – Electrical Safety: Arc Flash and NFPA 70E

MMSA is hosting a free Electrical Safety Workshop for members. The cost for non-members is \$75. The event will be held on Wednesday, November 30, 2011 at Ziegler Cat in Bloomington, MN (901 West 94th Street, Bloomington, MN) from 8 am- 12 pm. Contact Lori Waltzer to register. You may register by phone(952) 828-9621 or by mail at MMSA, 10320 Balsam Lane, Eden Prairie, MN 55347 or by email at mmsa@q.com.

This 4hour electrical safety seminar is targeted to those who have increased exposure to energized electrical equipment. Electricians, maintenance departments and mine management personnel can all benefit from an increased understanding of the hazards of electricity, especially Arc Flash. Topic areas covered include: personal protective equipment, approach distances, energy level calculations and test equipment usage.

Participants will be expected to have practical field level knowledge of electrical utilization equipment (panels, disconnects etc.) and some familiarity with the electrical properties of voltage, current and resistance/impedance.

Robert Weston, CSP, MSP– Robert is a Safety and Health professional with the Center for Business and Industry (CBI) division of South Central College in North Mankato MN. He specializes in designing, developing and delivering training solutions in the areas of workplace health and safety.

Robert’s work experience includes six years in the United States Navy as a Fire Control Technician and over 14 years in industry operating as an electrical maintenance technician, work center supervisor, EHS coordinator, electrical department manager and plant engineer.

30 Seconds for Your Family....

About a year ago I was sitting in an electrical safety presentation and the instructor was going through the hazards of working with electricity. I remember some of the do’s and don’ts but what stuck with me the most was the importance of taking the time to look over the task/job before diving right into the job.

There are things that can get missed, especially when working with electricity. Those things that you miss can kill you.

This is a very dangerous industry. It is important to plan the job before jumping into the task. We wanted to make sure our employees knew it was important to plan things out and that it is ok to take the time to identify the hazards before starting the job. To that end we developed the plan/checklist below to help them think through what hazards exist, eliminate the hazards they can, and protect themselves from the other hazards that cannot be eliminated but can be controlled. The message is “Take 30 seconds for You and Your Family.”

This pre-task plan does take more than 30 seconds to perform. Our employees can take the time they need to complete this plan/checklist so that they are protected from the dangers of the job.

You are free to use this plan if it will work for your group.

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