

Health and Safety

RESOURCE

Oregon OSHA • March 2024 • Volume 84 – online

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Resource

Oregon Health and Safety Resource is published by the Oregon Occupational Safety and Health Division of the Department of Consumer and Business Services.

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With penalty changes comes a steadfast focus on putting all of our resources to work

By *Renée Stapleton*

The penalties we issue to employers when inspections identify violations of workplace safety and health rules have never been the only tool we use to help move employers into compliance to achieve a longstanding goal: the protection of workers in Oregon under the state's 50-year-old Safe Employment Act.

Our philosophy and practice around workplace safety and health have always made ample room for nonenforcement tools, too, including consultation, technical guidance, education and training, and safety and health events that bring people together to share their knowledge and learn.

All of that remains true even as Oregon OSHA has spent plenty of time and energy in recent months taking a significant legislative decision and rearranging our enforcement program to incorporate it.

I am, of course, talking about our new penalty structure, prompted by Senate Bill 592, which was adopted by the Oregon Legislature to amend the Safe Employment Act and signed into law by Gov. Tina Kotek in the summer of 2023.

To make this change part of what we do, Oregon OSHA followed a transparent rulemaking process that included robust engagement with our employer and worker stakeholders and an abundant opportunity for public comment. We adopted the rule on Nov. 22, 2023. It became effective on Jan. 1, 2024.

The rule's changes and subsequent 2024 annual penalty bulletin include:

- Serious violations increase to a range between \$1,153 and \$16,138 for each violation

- A new serious violation type, "caused or contributed to a work-related fatality," with penalties ranging from \$20,656 to \$51,641 for each violation
- Willful or repeat violations increase to a range between \$11,528 and \$161,386 for each violation
- A new violation type of willful or repeat violation that caused or contributed to a work-related fatality with penalties ranging from \$51,641 to \$258,203 for each violation

Under the changes, Oregon OSHA is also required to conduct a comprehensive inspection of an employer when certain criteria are met. Those criteria include:

- An inspection of an accident reveals that a violation caused or contributed to a work-related fatality
- When three or more willful violations have occurred at a workplace within a one-year period, or
- When three or more repeat violations have occurred at a workplace within a one-year period
- When an employer has a history of noncompliance and the administrator deems a comprehensive inspection is necessary for the protection of employees

In addition to our engagement with stakeholders about these changes, we have published many free resources to help them understand the new penalty structure. And as our compliance officers and consultants conduct their work in the field, they are explaining the changes to employers in an upfront manner. To the extent possible, we don't want anyone to be surprised by the changes.



Renée Stapleton
Oregon OSHA
Administrator

I encourage you to learn more about the new penalty structure by taking advantage of the following online resources, which address everything from penalty determinations and reductions to annual penalty adjustments under the Consumer Price Index for All Urban Consumers/West Region:

- [Determining penalties fact sheet](#)
- [Understanding Oregon OSHA's new rules affecting civil penalties fact sheet](#)
- [Violations and penalties adjustments summary](#)
- [Annual adjustments to penalties bulletin](#)
- [Video overview of the changes prompted by Senate Bill 592](#)

All of our free resources about violations and penalties – available in English and Spanish – are located on the relevant [A-to-Z topic page](#).

There is no doubt that penalties will remain an important tool of compliance in our enforcement program. But we believe the best citation is the one that never gets issued because an employer is already complying with workplace safety and health rules. And we are always ready to provide employers our free, nonenforcement resources – no fault, no citations, no penalties – to help them boost their safety and health programs and to understand our requirements.

Those resources include:

Consultation services – provides free help with safety and health programs, including how to control and eliminate hazards, and hands-on training. These services include our SHARP and VPP programs for employers who want to go well beyond compliance with our rules.

- Phone (toll-free in Oregon): 800-922-2689
- [Field offices](#)
- [Online](#)
- Email: consult.web@dcbs.oregon.gov

Technical staff – helps employers understand requirements and how to apply them to their worksites

- Phone (toll-free in Oregon): 800-922-2689
- [Online](#)
- Email: tech.web@dcbs.oregon.gov


Education and training – includes [classroom workshops](#), [online courses](#), and [PESO/bilingual training](#)

Conferences – provides [statewide educational conferences](#) – co-sponsored by Oregon OSHA – for workers and employers to share ideas about safety and health, and to learn from local experts and nationally recognized professionals

Resource Center – offers [resources](#) such as a lending library, publications, and streaming videos

Workers have a right to a safe and healthy workplace. Employers must make that right a reality. And all of us – not just Oregon OSHA – play important roles in advancing and improving workplace safety and health for all workers in Oregon.

Thank you for continuing to make safety and health a top priority at your workplace. ●



Don't miss.....

Education:

Workshop classes are held either in person or virtually, but not both on the same day. All registered participants will receive a confirmation email. For virtual workshops, instructions on how to join will be provided two weeks before the workshop. A minimum of five registrants is needed for each workshop.

Register and attend

Using the [secure online registration portal](#), you can find and register for a variety of workshop topics.

For more information, visit the [classroom workshops page](#).

Find more information about education resources by visiting Oregon OSHA's [education and training page](#).

Mark your calendar for these workplace safety and health conferences:

Northwest Safety & Health Summit by Region X VPPPA
May 14-16, 2024 - Anchorage, Alaska

Blue Mountain Occupational Safety & Health Conference
June 3-4, 2024 - Pendleton

Central Oregon Occupational Safety & Health Conference
Sept. 16-17, 2024 - Bend

Southern Oregon Occupational Safety & Health Conference
Oct. 15-17, 2024 - Ashland

Western Pulp, Paper, & Forest Products Safety & Health Conference
Dec. 3-6, 2024 - Portland

Mid-Oregon Construction Safety Summit
Jan. 27-28, 2025 - Bend

Oregon GOSH Conference
March 3-6, 2025 - Portland

To receive conference registration materials, exhibitor information, or sponsorship information, contact the Conference Section:
oregon.conferences@dcbs.oregon.gov | 503-947-7411 | osha.oregon.gov/conferences



Did you know?

Oregon OSHA's "Everyday Ergonomics" online course is available in [Spanish](#). The course is designed to provide an understanding of the basic principles of proper ergonomics in the workplace and while working at home. A primary goal of ergonomics is to eliminate injuries associated with the overuse of muscles and tendons, generally known as musculoskeletal disorders (MSDs). The online course encompasses MSDs, risk factors, workstation ergonomics, help with developing an ergonomics program, a quiz, certificate of completion, and more resources. Oregon OSHA encourages employers and workers to use the [Spanish](#) or [English](#) "Everyday Ergonomics" online course. ●



Quotable

*Safety is not the absence of events.
Safety is the presence of defenses.*

- **Todd Conklin,**
*expert in organizational culture
and behavior and human
performance.*



Datapoints

The following data show the top 10 workplace safety and health rule violations in 2023. Oregon OSHA encourages employers to use free resources – including [consultation services](#) and [technical guidance](#) – to improve their safety and health programs, and compliance with rules. Check out our [classrooms and online training](#), too. Workers have a [right to a safe and healthy workplace](#). They have a right to raise safety and health concerns [free of retaliation](#). They have a right to [file a complaint](#) with Oregon OSHA. ●

#	Rule violated	Rule name	Total violations	Total initial penalties
1	29 CFR 1910.1200(e)	Written hazard communication program	510	\$66,540
2	OAR 437-001-0765(1)	Rules about safety committees or safety meetings	402	\$43,205
3	OAR 437-003-1501(1)	Fall protection	347	\$966,590
4	OAR 437-001-0765(13)	Documentation of safety committee meetings	185	\$2,175
5	OAR 437-003-0503(2)	Certification of fall-protection training	149	\$93,690
6	29 CFR 1926.1053(b)	Requirements for use of ladders	147	\$127,700
7	29 CFR 1910.1200(g)	Safety data sheets	111	\$6,390
8	OAR 437-002-0134(1)	Requirements for hazard assessment/equipment selection	107	\$31,995
9	OAR 437-002-0187(2)	Rules regarding inspection and maintenance of fire extinguishers	97	\$2,795
10	29 CFR 1910.178(l)	Training for operators of powered industrial trucks	88	\$8,915



Oregon OSHA issues two new emphasis programs to protect workers

By Ellis Brasch

The [emphasis programs](#) are intended to reduce fall-related injuries across all industries and combat a rising trend in injuries at warehousing and distribution centers.

The [Falls in All Industries](#) emphasis program expands the scope of an earlier emphasis program that focused on preventing fall-related injuries in the construction industry. Falls to a lower level are now among the leading causes of injuries and fatalities in the construction industry and in many other industries where employees work at heights.

Oregon OSHA compliance officers will use this emphasis program to inspect general industry, construction, agriculture, and forest activities workplaces when they observe a fall hazard and when they investigate a [complaint](#) or referral alleging a fall hazard.

Oregon OSHA has many rules that require a minimum height at which workers must be protected from falling when they are on unguarded surfaces above a lower level. These heights are known as “trigger heights” and they vary widely, depending on the type of activity workers are doing at heights.

- Fall protection trigger heights for general industry: [Four feet](#) above a lower level is widely understood among general industry employers as the “trigger height” that requires them to protect their employees from fall hazards – but that is not the only trigger height; read Oregon OSHA’s [Fall protection trigger heights for general industry](#) fact sheet to learn about these trigger heights.
- Fall protection trigger heights for construction activities: Six feet above a lower level is the trigger height for Oregon OSHA’s [general](#) fall protection requirement, but other trigger heights apply to some construction activities. Read Oregon OSHA’s [Fall protection trigger heights for construction activities](#) fact sheet to learn about these trigger heights.

- Fall protection trigger heights for agricultural activities: The trigger height for most agricultural activities on unguarded surfaces is [10 feet](#). However, fall protection is required at any height above open pits, tanks, and dangerous equipment. And the fall-protection requirement does not apply when the work is of limited duration and limited exposure, and it is equally or more hazardous to set up or use a fall protection system; examples include work on haystacks, stacked silage, and on stacked Christmas trees in open, outdoor areas.
- Common fall protection trigger heights for forest activities: Employees must be protected from falling when they are working on [motor vehicle surfaces](#) more than 10 feet above a lower level or at any height above dangerous equipment and [4-inch tie-in protection](#) is required at least every 3 feet along a bole or branch to limit falls to no more than 6 feet.

The [Warehousing and Distribution Center Operations](#) emphasis program focuses on preventing hazards common to warehousing and distribution centers, parcel delivery and courier services, and certain high-risk retail establishments. The emphasis program targets hazards associated with:

- [Powered industrial vehicles](#)
- [Material handling and storage activities](#)
- [Walking-working surfaces](#)
- [Exits and exit routes](#)
- [Heat illness](#)
- [Musculoskeletal disorders](#)

- [Fire risks](#)

All inspections at establishments covered by the emphasis program – including fatality and catastrophe inspections, complaints, and referrals – will be comprehensive safety inspections. Establishments are selected for inspection following the requirements in OAR [437-001-0057](#) (Scheduling Inspections).

Inspections targeting warehousing and distribution centers and parcel delivery and courier services include:

- [Couriers and express delivery services](#)
- [Local messengers and local delivery](#)
- [General Warehousing and Storage](#)
- [Refrigerated Warehousing and Storage](#)
- [Farm Product Warehousing and Storage](#)
- [Other Warehousing and Storage](#)

Inspections targeting high-risk retail establishments include:

- [Home centers](#)
- [Hardware stores](#)
- [Other building material dealers](#)
- [Supermarkets and other grocery stores](#) (except convenience stores)
- [Warehouse clubs and supercenters](#)

As with all inspections, compliance officers will review [OSHA 300 logs](#), 300A summaries, and OSHA 801 incident reports for the current year and previous three calendar years to identify injuries and illnesses associated with the hazards covered by the emphasis program. ●





Everything you should know about Oregon OSHA's requirements for abrasive wheels and machines

By Ellis Brasch

Machines that use abrasive wheels are powerful and most wheels turn at high speeds – some as high as 16,000 surface feet per minute. If a wheel shatters while it is turning, the fragments from the wheel assembly can travel more than 300 miles per hour. To ensure that abrasive wheels are used safely in your workplace, know the hazards and how to control them.

- Abrasive wheels consist of abrasive grains held together by organic or inorganic bonds. Organic bonds include materials such as resin, rubber, or shellac. Inorganic bonds include clay, glass, porcelain, sodium silicate, magnesium oxychloride, and metal. Wheels bonded with clay, glass, porcelain or related ceramic materials are called “vitrified bonded wheels.”
- Abrasive wheel machines – also called grinding machines – use a bonded abrasive wheel primarily to grind and remove metal; they may also be used for grinding material such as glass, ceramics, plastics, and rubber. There are portable and stationary versions.

Oregon OSHA's requirements for abrasive wheels and machines

General industry

- Division 2, Subdivision O, Machinery and Machine Guarding
 - [1910.211\(b\) Definitions](#)
 - [1910.215 Abrasive Wheel Machinery](#)

- Division 2, Subdivision P, Hand and Portable Powered Tools and Other Hand-Held Equipment
 - [1910.241\(b\) Abrasive wheel terms](#)
 - [1910.242 Hand and Portable Powered Tools and Equipment, General](#)
 - [437-002-0264 Additional General Requirements for Hand Tools](#)
 - [1910.243\(c\) Guarding of Portable Powered Tools, Portable abrasive wheels](#)

Construction

- Division 3, Subdivision I, Tools – Hand and Power
 - [1926.300 General requirements](#)
 - [1926.303 Abrasive wheels and tools](#)

Agriculture

- Division 4, Subdivision O, Equipment Guarding
 - [437-004-2100 Grinders](#)
- Division 4, Subdivision P, Small Tools
 - [437-004-2230\(3\) Guarding of Portable Power tools, Portable abrasive wheels](#)

Types of abrasive wheels in Oregon OSHA's rules

Many abrasive wheels covered under Oregon OSHA's rules are identified by type. They include:

- Type 1 straight wheels; grinding is performed on the periphery of the wheel. Included are tuck-pointing wheels and cutting-off wheels.

- Type 2 cylinder wheels; grinding is performed on the rim face.
- Type 6 straight cup wheels; grinding is performed on rim face. Included are modified (terrazzo) Type 6 wheels.
- Type 11 flaring cup wheels; grinding is performed on rim face.
- Type 27 and Type 28 depressed center wheels, which permit side and peripheral grinding interference with the mounting.
 - Type 27 wheels are manufactured with flat grinding rims.
 - Type 27A wheels are designed specifically for cutting-off machines.
 - Type 28 wheels have saucer shaped grinding rims.
- Type 29 curved disc wheels, which are best used at a 15-25 degree angle for grinding of corners and edges.

Oregon OSHA's rules for abrasive wheels and machines do not cover natural sandstone wheels; metal, wooden, cloth, or paper discs that have an abrasive layer on the surface; flap wheels, and nonwoven surface conditioning wheels (Scotch-Brite).

Abrasive wheel machines covered under Oregon OSHA's rules

- Bench grinders
- Cylindrical grinders
- Floor mounted (pedestal) grinders

- Offhand grinding machines
- Portable grinders
- Snagging machines
- Surface grinders
- Swing frame grinders
- Top grinding grinders

ANSI requirements for abrasive wheels and machines

- ANSI B7.1 Safety requirements for the use, care and protection of abrasive wheels
- ANSI B11.9 Safety requirements for grinding machines

Safe work practices

Know how to use and maintain abrasive wheels and machines

You must be instructed in the use and care of abrasive wheels and grinding machines before you use them.

Wear appropriate personal protective equipment

- Wear safety goggles or glasses that meet ANSI Z87.1 Standard Practice for Occupational and Educational Eye and Face Protection requirements when you are exposed to dust or flying particles. Face shields may also be necessary if the work requires face protection. Plexiglass and other acrylic plastic shields on abrasive wheel machines are not substitutes for eye and face protection.

- Wear protective clothing such as aprons, gloves, and safety shoes if sparks and flying particles from the grinding operation are a hazard.

Use the correct wheel for the machine

Abrasive wheels must be used only on the machines for which they were designed. Always follow the machine manufacturer's recommendations for the type of wheel used, proper guarding, mounting, and the maximum wheel speed.

Know how to mount and inspect new wheels

Immediately before mounting a new wheel, carefully inspect and [ring test](#) the wheel to make sure it is not cracked or damaged. Never use a cracked or damaged wheel.

Know the machine's spindle speed before you mount a wheel

- Check the spindle speed of the machine before mounting the wheel to be certain that it does not exceed the maximum operating speed marked on the wheel or wheel package.
- Make sure the grinding wheel fits freely on the spindle and remains free under all grinding conditions. This is necessary to avoid excessive pressure on the wheel during grinding.



Know when wheels are no longer useable

The usable part of an abrasive wheel must extend beyond the mounting flanges. When the mounting flange assembly contacts the workpiece or workpiece holding tool, the wheel must be removed and replaced with a usable wheel.

Dress abrasive wheels as often as necessary with a dressing tool to remove buildup, reduce vibration, and restore the wheel's shape and sharpness.

Use caution starting a new or remounted wheel

Defective or improperly stored wheels may fracture soon after they have been turned on. After you have mounted a new wheel or remounted a used one, run the machine at its normal operating speed with the safety guard in place for at least one minute before using it.

Know why safety guards are necessary

It is unsafe to operate any grinding machine with the wheel safety guard removed. If the wheel shatters or explodes, the safety guard can protect you from injury. **Safety guards must cover the spindle, nut, and flange projections and must be mounted to maintain proper alignment with the wheel.**

Safety guards are required on most grinding machines. The exceptions are:

- Machines that are remotely operated and have an enclosure sufficient to retain the

pieces of a wheel if it breaks

- Metal centered diamond lapidary wheels either notched, segmented, or continuous rim used with a coolant deflector, when operated at speeds up to 3,500 surface feet per minute
- Mounted wheels, 2 inches and smaller in diameter, used on portable grinders
- Type 1 reinforced wheels not more than 3 inches in diameter and ¼-inch thick, operating at peripheral speeds not exceeding 9,500 surface feet per minute; safety glasses and face shield protection are required
- Type 1 wheels not larger than 2 inches in diameter and not more than ½-inch thick, operating at peripheral speeds less than 1,800 surface feet per minute when mounted on mandrels driven by portable drills
- Types 16, 17, 18, 18R, and 19 cones; and plugs and threaded hole pot balls where the work offers protection or where the size does not exceed 3 inches in diameter by 5 inches long
- Valve seat grinding wheels
- Wheels used for internal grinding

Safety guards – safe practices

- Never remove a safety guard to accommodate a larger wheel or when the guard interferes with the grinding operation.
- After you mount a wheel, make sure all safety guard fasteners are in place and properly tightened.
- Inspect safety guards on portable machines periodically to ensure that they are in

good condition. Replace guards that are damaged, bent, severely worn, or exposed to a broken wheel.

Make sure that the guard's angular exposure is correct

The angular exposure of the guard (the wheel's exposed periphery and sides) must not exceed:

- 60 degrees on top grinding grinders when work is applied to the wheel above the horizontal centerline
- 90 degrees (or ¼ the periphery) on bench and floor stand grinders
- 150 degrees on surface grinders and cutoff machines
- 180 degrees on swing frame grinders with the top half of the wheel enclosed
- 180 degrees on portable grinders
- 180 degrees on cylindrical grinders
- 180 degrees on automatic snagging machines

Know why flanges are necessary

Flanges transfer the energy of a grinding machine to the wheel. Most abrasive wheels must be mounted between flanges not less than one-third the diameter of the wheel. The exceptions are:

- Abrasive disc wheels
- Cutting-off wheels, Types 1 and 27A
- Cylinder, cup or segmental wheels that are mounted in chucks
- Internal wheels less than 2" in diameter

- Modified Types 6 and 11 wheels (terrazzo)
- Mounted wheels
- Plate mounted wheels
- Portable cup, cone or plug wheels with threaded inserts or projecting studs
- Type 27, 28, and 29 wheels

Flanges must be securely fastened to the spindle and the bearing surface. They should have the same diameters and radial bearing surfaces to avoid cross-bending pressures and stresses in the wheel structure. The wrong flange size or type for a particular machine adds stress to the wheel, and is a common cause of wheel breakage.

Keep flanges in good condition; when the bearing surfaces are damaged or are worn, warped, or sprung, they should be trued or refaced.

Use blotters between most abrasive wheels and flanges

Blotters are compressible washers that must be placed between abrasive wheels and flanges on most grinding machines to prevent the flanges from slipping and to ensure flange pressure is uniformly distributed.

Blotters are not required on the following wheels:

- Abrasive discs
- Certain internal wheels
- Certain Type 1 and Type 27A cutting-off wheels
- Cylinders, cups, or segmental wheels that are mounted in chucks

- Diamond wheels, except certain vitrified diamond wheels
- Mounted wheels
- Plate mounted wheels
- Type 27 and type 28 wheels
- Type 4 tapered wheels

Keep the tongue guard properly adjusted

The tongue guard is a metal plate on the top of the grinder designed to minimize wheel fragments from striking the operator. The distance between the tongue guard and grinder wheel must never exceed ¼-inch and must be adjusted as the wheel wears down.

Use work rests on off-hand grinders

Off-hand grinders (machines designed for hand-guided grinding tasks) must have work rests that prevent the work piece from jamming between the abrasive wheel and the wheel guard, which can cause the wheel to break. The work rest must not contact the abrasive wheel any time and:

- Must be adjusted so that the gap between the work rest and the grinding surface of the wheel does not exceed ⅛-inch
- Must be on the horizontal center line of the machine spindle
- Must not be adjusted while the abrasive wheel is rotating unless the work rest is designed for that purpose

- Must be securely clamped after each adjustment

Control airborne particulates

Grinding machines must be installed and operated so that airborne particles caused by the grinding operation do not exceed threshold limit values (the maximum average airborne concentration of a hazardous material to which healthy adult workers can be exposed during an 8-hour workday).

Be alert for vibration on portable grinders

If you notice vibration after you mount a new grinding wheel on a portable grinder, be sure to determine the cause and correct it. Reasons for vibration include:

- A wheel type or size that was not designed for the grinder
- An out-of-balance wheel
- An undersized spindle
- Bent, burred, or distorted flanges – or flanges that are the wrong size
- Worn bearings in the grinder

If there are no problems with the grinder and the vibration continues, mount another wheel to determine if the vibration persists. If it does, do not use the grinder and contact the wheel supplier to determine the cause.

How to ring test an abrasive wheel

Abrasive wheels must be inspected and “ring-tested” before they are mounted to ensure they are free from cracks or other defects. Wheels should be tapped gently with a light, nonmetallic instrument. A stable and undamaged wheel will give a clear metallic tone or “ring.”

That distinctive ring comes from the hardness of the material in the wheel and its ability to transmit sound vibrations. If the wheel is cracked, the vibrations stop at the crack and there is no ring. However, a ring test may not

detect all defects in a wheel, so a careful visual inspection is also necessary.

Before mounting the wheel, check the machine’s spindle speed to ensure it does not exceed the maximum operating speed marked on the wheel.

After mounting the wheel, stand to the side of the machine when powering it on in case a crack or defect was not detected.

Performing the ring test

Make sure the wheel is dry and free of sawdust or other material that could deaden the sound of the ring.

You will need a hard plastic or hard wood object, such as the handle of a screwdriver or other tool, to conduct the test. Use a wood mallet for heavier tools. Do not use metal objects.

1. Suspend the wheel on a pin or a shaft that fits through the hole so it will be easy to turn, but do not mount the wheel on the grinder. If the wheel is too large to suspend, stand it on a clean, hard surface. Imagine a vertical plumb line up the center of the wheel.
2. Tap the wheel about 45 degrees on each side of the vertical line, about one or two inches from the wheel’s edge. (Large wheels may be tapped on the edge rather than the side of the wheel.)
3. Turn the wheel 180 degrees so the bottom of the wheel is now on top.
4. Tap the wheel about 45 degrees on each side of the vertical line again.

The wheel passes the test if it gives a clear metallic tone when tapped at all four points. If the wheel sounds dead at any of the four points, it is cracked. Do not use it. ●



Ask OSHA | Oregon OSHA

Do employees who install residential HVAC systems need to be trained about confined space hazards before they enter crawl spaces?

Most crawl spaces are considered confined spaces because they have all of the following characteristics:

- They are large enough to enter and perform work
- They have limited means of entering and exiting
- They are not designed for continuous occupancy

Because most crawl spaces are confined spaces, they must first be evaluated for hazards before employees enter them; it is important

that employees know the potential hazards they could encounter before they enter the space. Oregon OSHA recommends that all employees who enter crawl spaces know how to identify potential crawlspace hazards. If a crawl space has no hazards then the employee can enter the space and does not need special confined space training. However, if the evaluation determines that the employee could be exposed to a potential hazard in the crawl space – such as heat or a hazardous atmosphere, or the work is hazardous, such as opening a sewer line – then the space becomes a permit-required confined space and only specially trained employees can enter.

For more information, read Oregon OSHA's fact sheet [Confined spaces – crawl spaces and attics.](#) ●



Short take

Workers' Memorial Scholarship awards open for applications; submissions to higher education office due April 1, 2024

By Aaron Corvin

A scholarship fund that helps finance higher education for family members of Oregon workers who have been fatally injured or permanently disabled on the job is open for applications.

The Workers' Memorial Scholarship awards are available to any high school graduate, graduating high school senior, GED recipient, or current college undergraduate or graduate student who is a dependent or spouse of an Oregon worker who has been fatally injured or permanently disabled while on the job.

The Oregon Office of Student Access and Completion (OSAC) – part of the state's Higher Education Coordinating Commission – handles applications for the Workers' Memorial Scholarship. The office is accepting applications for the 2024-25 academic year. **Applications are due April 1, 2024.**

Students may attend any Federal Title IV financial aid eligible institution in the United States. That includes four-year universities, two-year community colleges, private and nonprofit institutions, and vocational and trade schools. If the institution does not have a six-digit federal identification number on the Free Application for Federal Student Aid (FAFSA), then it is not a qualifying institution.

The following OSAC resources are available to help students learn more about eligibility requirements, accessing an application, and how to get help with their application:

- Find up-to-date information about the requirements for the Workers' Memorial Scholarship in the [OSAC Scholarship Catalog](#). Enter the fund number 113, or the full name Oregon Occupational Safety and Health Division Workers' Memorial, in the search box near the top.
- Go to the [OSAC Scholarship Application](#).
- [Send an email](#) requesting help with your application.
- Request application help by calling 541-687-7400 and pressing 1.
- Go online to learn more about [OSAC and student aid](#).
- Go online to learn what [Oregon OSHA](#) says about the Workers' Memorial Scholarship.

Workers' Memorial Scholarship award recommendations are made by Oregon OSHA's Safe Employment Education and Training Advisory Committee, an advisory group with members from business, organized labor, and government.

Scholarship award amounts vary. Oregon OSHA presents the awards annually to help in the postsecondary education of spouses or children of permanently and totally disabled or fatally injured workers.

The 1991 Oregon Legislature established the Workers' Memorial Scholarship at the request of the Oregon AFL-CIO, with support from Associated Oregon Industries. ●

Short take

Did you remember to electronically submit your OSHA 300A data by March 2?

By Ellis Brasch

Did you remember to post your OSHA 300A Summary by Feb. 1?

Oregon OSHA requires you to post a copy of your OSHA 300A Summary for calendar year 2023 between Feb. 1 and April 30 in a common area where notices to employees are usually posted.

- Post the 300A Summary at the business where the injuries or illnesses occurred. In cases where the employees are mobile, the OSHA 300A Summary may be posted where employees regularly report to work. Do not post the OSHA 300 Log.
- The OSHA 300A Summary must be signed and dated by a company executive (a designated company representative can sign and date the OSHA 300A Summary if a company executive reviews the OSHA 300 Log first).
- Businesses with 10 or fewer employees at any time during 2023 and businesses in some low-hazard industries are exempt from the posting requirement.

You will find more information about the OSHA 300A and the OSHA 300 Log on Oregon OSHA's [Recordkeeping and Reporting](#) webpage.

Electronically submit your 300A data to federal OSHA

You must electronically submit your 300A data for calendar year 2023 with federal OSHA's [Injury Tracking Application](#) if:

- Your business had 250 or more employees at any time during the previous calendar year and you are required to maintain an OSHA 300 log
- Your business had 20 or more employees, but fewer than 250 employees, at any time during the previous calendar year and is classified in an industry listed in [Table 7](#), Designated Industries, in (OAR [437-001-0700](#))
- Your business had 100 or more employees at any time during the previous calendar year, and is classified in an industry listed in [Table 8](#), Designated Industries, in (OAR [437-001-0700](#))

You will need to provide the Employer Identification Number (EIN) for your business and the legal name of your business when you submit your 300A data. ●

Report of Job Injury or Workers' compensation

To make a claim for a work-related injury or illness, fill out the worker portion of this form and give it to your employer. If you do not file a workers' compensation claim with the insurance company, do not sign the signature line. Your employer will give you a copy of the claim form.

Worker

Date of injury or illness: _____ Date you left work: _____ Time you began work on day of injury: _____ a.m. _____ p.m. Regularly scheduled days off: _____ M T W T F S S

Time of injury or illness: _____ a.m. _____ p.m. Time you left work: _____ a.m. _____ p.m. Job: _____

What is your illness or injury? What part of the body? Which side? (Example: Sprained right foot) _____ Left Right

What caused it? What were you doing? Include vehicle, machinery, or tool used. (Example: Fell 10 feet when climbing an extension ladder carrying a 40-pound box of roofing materials)

Information ABOVE this line; date of death, if death occurred, and Oregon OSHA case log number must be related to an authorized worker representative appointment.

Your legal name: _____ Language preference: _____ Birthdate: _____ Gender: _____

Your mailing address: _____ Home phone: _____ Work phone: _____ Occupation: _____

Names of witnesses: _____ Name and address of health care provider who treated you for injury or illness you are now reporting: _____

Name and phone number of health insurance company: _____

Were you hospitalized overnight? Yes No

Were you treated in the emergency room? Yes No

By my signature, I am making a claim for workers' compensation benefits. The above information is true to the best of my knowledge and I authorize health care providers and other custodians of claim records to release relevant medical records to the workers' compensation claim administrator, and the Oregon Department of Consumer and Business Services. Notice: Relevant medical records include HIV/AIDS records, certain drug and alcohol treatment records, and other records protected by state and federal laws. A HIPAA authorization is not required.

I understand I have a right to see a health care provider of my choice subject to certain restrictions. _____

Signature: _____ Completed by (please print name): _____

Complete the rest of this form and give a copy to _____

Employer legal business name: _____

If worker is injured: _____

Year 20

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

OSHA's Form 300
Log of Work-Related Injuries and Illnesses

You must record information about every work-related death and about every work-related injury or illness that involves loss of consciousness, restricted work activity, or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health-care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in OAR 437-001-0700. Use two lines for a single case if you need to. You must complete the Report of Injury or Illness (Form 801) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local Oregon OSHA office for help.

Establishment name: _____ City: _____ State: _____

Identify the person	Describe the case	Using these four categories, check only the most serious result for each case.				Enter the number of the injury or illness	
		(G) Days away from work	(H) Job transfer or restriction	(I) Medical treatment beyond first aid	(J) Loss of consciousness		
(A) Case no.	(B) Employee name (C) Job title (e.g., "welder") (D) Date of injury or illness (E) Where the event occurred (e.g., "loading dock north end")	(F) Describe injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g., "second-degree burns on right forearm from acetylene torch")	(G)	(H)	(I)	(J)	(K)

OSHA Form 300A
Summary of Work-Related Injuries and Illnesses

All establishments covered by OAR 437-001-0700 must complete this Summary of Work-Related Injuries and Illnesses, even if no work-related injuries or illnesses occurred during the year. Remember to review the log to verify that the entries are complete and accurate before completing this summary.

Using the log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the log. If you had no cases, write "0".

Employees, former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the DCBS Form 801 or its equivalent. See OAR 437-001-0700(21).

Year 20

Number of cases

Total number of deaths _____ Total number of cases with days away from work _____ Total number of cases with job transfers or restriction _____ Total number of other recordable cases _____

Number of days

Total number of days away from work _____ Total number of days of job transfer or restriction _____

Injury and illness types

Total number of... _____

(1) Injuries _____ (4) Poisonings _____

(2) Skin disorders _____ (5) Hearing loss _____

(3) Respiratory conditions _____ (6) All other illnesses _____

Establishment information

Your establishment name: _____ Street: _____

City: _____ State: _____ Zip: _____

Industry description

(e.g., manufacturer of motor truck trailers)

North American Industrial Classification System (NAICS)

if known (e.g., NAICS 4441)

Employment information (If you don't have these figures see the worksheet on the back of this page to estimate.)

Annual average number of employees _____

Total hours worked by all employees last year _____

Sign here

I certify that I have examined this document and that, to the best of my knowledge, the entries are true, accurate, and complete. The highest ranking manager at the location where the Log is completed must sign the OSHA Form 300A.

Company executive (highest ranking manager)

Phone: _____ Title _____

Date: _____

Keep this summary posted from Feb. 1 to April 30 of the year following the year covered by this form.



Short take

Oregon employers, workers invited to take a 'Safety Break' May 8

By Aaron Corvin

It's a day to recognize employer and worker successes in cultivating safe and healthy workplaces. It's a day to engage in open and direct conversations – including employee participation and feedback – about what is going well and what can be improved. It's a day to reflect on future challenges and to develop plans to minimize or eliminate workplace hazards.

Employers and workers across the state are invited to take part in **Safety Break for Oregon**, coordinated by Oregon Occupational Safety and Health (Oregon OSHA), a division of the Oregon Department of Consumer and Business Services.

The annual event – now in its 21st year – offers an opportunity to employers, supervisors, and workers across Oregon to celebrate their safety and health achievements, and to examine and renew their efforts to protect people from harm while on the job.

Will you take the **Wednesday, May 8, stand-down** as a time to refresh your knowledge and training? Will you conduct an assessment of where safety and health could be improved at your workplace? Or will you celebrate your successes and recognize emerging safety leaders?

The choice of activity is yours. [Sign up now](#). You could even [win a \\$100 prize](#).

Oregon OSHA encourages employers and workers to share their Safety Break activities on

social media; tag Oregon OSHA on [Facebook](#) and [LinkedIn](#) with #SafetyBreak.

As you celebrate Safety Break for Oregon, Oregon OSHA encourages you to use the division's free resources. If you have questions about how to apply Oregon OSHA rules to your workplace, [contact our technical specialists for free](#). If you want free and confidential help reviewing and improving your safety and health program, [contact our consultation services](#). Moreover, Oregon OSHA offers many [free education and training resources](#) that you may want to use as part of your Safety Break for Oregon activity.

Employers that [sign up online](#) by Friday, May 3, and participate in Safety Break for Oregon will be entered to win one of three \$100 checks to be used for a luncheon of their choice.

The prizes will go to participating companies as part of a random drawing. [The Oregon SHARP Alliance](#) sponsors the contest. The nonprofit group promotes safety and health management by encouraging teamwork and cooperation among people, employers, and organizations to improve workplace health and safety for Oregon workers.

Get Safety Break ideas, logos, sample awards, and other free resources by visiting the [Safety Break for Oregon website](#). ●



LATINO BUILT

Short take

LatinoBuilt: a trade association supporting Latino contractors throughout Oregon

By Ellis Brasch

[LatinoBuilt](#) – an Oregon 501c(6) nonprofit organization – is working to overcome barriers and improve opportunities for Latino-owned businesses in Oregon’s construction industry. The trade association also focuses on workplace safety and health, an effort supported by Oregon OSHA’s consultation services program.

Just two years after it launched, LatinoBuilt has made a significant effect in the industry. The trade association – with a current membership of 318 contractors, providers and partners – is the only one of its kind in Oregon that offers training programs to Latino construction contractors, taught in Spanish and English, by industry professionals.

The bilingual training focuses on topics such as leadership development, employee safety, and energy management with the goal of developing a community that supports Latino-owned businesses as they develop and enrich their livelihoods.

LatinoBuilt is supported in part by its sister organization, the [LatinoBuilt Foundation](#), which assists Latino business owners through:

- Mentoring and networking opportunities
- Bilingual workshops
- One-on-one training

The foundation also works to strengthen the fabric of Latino families, offering “wraparound

services” to improve their lives and strengthen their ties with the community.

Oregon OSHA became a LatinoBuilt member in 2022 when Oregon OSHA [Consultation Services program](#) began providing occupational safety and health training for contractors covering topics such as safety committees, health illness prevention, and ladder safety, and through Oregon OSHA’s [Challenge Program](#).

LatinoBuilt’s membership has grown from 142 members in 2022 to 318 in 2024.

Learn more about LatinoBuilt and the LatinoBuilt Foundation at latinobuilt.org.

Going the Distance

Oregon's SHARP Alliance grows a network devoted to improving workplace health and safety

By Aaron Corvin

It's no secret that bringing people and organizations together removes barriers to sharing information, training, and services.

This is no less true when it comes to improving workplace health and safety, a continuous process fed by networking and collaboration.

But removing such barriers is merely an idea – an important goal outlined on paper – until people and organizations commit to making it happen.

That commitment is exemplified by the [Oregon SHARP Alliance](#). Now in its 24th year, the nonprofit group remains dedicated to its mission: promoting safety and health management, and cooperation among companies and government to advance on-the-job health and safety for all Oregon workers.

The alliance carries out its mission in a variety of ways, including helping sponsor safety and health conferences across Oregon; regularly offering training sessions to anyone who is interested; providing networking and mentoring opportunities; and publishing free training and video resources on its website.

The nonprofit group has long enjoyed [steady leadership](#) from people with extensive experience and



The SHARP Alliance Board was recognized at Region X's 2019 Northwest Safety Summit. Pictured, from left, are Cliff Butler (second vice chairperson, 2019 Region X SGE of the Year and 2018 Mentor of the Year), Bobby Hammond (former Region 8 delegate), Shawna Bergeron, (Region 1 delegate), Mark Hurliman (Oregon OSHA liaison), Erica Frey-Hoyer, (first vice chairperson), Ray Illingsworth (third VPP delegate), Julie Stout (second VPP delegate, 2018 Region X SGE of the Year), Eileen Tanner, (2019 Mentor of the Year), and Boe Carter (Region 2 delegate).

education in workplace safety and health in the private and public sectors.

In fact, Erica Frey-Hoyer, currently the group's chairperson and quality systems manager for Packaging Corp. of America's (PCA) Salem facility, recently took the reins from Cliff Butler, now the group's current past chairperson, who is an environmental, health, and safety manager for Sherwin-Williams' Purdy Brush site in Portland.



The Sherwin-Williams Portland facility and the PCA facility are long-standing Star sites as part of [Oregon OSHA's Voluntary Protection Program \(VPP\)](#), which further illustrates the high caliber of participants in the Oregon SHARP Alliance.

The alliance began as an idea in April 1999, when several representatives of [Safety and Health Achievement Recognition Program \(SHARP\)](#) companies met with leaders of Oregon OSHA. The seeds for such a meeting had already been planted: [Oregon OSHA's Consultation Services program](#) had begun offering SHARP to Oregon employers in 1995.

The discussion in April 1999 explored the creation of a coalition of SHARP companies to help Consultation Services in its mission to advance and improve workplace safety and health for all working Oregonians.

The idea for such a coalition was based on the success of the Voluntary Protection Programs Participants' Association (VPPPA) was seeing as it helped companies work toward and obtain certification under VPP.

Oregon OSHA's Consultation Services program convened several exploratory and educational meetings to help put the idea into action. On Sept. 21, 2000, the Oregon SHARP Alliance was incorporated, including bylaws and a board of directors formed by 14 founding members who would operate and manage the alliance.



Since then, the alliance has never lost sight of its purpose: to advocate for excellence in occupational safety and health, and sustain continuous growth in the SHARP and VPP programs as part of a long-term relationship with Oregon OSHA. The alliance's goals are as follows:

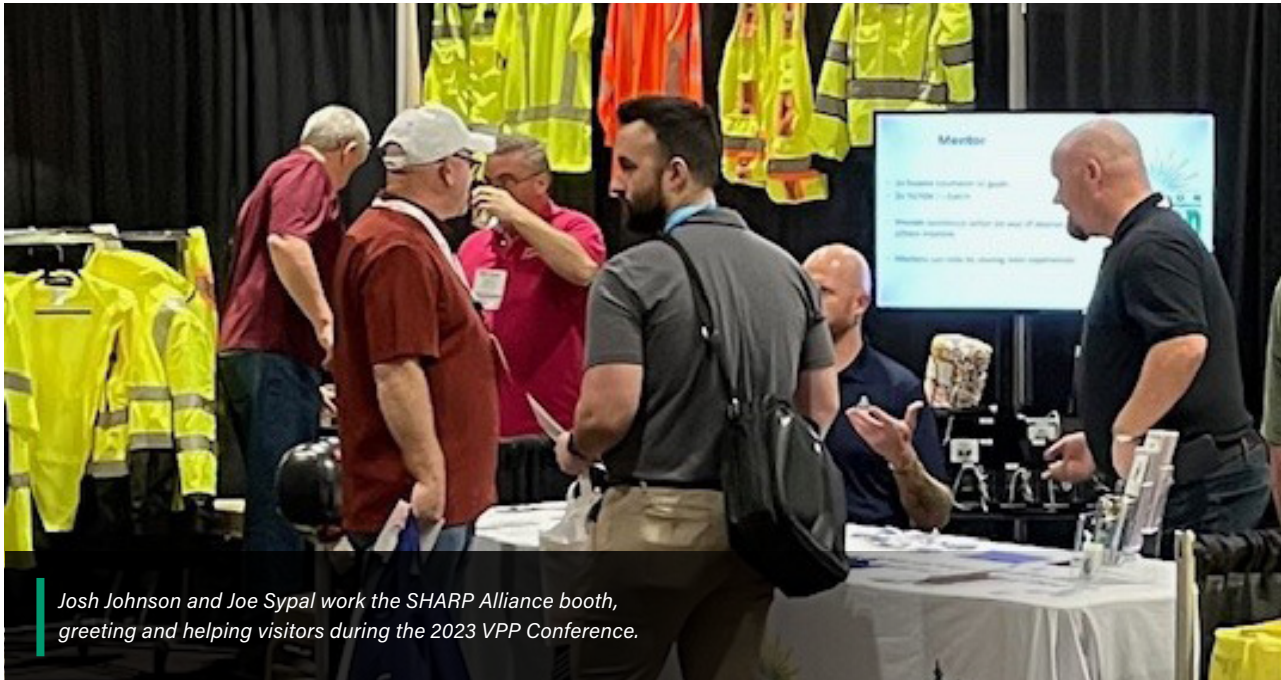
- Promote achievement of SHARP and VPP recognition
- Assist companies that are already in the process of becoming SHARP or VPP
- Assist all companies in Oregon in safety and health management

- Provide input to Oregon OSHA on activities, rules, best practices, and strategic planning
- Serve as a resource for all Oregon workplaces

The alliance comprises Oregon employers that currently hold SHARP or VPP status, SHARP graduates, companies working to achieve SHARP or VPP certification, and others who promote safety and health in the workplace.

The alliance continues to seek opportunities to grow, and connect people and organizations to helpful resources. Its track record is replete with successes. In 2006, for example, the alliance became the primary sponsor of the Blue Mountain Occupational Safety and Health Conference (BMC) held annually in Pendleton, Oregon. Moreover, the Alliance provides an annual monetary donation to each of the workplace health and safety conferences held in Oregon. And it sponsors a formal safety and health networking break at each of the health and safety conferences. These conferences include:

- The Oregon Governor's Occupational Safety and Health Conference (GOSH) held in March of odd-numbered years in Portland, Oregon.
- The Cascade Occupational Safety & Health Conference held in March of even-numbered years in Eugene, Oregon.
- The Region X Northwest Safety & Health Summit held annually in May, rotating between Oregon, Washington, Idaho, and Alaska.



Josh Johnson and Joe Sypal work the SHARP Alliance booth, greeting and helping visitors during the 2023 VPP Conference.

- The Blue Mountain Occupational Safety & Health Conference held annually in June in Pendleton.
- The Central Oregon Occupational Safety & Health Conference held annually in September in Bend, Oregon.
- The Southern Oregon Occupational Safety & Health Conference held annually in October in Ashland, Oregon.
- The Western Pulp, Paper and Forest Products Safety & Health Conference held annually the last week of November/first week of December in Portland.

Additionally, the Alliance offers quarterly training sessions at various locations across Oregon. These sessions are three-hour training sessions open to anyone who wants to attend. The alliance's general meetings are held on the second Thursday

in March, September, and December. The June meeting is held the day before the annual Blue Mountain Conference in Pendleton.

Meanwhile, the alliance maintains a web site (www.sharpalliance.org) where most of the group's business and documentation are maintained.

The website offers free training videos and other resources. And VPP employers and graduates of SHARP in Oregon may use the website to obtain replacement SHARP graduate flags and VPP Star flags, as the alliance is authorized to sell those flags.

The alliance has changed its operations as the need to do so has risen. In 2010, for example, the alliance, seeing that nearly half of its operating committee members had guided their companies through SHARP and into VPP, decided to open the group's membership to Oregon VPP sites as well as SHARP sites. Currently, the operating committee

consists of a chairperson, a first- and second-vice chairperson, secretary, treasurer, eight regional delegates, and three VPP delegates. As a nonprofit made up entirely of volunteers, the alliance's mailing address stays with the treasurer and changes when a new treasurer is elected.

In 2017, the alliance's Region 1 sought to improve its service to the Portland metropolitan area. It did so by launching monthly luncheon meetings and quarterly training sessions in the tri-county area surrounding Portland. The training sessions are held on the second Tuesday in January, April, July, and October.

To this day, the alliance continues its work to help strengthen workplace health and safety through networking and collaboration across Oregon. It has adapted its services to meet new demands, even as it has stayed true to its core mission: removing barriers by creating opportunities for Oregon SHARP and VPP companies to share information and best practices with each other. ●

