

# SET THE TONE WITH SAFETY IN 2019



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## WORKER SAFETY AND A SAFETY CULTURE AT AN ORGANIZATION CAN IMPACT THE PUBLIC'S PERCEPTION OF YOUR BRAND

By now, most of us have seen the rollercoaster of worker safety news about Tesla and Amazon – two big brands in our modern world. Think about those two brands and what you've learned about worker safety through the national media, has it impacted your buying decisions or perception? With brewing, the public has a perception of what you do and how you do it. We know the truth – there are worker safety concerns at a brewery just like there are at construction sites, manufacturing facilities, and theme parks. How can you set the tone at your brewery and taproom to ensure that worker safety is treated with the same importance as quality and production?

## LOOK BACK, A LITTLE

In the discipline of safety, we must walk the line on using lagging measures and measuring things in real-time. Lagging measures like number of incidents and days away from work caused by injury have their place – but they do not tell the full story. They also are not motivating to personnel! Leading indicators like identification of unsafe conditions at your brewery, tracking of corrective actions, and safety training attendance involve personnel, making them an active participant in safety at your brewery.

## DO WHAT OSHA NEEDS

Minnesota OSHA [requires employers to submit their OSHA 300A Summary](#) information electronically via OSHA's new electronic recordkeeping tool, [the Injury Tracking Application](#). As you digest the information from your OSHA 300 Log, identify trends. These trends can be used to inform your goal setting for 2019, which is a requirement of the MNOSHA "A Workplace Accident and Injury Reduction" Program ([AWAIR](#)).

## CONSIDER GOING ABOVE AND BEYOND

As of the writing of this article, the MNOSHA [MNSTAR Program](#) and [MNSHARP Program](#) have never recognized a brewery for voluntary protection program status. These programs are voluntary and involve an inspection from MNOSHA consultation staff. Depending on the outcome of the inspection, there may be action items a site must comply with to receive the MNSTAR or MNSHARP status. Each status involves exemption from random MNOSHA inspections, with some exceptions for serious incidents. MNOSHA has expressed interest in the past in working with the breweries in the state and it's an excellent opportunity for a craft brewery to lead the way and be recognized in the process.

## ENSURE COMPLIANCE

Before going above and beyond, make sure you have the foundational elements of a safety program in place. In Minnesota, this means annual worker training for Hazard Communication and Right-to-Know, among other topics. If you have forklifts, operators must be trained at least once every three years, and MNOSHA has specific requirements for carbon monoxide testing and monitoring for gas-powered forklifts operated indoors. With OSHA's focus on amputation incidents, lockout/tagout has become one of OSHA's most frequently cited standards again. When equipment at your brewery must be shut down for maintenance and service, ensure you have a lockout/tagout program that identifies energy sources and how to shut them down.

## GET HELP!

Your insurance broker and carrier can be a great resource for you as you establish, maintain, and grow your brewery's safety program. MNOSHA's consultation services can be used free of charge as well. Network with established breweries to discuss best safety practices. Networking with employers in other industries can be helpful too as many safety programs can transfer to different environments.

By looking back, setting goals for improvement, and utilizing resources available to you—2019 can be your safest year yet. Do not hesitate to reach out for assistance!