

The Future of Occupational Safety and Health



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The Problem

- Most people are unaware or don't care about OSH
 - Fewer people are working in jobs where there is imminent danger
 - More people are contingent workers, independent contractors
- Yet more construction workers die each year than soldiers in Iraq
- OSHA has never had enough funding for its mission (and probably never will)
- Standard setting has ground to a halt bogged down by Congress, Courts, White House

Solutions- Targeting

- With inadequate numbers of inspectors the inspections have to be better targeted to the worst workplaces
- Hampered by Court decisions- Barlow
- May require Congressional action, electronic reporting or site registration

Solutions- Standard Setting

- Focus on Generic Standards- may require Congressional action
 - S&H Program standard
 - Training standard
 - Health and Safety Committees
 - Prevention through Design standards
 - Improved Surveillance, Recordkeeping
 - Whistleblower improvements

Standard Setting, cont.

- Health Hazards- Control Banding standard, less emphasis on PELs
- Ergonomics- Manual Materials Handling standard
- Address disparities between General Industry and Construction

Public Health Campaigns

- Need to build more public support for OSH
 - Most Americans don't realize that over 100 construction workers are killed each month
 - Media doesn't pay as much attention compared with mine fatalities
- Study European Campaigns on OSH
- Fatality Free Week campaign

Coalitions

- Need to tie OSH in with other broader causes
- Past successes
 - Lead in homes
 - Asbestos in schools
 - Right to Know with community RTK
- Construction noise in NYC
- Construction Backover campaign- kids being backed over by parents in cars

Owners

- Owners can set policies which flow down to suppliers and subcontractors
 - Auto companies
 - INTEL
 - Construction general contractors
 - OSHA 10 hour- States, GCs
 - Prequalification of subcontractors
- Helps get larger companies to force requirements down to smaller ones

Hierarchy of Companies

Best Companies	Strive for Excellence	Need to mentor others, Demo projects	5%?
Good companies	Room for improvement, Need to justify everything to mgmt	Need assistance and culture change	35-40%?
OK Companies	Compliance model Doing the minimum	Need more enforcement Education on consequences, risks, How and why to improve	45-50%?
Scofflaws	Don't care Accidents waiting to happen	Need strong enforcement	10%?

Social Marketing Approach

- What is in it for them (employers)?
 - Return on Investment- good for most safety hazards- need to broaden benefits calculation to include productivity effects, indirect costs
 - Health hazards/chronic problems require a different approach- standard and enforcement

The "New Bottom Line"

- The other approach to encouraging employers is the moral argument
 - Use of personal stories- help them visualize/conceptualize the risks
 - Create the "new bottom line" (Lerner) to make unsafe workplaces unacceptable. Safety should be part of doing business (O'Neill).