New Employees on the Job Fatality Report

Temporary Worker Killed at Bacardi Bottling, OSHA Says Company Failed to Train.

Davis, a 20-year-old temporary worker, was killed last August on his first day on the job when he was crushed.

Davis was an employee of a temporary staffing service, Remedy Intelligent Staffing, which is contracted by Bacardi Bottling to provide workers for certain jobs. OSHA requires that employers protect the health and safety of all workers under their supervision and control, even temporary workers who are employed by other companies.

“A worker’s first day at work shouldn’t be his last day on earth,” said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. “Employers are responsible for ensuring the safe conditions of all their employees, including those who are temporary.”

Davis was cleaning glass from under the hoist of a palletizing machine when an employee restarted the palletizer. Bacardi Bottling had failed to train temporary employees on utilizing locks and tags to prevent the accidental start-up of machines and to ensure its own employees utilized procedures to lock or tag out machines. Proposed penalties for the willful and serious violations total $192,000.

Bacardi said that it worked with OSHA following the incident and “took immediate steps to correct any noted safety concerns identified by the inspector, rather than waiting until after the final report was issued … The company shares with OSHA the common goals of well-trained employees and safe workplace conditions.”

“We are seeing untrained workers – many of them temporary workers – killed very soon after starting a new job. This must stop,” said Michaels. “Employers must train all employees, including temporary

workers, on the hazards specific to that workplace – before they start working. Had Bacardi done so, this tragic loss of life could have been prevented."

OSHA also cited Bacardi for nine alleged serious violations for exposing workers to trips, struck-by and fire hazards where fixed permanent conveyors crossed through the aisle; obstructing exit routes; exposing workers to falling bottles and debris from overhead conveyors and electrical shock hazards. The employer also failed to provide an adequate number of lockout/tagout devices to perform lockout/tagout procedures of energy sources on various equipment, conduct an adequate periodic review of the energy control procedures, perform servicing and maintenance on machines and equipment without training in the methods and means for energy isolation, and require workers to wear safety goggles and long sleeves when using air guns at 90 pounds per square inch. A serious violation occurs when there is substantial probability that death or serious physical harm could result from a hazard about which the employer knew or should have known.

"Bacardi, in its more than 150-year history, has embedded corporate responsibility into all aspects of its business, and with that, continually strives for the highest standards of safety for its employees," the company noted.