

Excavation Safety – Picture This – Spanish



Why Pretty Good Isn't Good Enough – Training Tip

Failure to understand instructions, especially because of a language barrier, is a recipe for disaster. For a Taiwanese food production worker, it proved fatal.

As a supervisor, you may assume that a worker from another country has a pretty good grasp of English. The following story shows why pretty good isn't good enough.

What Happened

A 54-year-old food production worker who was employed by a New York State pizza dough manufacturer died of severe neck lacerations and blood loss after he was struck by an energized cutting blade while cleaning a dough machine.

The victim had turned off and locked power switches controlling the machine before he and a co-worker proceeded to clean it. The plant lockout/tagout procedure called for setting the control buttons of the dough chunker to "off" and "manu." However, the victim set those controls in the "on" and "auto" positions.

At one point the co-worker asked the victim for the key to unlock the main power switch for one of the machines, so the dough bowl could be raised. The victim was bending over and extended his head through the bottom opening of the hopper when his co-worker activated the power switch.

Hearing noises, the co-worker rushed to the victim and observed that he had been partially decapitated by the energized steel blade. The worker died at the scene.

The Investigation

Investigators determined that the company's lockout/tagout training program included viewing a 35-minute video in English,

along with some text training and hands-on training.

During some of the training sessions, the victim's employer had hired professional translators to translate written training material into Mandarin Chinese for three employees at the plant. However, the hands-on training sessions were conducted solely in English.

The plant manager and safety coordinator said each worker had been taught how to shut down a machine and isolate its energy source, release any potentially hazardous stored energy, test to verify that the energy source was isolated, and lock the energy control device securely in the "off" position. The plant safety coordinator said the victim had seemed to understand English fairly well.

Recommendations

Their recommendations included the following:

Periodic inspections should be conducted to ensure that company procedures are being followed.

Employees need retraining in the event of an incident, a near miss or changes to procedures or equipment. Those workers whose first language is not English should receive both text training and hands-on training in their native language.

Bottom Line

Appearances can be deceiving. Assuming that a worker has adequate English language comprehension to understand complex instructions involves taking a big leap of faith. It's a risk you cannot afford to take. Make sure training is offered in a language your workers understand.

What's a Safe Height to Stack Materials?

Stacking materials too high can cause the stack to collapse. So what's the right height for a stack? It all depends. There are 6 things you need to think about in determining the safe height to stack materials:

1. What you're stacking: Different materials have different characteristics affecting their stability when they're stacked. Thus, for example, lumber should be stacked no more than 16 feet high, while loose bricks should be stacked no higher than 7 feet.
2. The surface you're stacking on: The safe height of a stack is affected by whether the stack is resting on the floor, shelving, a truck, a forklift, etc. Example: Forklifts should not be stacked more than 20 feet high.
3. What containers the materials are in: The size, weight and shape of the container directly affects its stability. Example: Stacks of the same height aren't of the same stability if one stack contains square boxes and the other round barrels.
4. How heavy the stacked item is: The gross weight of the item you're stacking affects how many of each item you can stack on top of each other without creating gravity issues or overtaxing the surface you're stacking on.
5. The stacking arrangement: How you stack materials impacts the stability of the stack. Thus:
 - The heaviest materials should be at the bottom of the stack
 - Bags and bundles must be stacked in interlocking rows
 - Boxed materials must be banded in place with cross-ties or shrink plastic fiber
 - Drums, barrels, and kegs must be stacked symmetrically
6. The storage conditions: The stability of stacked materials is affected by environmental conditions like wind,

temperature and humidity. Thus, for example, humidity could deteriorate and weaken wooden pallets and shelving and make them more susceptible to collapse.

The Distance Between Trauma and Post-Traumatic Stress is Short – Managing Yourself

Few people get through life without witnessing a traumatic event. Maybe you are driving and spot another car spinning out of control before it crashes it's hit by a semi-truck. Or perhaps something terrible happens at work and you witness employees losing their lives.

People who have witnessed such events often will say their lives have been turned upside down because nothing shows the fragility of human life quite like knowing that someone who was alive two seconds ago is gone.

It's common for witnesses to keep replaying horrifying images in their minds for days or weeks. It's a switch that cannot be shut off, no matter how much one might want to.

Nausea, loss of appetite, dizziness, headache, depression, confusion, grief, nightmares, insomnia, helplessness, fear, confusion, and a sense of detachment from reality are among the symptoms of stress related to involvement in traumatic events.

People handle these events differently. Some want to talk out their feelings are quite emotional, while others clam up and stuff their feelings inside.

But failing to deal with one's feelings will not make them disappear. Such avoidance can lead to post-traumatic stress

disorder (PTSD), and intense emotional/physical reaction to a traumatic event that can last for months.

People suffering from PTSD may withdraw from activities, people, places and thoughts or feelings related to the traumatic incident.

They also may become irritable and prone to outbursts of anger and find it difficult to concentrate. Flashbacks and nightmares along with physical symptoms, such as chills and shaking are associated with PTSD.

As a supervisor who witnesses a traumatic event, you will be caught in a whirlwind of activities in the days following it, including being interviewed by police and government occupational safety and health officials.

You may believe it's important to not show or share your feelings with workers, because you may be seen as a weak person who cannot handle a tough situation. In reality, not talking to workers about what you are all feeling may lead them to believe you are cold and unfeeling. How you decide to deal with that issue is your business, but you'll need to deal with your own feelings in the aftermath of a traumatic event.

Here are some coping strategies from the US CDD you can use. Share these with others that may be going through the same thing.

- Understand that your symptoms are normal, especially in the first few days following a traumatic event.
- Try to stick to your usual routine.
- Find ways to relax and be kind to yourself.
- Recognize that you cannot control everything.
- Do not shy away from situations, people, and places that remind you of the trauma.
- Take time to resolve day-to-day conflicts so they do not add to your stress.
- Turn to family, friends, clergy, or professionals for support and talk about your experiences and feelings with them.
- Try to engage in leisure and recreational activities, even

though that may be the last thing you feel like doing.

- Recognize the need for seeking trained help and call a mental health center if you are feeling overwhelmed.

According to the CDC, about half of those with PTSD recover within three months without treatment. This is not always the case – sometimes, symptoms do not go away on their own or last for more than three months. This depends on the many factors including the severity of the event, exposure to the event or seriousness of the threat to life, the number of times an event happened, a history of past trauma, and psychological problems before the event.

Everyone deals with trauma differently – there is no single solution for everyone but using some of these coping strategies for yourself or knowing them so you are able to help others can start the path for healing.

Why Workers Don't Use PPE

In a past survey, 82% of safety professionals said they observed their workers failing to use required personal protective equipment (PPE) at least once in the span of a year.

Why Workers Don't Use PPE

Of course, ensuring proper use of PPE by workers isn't just a compliance obligation; it's a vital safety measure. So why don't workers use the stuff?

Employer's Fault for Lack of PPE Use

At over 85%, the most common worker reason survey respondents cited was lack of awareness about PPE and why it's important to use. This is clearly a problem that providing appropriate safety training would solve.

Another common reason for not using PPE: the workers said that PPE wasn't available at their workplace or that it didn't fit right. Each of these reasons could and should have been addressed by the employer.

So, if any of your workers are citing reasons like this, shame on you.

Worker's Fault for Lack of PPE Use

The other common reasons cited are not so much reasons as excuses by workers who understood the importance of using PPE but chose not to due to some complaint about the PPE.

Complaint – PPE Was Uncomfortable

If your workers are saying this, you can easily help them find an alternate solution – whether it's a different style of eye protection or a better fitting hardhat. In many cases, if the PPE isn't comfortable the worker may not be wearing it properly.

Complaint – PPE Made Them Too Hot

If your workers are finding it hot, you may want to consider checking out the temperature in the area – check your ventilation and get some airflow. This may not solve the issue completely but could help with your workers objections.

Complaint – PPE Hampered Productivity or Made Job Tasks Harder

Find out how the PPE is causing issues with getting work done. In some cases, you may be able to find a way to improve efficiencies. In other cases, you and your workers may just have to understand that in order to be safe, the work may take a little longer.

Complaint – PPE Made Them Look Unattractive

Not much to say here! It's not about looks – it's about being safe. End of story.

Don't Write Off the PPE Complaints

We all understand that lack of comfort and such aren't valid excuses for not using PPE. So, it would be easy to label the excuses as "shame-on-the worker".

But it's not as simple as that. At the end of the day, who's to blame for a workers' failure to use PPE is less important than understanding why they're not using it and making sure they do.

So, if your workers are using excuses like "it's too hot," you need to know what they're complaining about and address the problem—either by making the PPE "less hot" or getting the worker to use it the way it is. Anything less might result in an OSHA violation and a fatal or serious injury.

Handling Materials Safely

Almost every worker handles materials at some point during the work day. Using the right method of moving materials combined with the correct personal protective equipment is the only way to reduce the threat of injury.

Stacking Materials

When it comes to preventing injury, stacking materials properly is just as important as using proper lifting techniques and the right equipment to move a load.

- Before stacking any materials, it is important that the material type, height and weight are given consideration.
- If a skid is to be used, inspect the skid for damage.
- Stacking materials too high or too deep on a shelf will increase the risk of injury when materials are being manually moved.
- When stacking bags or bundles, use interlocking rows to

increase the stability of the load.

- When stacking drums, barrels, and kegs, use a symmetrical pattern. If they are to be stacked on their ends, use a sheet of plywood or skid inserted between the levels to provide stability and an even surface for each level. When stored on their sides, block the bottom tier to prevent the bottom drums from rolling out from under the load.
- All cylindrical materials such as structural steel, poles, and tubing must be stacked and blocked to prevent spreading or tilting. Pipes, bars, and tubing should be stored in racks that run parallel to the warehouse aisles to eliminate a safety hazard for those who use the aisles.

Hand Carts

Hand cart injuries occur when wrists and fingers are caught in the cart itself, between the cart and the load, or between the load and another stationary object. Also in danger are feet and legs being crushed by the cart or the load being moved. Handcart use can result in serious back and shoulder strain, as well as straining leg and arm muscles.

Lifting And Moving

Roughly 75 per cent of all material handling workers will suffer a back injury at some time during their working life. Using a hand cart, instead of strength when moving objects can save workers from a stress injury. If they have to lift, use correct lifting and moving methods for loads within your strength limit combined with proper protective equipment. Prior to lifting materials, assess each load for weight, sharp edges, splinters, and wet or greasy spots. Also assess the route to ensure it is clear of clutter, spills and obstructions.

If the load requires a team to lift the material, choose team members who are of similar size and strength. Choose one leader to direct the team and issue lifting, moving and setting down commands. Try to equally distribute the load among all team members.

Irregular Objects

Although boxes and cartons are not considered to be irregular shaped objects, there is still a correct way to lift and carry. Grasp a carton with one hand on the top and one hand on the bottom, both placed in opposite corners of the box. Sacks should also be lifted using opposite corners. But once the sack has been lifted, it should be shifted so that it rests against your hip or stomach so you can swing the sack up and over your shoulder. If you cannot swing it over your shoulder, then the sack is too heavy. Irregular objects can be shaped irregularly or unevenly weighted. Such objects require special solutions. If the object is unwieldy and will not allow you to securely grasp and lift the object, then you should seek assistance and/or use a handcart. When carrying long objects such as pipes and tubing, the correct method is to balance the objects on your shoulders. When carrying long sections, use a guide to make sure the way is always clear of workers who could be injured by the jutting pipes.

Quick Course – Belt Yourself For Safety

A high percentage of all annual work-related fatalities are caused by motor vehicle crashes. Many of these deaths could have been avoided if the drivers and passengers in these vehicles had worn their seatbelts.

Quick Course – A Joke Isn't Funny When It Hurts!

At one time or another, almost everyone has one time or another pulled a “harmless” joke on a friend. But there is difference between true witty joke that does not cause any harm and what is commonly known as “horseplay”. The task at hand is to avoid any acceptance of the horseplay mentality in the workplace

Quick Course – Be a Safety Leader

An employer or supervisor can't stand by you every second to see that safety rules are followed. You must take charge of your safety because you have the most to gain – and the most to lose.

Drunk Driving Meeting Kit

Being involved in an accident like drink driving, affects more than just yourself. It affects your family emotionally as well as financially.

DRUNK DRIVING COST

The first thing to come to mind is the expensive nature of drunk driving. Cost is measured in financial terms and the affect on the person's life. The average cost for a person's first DUI connection is anywhere from \$9000 to \$24,000.

A DUI can also cost you your job or make it difficult for you to find a new job. Many employers will not hire someone with a recent DUI or will fire someone who has got one while working for them. Many employers require employees to be able to drive a company vehicle and maintain a clean driving record. A DUI is virtually an instant way to lose your ability to drive a company vehicle.

DRUNK DRIVING HAS CONSEQUENCES

If someone drives drunk and survives a crash that injures or kills other people, he or she must live with the consequences. That emotional burden can be worse than any bodily harm.

But the physical perils of drunk driving are immense, too. Impaired driving can cause accidents that lead to paralysis, disfigurement, brain damage, and even death.

Impaired driving is also a crime. Drunk drivers often pay significant fines, lose their license, and face higher insurance costs. Common punishments for conviction of a drunken driving-related offense can include:

- Driver's license suspension / revocation
- Imprisonment in jail
- Vehicle impoundment
- Vehicle license plate confiscation
- Ignition interlock device (IID) restrictions
- Alcohol abuse evaluations
- Mandatory alcohol abuse treatment programs
- Monitored sobriety

COMMON SENSE MITIGATION TO REDUCE RISK OF DRUNK DRIVING

Find your designated driver. Designate a driver who will not drink before you go out. Never assume that someone will volunteer, and make sure that you don't put all the responsibility on the same person every time. If you feel guilty, offer to buy their dinner or to pay for gas.

Hold each other accountable. When you do go out with friends, coworkers, or family, make a plan with friends to hold each other accountable. Encourage each other to drink water in between alcoholic beverages. If they've been drinking, take their keys away from them. Call a cab or offer to give them a ride to pick their car up in the morning.

Be a responsible host. If you're hosting your own gathering, offer non-alcoholic beverages and make sure everyone has a safe ride home. Monitor your own drinking to ensure that you help guests make safe choices.

Plan alcohol-free activities. Plan activities with friends and family that don't always involve drinking. Whether it's being active, enjoying good conversation, exploring a new place, or visiting your favorite spot, you don't need alcohol to make the evening a memorable one.

SOLUTIONS TO REDUCE DRINKING AND DRIVING

- DWI courts are effective in reducing drinking and driving while intoxicated. They work with hard-core repeat offenders. They do so by treating alcohol addiction. The recidivism or failure rate of DWI and DUI courts is very low.
- The single most effective measure to reduce drunk driving is automatic license revocation.
- Automatic license revocation along with required jail appears to be even more effective.
- Confiscating license plates.
- Requiring ignition interlock devices. They prevent persons with alcohol on their breath from starting a vehicle.
- Vehicle impoundment.
- Expanding alcohol server training programs.
- Using social norms programs. They correct the false belief that most people sometimes drive under the influence of alcohol.
- Requiring alcohol testing in fatal crashes. That would help the prosecution of drunk drivers.

PROTECT YOURSELF

- Don't drive if alcohol-impaired. It'd dangerous and illegal. And also don't ride with anyone who has too much to drink. Remember, drunk drivers usually kill themselves and their passengers.
- Serve as a Designated Driver.
- Always use a safety seat belt.
- Use four-lane highways whenever possible.
- Avoid rural roads.
- Avoid travel after midnight. Especially on Fridays and Saturdays.
- Drive defensively.
- Buy safe vehicles. Refer to safety ratings before buying your next vehicle.
- Never use illegal drugs. They cause a large proportion of traffic fatalities.
- Never drive when fatigued. The dangers are similar to intoxication. A drunk or fatigued driver has slowed reactions and impaired judgment. And a driver who nods off at the wheel has no reactions and no judgment!
- Don't use a cell phone, apply make-up, comb your hair, or eat while driving. Drivers using cell phones are four times more likely to have an accident than other drivers.
- Steer clear of aggressive drivers. Aggressive drivers may be responsible for more deaths than drunk drivers.

FINAL WORD

There is never such a thing as "just a drive down the street" when you are drunk. It may seem like an easier and quicker option compared to finding a designated driver, but it is a decision that could change your life or someone else's life forever. Think before you decide to drive drunk.

Drunk Driving Stats and Facts

FACTS

1. The largest group at risk for drinking and driving are those who binge drink. This means they consume a large amount of alcohol in a short period of time, putting them at risk for harmful side effects. It takes roughly 30 minutes to two hours for alcohol to be absorbed into your bloodstream.
2. Any amount of alcohol in your bloodstream can impact your driving ability. The effects of alcohol abuse vary greatly, putting you at risk for causing an accident or highway injury.
3. When alcohol is in your system, it affects how quickly you're able to respond to different situations. Drinking slows your response time, which can increase the likelihood of an accident.
4. Heavy drinking affects your motor skills such as eye, hand and foot coordination. Without crucial coordination skills, you may be unable to avoid an impending harmful situation.
5. Alcohol, no matter how much or how little, can influence your concentration. Your attention span is dramatically reduced with drinking, which significantly increases the chance of an accident.
6. Your brain controls how you judge certain circumstances. When operating a motorized vehicle, your judgement skills play an important role in how you make decisions. Your judgement helps you stay alert and aware of surrounding conditions while driving.

STATS

- Impairment is not reliant upon the type of alcohol consumed, rather the number of drinks over a certain period of time.

Despite myths and misconceptions, coffee, a cold shower, or exercise will not make a person more sober; only time will.

- On average, a drunk driver will drive 80 times under the influence before their first arrest.
- Every 51 minutes in America, someone is killed in a drunk driving crash. That equates to 27 people every day. Offer to be your parents' designated driver to ensure that everybody gets home safe. Sign up for Parents Ride Shotty.
- For drivers under 21, the U.S. has a No Tolerance policy that does not allow any alcohol to be in the blood system while behind the wheel. The consequences could include expensive fines, loss of license or jail.
- Someone is injured in a drunk driving incident every 120 seconds.
- In 2011, 9,878 people were victims of drunk drivers.
- Between 50 to 75% of the people who have had their licenses revoked due to driving under the influence drive illegally without their license.
- Traffic accidents are the leading cause of death for teens, and roughly 1/3 of these accidents involve alcohol or another substance.
- Since the early 1980s, alcohol-related traffic deaths per population have been cut in half with the greatest proportional declines among persons 16-20 years old.
- In 2010, of the fatalities among children ages 14 and younger, 17 percent occurred in alcohol impaired-driving crashes.
- Kids and teens who get involved with alcohol at a young age are 7 times more likely to be involved in an alcohol-related crash in their lives.

Drunk Driving Fatality Report

The Carrollton Crash

The crash occurred around 11 p.m. when a drunk driver in a pickup truck was traveling on the wrong side of the interstate and slammed into the oncoming school bus.

Ten-year-old Patty Nunnallee was among the 24 children killed, and Chuck Kytta, one of the chaperones on the trip, was one of three adults who died.

His wife, Janet Kytta Hancock, said she later learned that he had been standing in the stairwell at the front of the bus when the crash happened, and he burned to death.

At first, when she arrived at the First Assembly of God Church that night after receiving a call about a problem with the bus, there were lists of names posted that divided up the passengers into injured and missing. Her husband's name was on the missing list.

"I couldn't figure out why he would be missing. He was an adult, he had a wallet," she said. "The fire was so fast, and it was so hot that Chuck actually burned to death. He didn't die of smoke inhalation. It was horrible. It was just unimaginable."

Don Karol, a senior highway accident investigator with the National Transportation Safety Board, told ABC News that he believes that no one died as a direct result of the collision, but rather from the fire and smoke inhalation in the aftermath.

The truck "hit the bus in the right front, and it was enough to basically damage the suspension, and the whole front end of the bus got pushed rearward. The fuel tank that is right behind that area got punctured," Karol said.

The bus was filled to capacity, Karol said, with 66 passengers and a driver, and because the front exit was inaccessible due to the crash, all 67 adults and children were trying to get out of the one rear exit.

That one rear exit was partially blocked by coolers that had been pushed toward the back of the bus, which Karol said "exacerbated the problem."

The layout of seats was also a factor, as the bus's "very wide" rows of seats left only 12 inches for the aisle, Karol said.

Two other safety issues that reared their dangerous heads that night were a lack of guard frames around the fuel tank, which could have prevented it from being punctured in the crash, and the toxic, highly flammable material in the bus seats.

Autopsy reports showed Patty Nunnallee had certain toxins in her system which indicated she was the last one to die, her mother said.

"I was honestly hoping that the immense heat would have killed her instantly," Nunnallee said. "But the autopsy showed that because of the gas in her blood, she had to have breathed it in and she was the only one" to have such toxins in her system.

Drunk Driving – Picture This



DRINKING AND DRIVING IS DEADLY

What's wrong in this picture? Drinking and driving while either impaired or drunk is dangerous. Drivers with high blood alcohol concentration (BAC) are at much greater risk of traffic crashes. This means more injuries and deaths.

Every single injury and death caused by drunk driving is preventable. In fact, the proportion of alcohol-impaired driving crashes has dropped greatly over time.

Plenty of people know that drinking and driving don't mix – but many still do it. According to the Centers for Disease Control and Prevention, there are over 300,000 incidents of drinking and driving each day. And arrest doesn't typically mark the first time a person drives under the influence: The average drunk driver does so over 80 times before getting caught. The risks are high, but the solutions are simple.

Driving after even one drink is just not worth it. Ride with a

sober friend, ask someone else to drive or call a parent or older sibling. Be sure to always keep a DUDE around: DESIGNATED UNIMPAIRED DRIVER EXTRAORDINAIRE.

Drunk Driving Meeting Kit – Spanish

QUÉ ESTÁ EN RIESGO

Estar involucrado en un accidente como el de la conducción bajo los efectos del alcohol, afecta a algo más que a uno mismo. Afecta a su familia tanto emocional como económicamente.

COSTE DE LA CONDUCCIÓN BAJO LOS EFECTOS DEL ALCOHOL

Lo primero que nos viene a la mente es el coste de la conducción bajo los efectos del alcohol. El costo se mide en términos financieros y el efecto en la vida de la persona. El coste medio de la primera conexión de una persona con un DUI es de entre 9.000 y 24.000 dólares.

Un DUI también le puede costar su trabajo o hacer que sea difícil para usted encontrar un nuevo trabajo. Muchos empleadores no contratarán a alguien con un DUI reciente o despedirán a alguien que haya obtenido uno mientras trabaja para ellos. Muchos empleadores requieren que los empleados puedan conducir un vehículo de la empresa y mantener un historial de conducción limpio. Un DUI es prácticamente una forma instantánea de perder la capacidad de conducir un vehículo de la empresa.

CUÁL ES EL PELIGRO

CONducir Ebrio Tiene Consecuencias

Si alguien conduce ebrio y sobrevive a un accidente que hiere o mata a otras personas, debe vivir con las consecuencias. Esa carga emocional puede ser peor que cualquier daño corporal.

Pero los peligros físicos de la conducción bajo los efectos del alcohol también son inmensos. La conducción bajo los efectos del alcohol puede causar accidentes que provocan parálisis, desfiguración, daños cerebrales e incluso la muerte.

Conducir bajo los efectos del alcohol es también un delito. Los conductores ebrios suelen pagar multas importantes, perder el carné de conducir y enfrentarse a costes de seguro más elevados. Los castigos comunes por la condena de un delito relacionado con la conducción en estado de ebriedad pueden incluir:

- Suspensión/revocación de la licencia de conducir
- Prisión en la cárcel
- Confiscación del vehículo
- Confiscación de la placa del vehículo
- Restricciones del dispositivo de bloqueo de encendido (IID)
- Evaluaciones de abuso de alcohol
- Programas obligatorios de tratamiento del abuso de alcohol
- Sobriedad supervisada

COMO PROTEGERSE

MITIGACIÓN DE SENTIDO COMÚN PARA REDUCIR EL RIESGO DE CONducir Ebrio

Busque a su conductor designado. Designe a un conductor que no vaya a beber antes de salir. Nunca de por sentado que alguien se ofrecerá, y asegúrese de no cargar toda la responsabilidad en la misma persona cada vez. Si se siente culpable, ofrézcale a pagar la cena o la gasolina.

Responsabilícense mutuamente. Cuando salga con amigos, compañeros de trabajo o familiares, haga un plan con sus amigos para que sean responsables mutuamente. Anímense a beber agua entre las bebidas alcohólicas. Si han estado bebiendo, quíteles las llaves. Llama a un taxi u ofrézcase a llevarles a recoger su vehículo por la mañana.

Sea un anfitrión responsable. Si usted es el anfitrión de su propia reunión, ofrezca bebidas no alcohólicas y asegúrese de que todo el mundo tenga un viaje seguro a casa. Controle su propio consumo de alcohol para asegurarse de que ayuda a los invitados a tomar decisiones seguras.

Planifique actividades sin alcohol. Planifique actividades con amigos y familiares que no siempre impliquen beber. Ya sea estar activo, disfrutar de una buena conversación, explorar un nuevo lugar o visitar su lugar favorito, no es necesario el alcohol para que la velada sea memorable.

SOLUCIONES PARA REDUCIR EL CONSUMO DE ALCOHOL Y LA CONDUCCIÓN

- Los tribunales de alcoholemia son eficaces para reducir el consumo de alcohol y la conducción en estado de embriaguez. Trabajan con los reincidentes más duros. Lo hacen tratando la adicción al alcohol. La tasa de reincidencia o fracaso de los tribunales de DWI y DUI es muy baja.
- La medida más eficaz para reducir la conducción bajo los efectos del alcohol es la revocación automática del permiso.
- La revocación automática del permiso junto con la obligación de ir a la cárcel parece ser aún más eficaz.
- La confiscación de las matrículas.
- Exigir dispositivos de bloqueo de encendido. Éstos impiden que las personas con aliento a alcohol pongan en marcha un vehículo.
- Confiscación de vehículos.
- Ampliar los programas de formación de servidores de alcohol.
- Utilizar programas de normas sociales. Corrigen la falsa creencia de que la mayoría de las personas conducen a veces

bajo los efectos del alcohol.

- Exigir pruebas de alcoholemia en los accidentes mortales. Eso ayudaría a la persecución de los conductores ebrios.

PROTÉJASE

- No conduzca si está bajo los efectos del alcohol. Es peligroso e ilegal. Y tampoco viaje con alguien que haya bebido demasiado. Recuerda que los conductores ebrios suelen matarse a sí mismos y a sus pasajeros.
- Haga de conductor designado.
- Utilice siempre el cinturón de seguridad.
- Utilice carreteras de cuatro carriles siempre que sea posible.
- Evite las carreteras rurales.
- Evite viajar después de medianoche. Especialmente los viernes y sábados.
- Conduzca a la defensiva.
- Compre vehículos seguros. Consulte las clasificaciones de seguridad antes de comprar su próximo vehículo.
- No consuma nunca drogas ilegales. Son la causa de una gran proporción de las muertes en el tráfico.
- No conduzca nunca con fatiga. Los peligros son similares a los de la intoxicación. Un conductor ebrio o fatigado tiene reacciones más lentas y una capacidad de juicio reducida. Y un conductor que se queda dormido al volante no tiene capacidad de reacción ni de juicio.
- No utilice el teléfono móvil, ni se maquille, ni se peine, ni coma mientras conduce. Los conductores que utilizan el teléfono móvil tienen cuatro veces más probabilidades de sufrir un accidente que los demás conductores.
- Aléjese de los conductores agresivos. Los conductores agresivos pueden ser responsables de más muertes que los conductores ebrios.

CONCLUSIÓN

Nunca existe la opción de “dar un paseo por la calle” cuando está

borracho. Puede parecer una opción más fácil y rápida en comparación con la búsqueda de un conductor designado, pero es una decisión que podría cambiar su vida o la de otra persona para siempre. Piense antes de decidirse a conducir ebrio.

Drunk Driving Stats and Facts – Spanish

HECHOS

1. El mayor grupo de riesgo de beber y conducir es el de los bebedores compulsivos. Esto significa que consumen una gran cantidad de alcohol en un corto periodo de tiempo, lo que les hace correr el riesgo de sufrir efectos secundarios perjudiciales. El alcohol tarda entre 30 minutos y dos horas en ser absorbido por el torrente sanguíneo.
2. Cualquier cantidad de alcohol en el torrente sanguíneo puede afectar a la capacidad de conducir. Los efectos del abuso de alcohol varían mucho, lo que le pone en riesgo de causar un accidente o una lesión en la carretera.
3. Cuando el alcohol está en su sistema, afecta a la rapidez con la que es capaz de responder a diferentes situaciones. Beber ralentiza su tiempo de respuesta, lo que puede aumentar la probabilidad de un accidente.
4. El consumo excesivo de alcohol afecta a tus habilidades motoras, como la coordinación de ojos, manos y pies. Sin habilidades cruciales de coordinación, puede ser incapaz de evitar una situación inminente de peligro.
5. El alcohol, por mucho o poco que sea, puede influir en su concentración. Su capacidad de atención se reduce drásticamente con la bebida, lo que aumenta significativamente la posibilidad de un accidente.

6. Tu cerebro controla la forma en que juzgas ciertas circunstancias. Al conducir un vehículo motorizado, su capacidad de juicio desempeña un papel importante en la toma de decisiones. Su juicio le ayuda a mantenerse alerta y a ser consciente de las condiciones del entorno mientras conduce.

ESTADÍSTICAS

- El deterioro no depende del tipo de alcohol consumido, sino del número de bebidas durante un determinado periodo de tiempo. A pesar de los mitos y las ideas erróneas, el café, una ducha fría o el ejercicio no harán que una persona esté más sobria; sólo el tiempo lo hará.
- Por término medio, un conductor ebrio conducirá 80 veces bajo los efectos del alcohol antes de su primera detención.
- Cada 51 minutos en Estados Unidos, alguien muere en un accidente por conducir ebrio. Eso equivale a 27 personas cada día. Ofrecete a ser el conductor designado de tus padres para que todos lleguen a casa sanos y salvos. Apúntate a Parents Ride Shotty.
- Para los conductores menores de 21 años, Estados Unidos tiene una política de No Tolerancia que no permite que haya alcohol en el sistema sanguíneo mientras se está al volante. Las consecuencias pueden incluir multas costosas, la pérdida de la licencia o la cárcel.
- Cada 120 segundos alguien resulta herido en un incidente de conducción bajo los efectos del alcohol.
- En 2011, 9.878 personas fueron víctimas de conductores ebrios.
- Entre el 50 y el 75% de las personas a las que se les ha retirado el carné por conducir bajo los efectos del alcohol conducen ilegalmente sin carné.
- Los accidentes de tráfico son la principal causa de muerte de los adolescentes, y en aproximadamente 1/3 de estos accidentes está implicado el alcohol u otra sustancia.
- Desde principios de la década de 1980, las muertes de tráfico relacionadas con el alcohol por población se han reducido a la mitad, con los mayores descensos

proporcionales entre las personas de 16 a 20 años.

- En 2010, de las víctimas mortales entre los niños de 14 años o menos, el 17% se produjeron en accidentes por conducción bajo los efectos del alcohol.
- Los niños y adolescentes que se involucran con el alcohol a una edad temprana tienen 7 veces más probabilidades de verse involucrados en un accidente relacionado con el alcohol en su vida.

Drunk Driving Fatality Report – Spanish

El accidente de Carrollton

El accidente se produjo en torno a las 11 de la noche, cuando un conductor ebrio a bordo de una camioneta circulaba por el lado contrario de la interestatal y chocó contra el autobús escolar que circulaba en sentido contrario.

Patty Nunnallee, de diez años, se encontraba entre los 24 niños muertos, y Chuck Kytta, uno de los acompañantes del viaje, fue uno de los tres adultos que fallecieron.

Su esposa, Janet Kytta Hancock, dijo que más tarde se enteró de que él había estado de pie en la escalera de la parte delantera del autobús cuando se produjo el accidente, y murió calcinado.

Al principio, cuando llegó a la Iglesia de la Primera Asamblea de Dios esa noche tras recibir una llamada sobre un problema con el autobús, había listas de nombres publicadas que dividían a los pasajeros en heridos y desaparecidos. El nombre de su marido estaba en la lista de desaparecidos.

“No podía entender por qué estaba desaparecido. Era un adulto,

tenía una cartera”, dijo. “El fuego fue tan rápido y estaba tan caliente que Chuck murió quemado. No murió por inhalación de humo. Fue horrible. Fue simplemente inimaginable”.

Don Karol, investigador principal de accidentes de carretera de la Junta Nacional de Seguridad del Transporte, dijo a ABC News que cree que nadie murió como resultado directo de la colisión, sino por el fuego y la inhalación de humo en las secuelas.

El camión “golpeó el autobús en la parte delantera derecha, y fue suficiente para dañar básicamente la suspensión, y toda la parte delantera del autobús fue empujada hacia atrás ... El depósito de combustible, que está justo detrás de esa zona, quedó perforado”, dijo Karol.

El autobús iba lleno, dijo Karol, con 66 pasajeros y un conductor, y como la salida delantera era inaccesible debido al accidente, los 67 adultos y niños intentaban salir por la única salida trasera.

Esa única salida trasera estaba parcialmente bloqueada por neveras que habían sido empujadas hacia la parte trasera del autobús, lo que, según Karol, “agravó el problema”.

La disposición de los asientos también fue un factor, ya que las filas de asientos “muy anchas” del autobús sólo dejaban 12 pulgadas para el pasillo, dijo Karol.

Otros dos problemas de seguridad que asomaron sus peligrosas cabezas aquella noche fueron la falta de marcos de protección alrededor del depósito de combustible, que podría haber evitado que se pinchara en el accidente, y el material tóxico y altamente inflamable de los asientos del autobús.

Los informes de la autopsia mostraron que Patty Nunnallee tenía ciertas toxinas en su sistema que indicaban que fue la última en morir, dijo su madre.

“Sinceramente, esperaba que el inmenso calor la hubiera matado al instante”, dijo Nunnallee. “Pero la autopsia demostró que, debido al gas que había en su sangre... tuvo que haberlo respirado y fue la

única” que tenía esas toxinas en su organismo.

Drunk Driving – Picture This – Spanish



BEBER Y CONDUCIR ES MORTAL

¿Qué hay de malo en esta imagen? Beber y conducir en estado de embriaguez es peligroso. Los conductores con una alta concentración de alcohol en sangre corren un riesgo mucho mayor de sufrir accidentes de tráfico. Esto significa más lesiones y muertes.

Todas las lesiones y muertes causadas por la conducción bajo los efectos del alcohol se pueden evitar. De hecho, la proporción de

accidentes por conducción bajo los efectos del alcohol ha disminuido mucho con el tiempo.

Mucha gente sabe que beber y conducir no son compatibles, pero muchos siguen haciéndolo. Según los Centros para el Control y la Prevención de Enfermedades, cada día se producen más de 300.000 incidentes de conducción bajo los efectos del alcohol. Y la detención no suele ser la primera vez que una persona conduce bajo los efectos del alcohol: El conductor ebrio medio lo hace más de 80 veces antes de ser detenido. Los riesgos son altos, pero las soluciones son sencillas.

Conducir después de una sola copa no merece la pena. Viaja con un amigo sobrio, pide a otra persona que conduzca o llama a uno de tus padres o a un hermano mayor. Asegúrate de tener siempre un DUDE cerca: UN CONDUCTOR DESIGNADO SIN IMPEDIMENTOS EXTRAORDINARIO.

Embracing Change in the Workplace Meeting Kit

Many people have been in the same line of work for many years, and have seen a lot of changes. With ever improving technologies and accessibility of information through the internet, mankind is moving at incredible speeds. Whether it is the use of computers, improved technologies, law changes, schedule changes, shifts in business, and even the use of robots- there have been drastic changes in the majority of workplaces over the last few decades.

Change can be good or bad depending on what the changes are. How one reacts and deals with change is the key.

Risk of Change

1st Question. What happens when business does not change?

Companies who are stuck in their ways or who are unbending in the way they approach the business are opting for a stale working environment.

This environment doesn't have the capacity to adapt to new possibilities including creative ideas ...ideas that may lead to an overall improved operation or maybe a totally fresh new product or service.

That said, while change may be difficult, it can be beneficial to both the company and the employees.

2nd Question

Why is it important to adopt to change in the workplace?

Change in the workplace can make us uncomfortable as we step out of what we normally do and attempt new ways of working. Adapting to change in the workplace is often difficult because it's too easy to stay accustomed to our habits.

Those companies that don't change can stagnate and not develop. Having the ability to face these new challenges head-on will not only develop the company as a whole but also those who work within it.

Embrace and Effect Change in the Workplace

Change in the workplace tend to cause alarm for employees. It's a manager's job to ensure employees are informed as much as possible, leaving no room for confusion or muddy waters. When everyone feels like they are on the same page, and understands the reason behind a change, it's much easier for employees to embrace change in the workplace.

Anyone working in business knows that changes are inevitable, and they can occur at a breathtaking rate. For instance, technology

that did not exist just five years ago has become commonplace now. As the world around us continues to evolve, businesses and processes must also adjust along with them.

Learning how to push for positive change within the workplace is an important skill for leaders who want to remain at the forefront of their industry. **Here is what you should know about embracing change in the workplace.**

1. Understand the situation

When you hear about a new impending change, gather as much information as you can about how it will affect you and the other employees. Discuss with organizational leaders an effective way to implement the change and how to get other members of the organization on board. Make sure you fully understand why this step is important to help keep you motivated throughout implementation and help you broach the topic with others who might be less sure about the change in the organization.

2. Stay positive and keep an open mind

Change can sometimes be challenging for people, particularly those who felt as though the old systems worked fine. Therefore, focusing on the benefits and potential positive outcomes can help you embrace the changes and continue to push towards the new opportunities.

3. Think long-term

Although it can be hard to see the benefits of a particular change in the moment, when you think about the problem long-term, the benefits become more clear. As adopting a new system may cause struggles and growing pains in the present, remember the benefits that you know are coming once the change has been fully adopted.

4. Remain focused

Even as you embrace new changes in the workplace, you need to stay focused on your job responsibilities. Although it may be distracting, do not allow it to negatively impact your work performance. Allowing yourself to lose focus on your work will

only add to your stress, which in turn will make it harder to adapt to the change and feel comfortable in the new system.

5. Be flexible

When it comes to accepting changes, adaptability is key. Now that change is coming to your workplace, you have the chance to influence the changes and even become a go-to person on your team as others struggle with the implementation. Therefore, this can be your opportunity to shine and build your reputation within your organization.

BENEFITS OF AN OPEN MIND

And there are numerous benefits of having an open mind throughout periods of change!

The positive aspects of change for employees:

- If you let it, change can expand your opportunities by leaps and bounds. Change can provide you with the opportunity to increase your skillset and develop both professionally and personally.
- Now, more than ever, companies are requiring more out of their employees. This can sometimes blur the lines between work-life and personal-life. To combat this, many employers are adapting by giving their employees the flexibility necessary to uphold their work-life apart from their personal-life, such as flexible work hours or the opportunity to work remotely. Figure out what works best for you!
- We've said it before and we will say it again: change is inevitable. Having an open mind can help you adapt quickly to any changing scenario with more grace.

FINAL WORD

We cannot fight or slowdown change. All too often news stories are published about major businesses closing their doors for good such as Sears recently announced they may be doing. Companies must

embrace change to continue operations and their employees must not only accept change, but think of how they can add value to the change on an individual level to continue to thrive themselves.

Embracing Change in the Workplace Stats and Facts

FACTS

1. The American Psychological Association study found that a third of U.S. workers believed management had a hidden agenda when it came to changes, that their motives and intentions were different from what they said and that they tried to cover up the real reasons for the changes.
2. The study found that adults who have been affected by changes at work are more likely to report chronic work stress, are less likely to trust their employers and are more likely to say they plan to leave their organization within the next year.
3. Multiple studies over the years have shown that the majority of change programs in the workplace fail to achieve their goals.
4. Mergers and acquisitions (M&A's) have a 50/50 chance of reaching their intended results. Study after study puts the failure rate closer to 70-90%. Research cites the human factor as the leading reason why mergers and acquisitions fail.

STATS

- The U.S. population, and therefore the nation's workforce, is becoming increasingly diverse. In the 40 years between

1980 and 2020, the white working-age population will have declined from 83% of the nation's total to 63% while the number of minority workers will have doubled.

- The millennial and Gen Z generations are the most diverse in history: only 56% of the 87 million millennials in the country are white, as compared to 72% of the 76 million members of the baby boomer generation.
 - 67% of job seekers consider workplace diversity an important factor when considering employment opportunities, and more than 50% of current employees want their workplace to do more to increase diversity.
 - A diverse workplace is important to a majority of white workers, but it was of paramount importance to minority job seekers: 72% of women (v. 62% of men), 89% of African Americans, 80% of Asians, and 70% of Latinos ranked workforce diversity as important in their job search.
 - Beyond changing national demographics, workers are seeking more diverse and inclusive workplaces. Because 45% of American workers experienced discrimination and/or harassment in the past year. (Gallup)
 - The number of preventable work deaths increased in 2019, totaling 4,572. Since 2010, the number of preventable work deaths have increased 17%, while the death rate per 100,000 workers has increased 3%. In addition to preventable fatal work injuries, 761 homicides and suicides occurred in the workplace in 2019.
 - Preventable work deaths increased 2% from 2018 to 2019, following a 2% increase in 2018, and no change in 2017. The preventable death rate of 3.1 per 100,000 workers has not changed since 2016. Work-related medically consulted injuries totaled 4.64 million in 2019.
-

Embracing Change in the Workplace Fatality Report

“A worker’s first day at work shouldn’t be his last day on earth,” said OSHA administrator David Michaels about a 21-year-old temporary worker who was crushed to death his first day on the job. (Updated Feb. 14 with statement from Bacardi.)

OSHA has issued 12 violations to Bacardi Bottling Corp. in connection with the death of Lawrence Davis at the company’s Jacksonville, FL, facility in August 2012. Associated fines total \$192,000.

Davis was cleaning glass from under the hoist of a palletizing machine when an employee restarted the palletizer. The machine crushed Davis. OSHA says Bacardi had failed to train temporary employees on using locks and tags to prevent the unexpected start-up of machines and to ensure its own employees used lockout/tagout procedures.

Bacardi was using temporary staffers from Remedy Intelligent Staffing.

“We are seeing untrained workers – many of them temporary workers – killed very soon after starting a new job. This must stop,” said Michaels. The OSHA administrator said companies must train all employees, including those who are retained from temporary employment agencies, before they start working.

Embracing Change in the

Workplace – Picture This



What's wrong in this picture?

We use power tools and other power equipment in the construction industry for one simple reason: they're stronger than we'll ever be. Some people fail to realize that and put themselves in peculiar situations and many times set themselves up for an injury.

Such was the case when two construction workers were using a gas powered auger to dig a hole in some asphalt. The machine ended up getting stuck and then proved too much to handle for the poor guys. One was smart enough to let go, but the other decided to hang on to the handle, as the machine whipped him around like a rag doll, sending him flying into a pile of wood.

Embracing Change in the Workplace Meeting Kit – Spanish

QUÉ ESTÁ EN RIESGO

Muchas personas llevan muchos años en la misma línea de trabajo y han visto muchos cambios. Con la mejora de las tecnologías y la accesibilidad a la información a través de Internet, la humanidad avanza a velocidades increíbles. Ya sea por el uso de ordenadores, la mejora de las tecnologías, los cambios legislativos, los cambios de horario, los cambios en los negocios e incluso el uso de robots, se han producido cambios drásticos en la mayoría de los lugares de trabajo en las últimas décadas.

Los cambios pueden ser buenos o malos, dependiendo de cuáles sean. La clave está en cómo se reacciona y se afronta el cambio.

CUÁL ES EL PELIGRO

RIESGO DE CAMBIOS

1ª Pregunta. ¿Qué ocurre cuando las empresas no cambian?

Las empresas que se quedan estancadas o que son inflexibles en su forma de enfocar el negocio optan por un entorno de trabajo insípido.

Este entorno no tiene la capacidad de adaptarse a nuevas posibilidades, incluidas las ideas creativas... ideas que pueden conducir a una mejora general del funcionamiento o quizá a un producto o servicio totalmente nuevo.

Dicho esto, aunque el cambio puede ser difícil, puede ser beneficioso tanto para la empresa como para los empleados.

2ª pregunta ¿Por qué es importante adoptar el cambio en el lugar de trabajo?

El cambio en el lugar de trabajo puede hacernos sentir incómodos al salir de lo que hacemos normalmente e intentar nuevas formas de trabajar. Adaptarse al cambio en el lugar de trabajo suele ser difícil porque es demasiado fácil seguir acostumbrados a nuestros hábitos.

Las empresas que no cambian pueden estancarse y no desarrollarse. Tener la capacidad de enfrentarse a estos nuevos retos de frente no sólo hará evolucionar a la empresa en su conjunto, sino también a quienes trabajan en ella.

COMO PROTEGERSE

Aceptar y efectuar el cambio en el lugar de trabajo

Los cambios en el lugar de trabajo suelen causar alarma entre los empleados. El trabajo de un directivo es asegurarse de que los empleados estén informados en la medida de lo posible, sin dejar espacio para la confusión o las aguas turbias. Cuando todo el mundo siente que está en la misma página y entiende el motivo de un cambio, es mucho más fácil que los empleados acepten el cambio en el lugar de trabajo.

Cualquiera que trabaje en una empresa sabe que los cambios son inevitables, y que pueden producirse a un ritmo vertiginoso. Por ejemplo, la tecnología que no existía hace apenas cinco años se ha convertido en algo habitual. A medida que el mundo que nos rodea sigue evolucionando, las empresas y los procesos también deben ajustarse con ellos.

Aprender a impulsar el cambio positivo en el lugar de trabajo es una habilidad importante para los líderes que quieren permanecer a la vanguardia de su industria. Esto es lo que debe saber sobre cómo aceptar el cambio en el lugar de trabajo.

1. Entender la situación

Cuando se entere de un nuevo cambio inminente, reúna toda la información que pueda sobre cómo le afectará a usted y a los demás empleados. Discuta con los líderes de la organización una forma

eficaz de aplicar el cambio y cómo conseguir que los demás miembros de la organización se sumen a él. Asegúrate de que comprendes perfectamente por qué es importante este paso para ayudarlo a mantenerse motivado a lo largo de la implementación y para ayudarlo a abordar el tema con otras personas que podrían estar menos seguras del cambio en la organización.

2. Manténgase positivo y con la mente abierta

El cambio puede ser a veces un reto para las personas, sobre todo para aquellas que pensaban que los antiguos sistemas funcionaban bien. Por lo tanto, centrarse en los beneficios y en los posibles resultados positivos puede ayudar a aceptar los cambios y seguir impulsando las nuevas oportunidades.

3. Pensar a largo plazo

Aunque puede ser difícil ver los beneficios de un determinado cambio en el momento, cuando se piensa en el problema a largo plazo, los beneficios son más claros. Como la adopción de un nuevo sistema puede causar luchas y dolores de crecimiento en el presente, recuerde los beneficios que sabe que vendrán una vez que el cambio se haya adoptado completamente.

4. Manténgase centrado

Aunque adopte los nuevos cambios en el lugar de trabajo, debe mantenerse centrado en sus responsabilidades laborales. Aunque pueda distraerle, no permita que afecte negativamente a su rendimiento laboral. Permitirse perder la concentración en su trabajo sólo aumentará su estrés, lo que a su vez hará más difícil adaptarse al cambio y sentirse cómodo en el nuevo sistema.

5. Sea flexible

A la hora de aceptar los cambios, la adaptabilidad es la clave. Ahora que el cambio está llegando a su lugar de trabajo, tiene la oportunidad de influir en los cambios e incluso de convertirse en una persona de referencia en su equipo mientras otros luchan con la implementación. Por lo tanto, esta puede ser su oportunidad de brillar y construir su reputación dentro de su organización.

BENEFICIOS DE UNA MENTE ABIERTA

Los beneficios de tener una mente abierta durante los periodos de cambio son numerosos.

Los aspectos positivos del cambio para los empleados:

Si lo permite, el cambio puede ampliar sus oportunidades a pasos agigantados. El cambio puede ofrecerle la oportunidad de aumentar sus habilidades y desarrollarse tanto profesional como personalmente.

Ahora, más que nunca, las empresas exigen más a sus empleados. A veces, esto puede difuminar los límites entre la vida laboral y la vida personal. Para combatirlo, muchas empresas se están adaptando y ofrecen a sus empleados la flexibilidad necesaria para mantener su vida laboral al margen de su vida personal, como horarios flexibles o la posibilidad de trabajar a distancia. Averigüé qué es lo que más le conviene.

Lo hemos dicho antes y lo volveremos a decir: el cambio es inevitable. Tener una mente abierta puede ayudarlo a adaptarse rápidamente a cualquier escenario cambiante con más gracia.

CONCLUSIÓN

No podemos luchar ni frenar el cambio. Con demasiada frecuencia se publican noticias sobre grandes empresas que cierran sus puertas para siempre, como la que ha anunciado recientemente Sears. Las empresas deben aceptar el cambio para seguir operando y sus empleados no sólo deben aceptar el cambio, sino pensar en cómo pueden añadir valor al cambio a nivel individual para seguir prosperando ellos mismos.

Embracing Change in the Workplace Stats and Facts – Spanish

HECHOS

1. El estudio de la Asociación Americana de Psicología descubrió que un tercio de los trabajadores estadounidenses creía que la dirección tenía una agenda oculta cuando se trataba de cambios, que sus motivos e intenciones eran diferentes de lo que decían y que intentaban encubrir las verdaderas razones de los cambios.
2. El estudio descubrió que los adultos que se han visto afectados por los cambios en el trabajo son más propensos a reportar estrés laboral crónico, son menos propensos a confiar en sus empleadores y son más propensos a decir que planean dejar su organización en el próximo año.
3. Múltiples estudios a lo largo de los años han demostrado que la mayoría de los programas de cambio en el lugar de trabajo no logran sus objetivos.
4. Las fusiones y adquisiciones (M&A) tienen un 50% de posibilidades de alcanzar los resultados previstos. Un estudio tras otro sitúa la tasa de fracaso en un 70-90%. Las investigaciones citan el factor humano como la principal razón del fracaso de las fusiones y adquisiciones.

ESTADÍSTICAS

- La población estadounidense, y por tanto la mano de obra del país, es cada vez más diversa. En los 40 años transcurridos entre 1980 y 2020, la población blanca en edad de trabajar habrá disminuido del 83% del total de la nación al 63%, mientras que el número de trabajadores pertenecientes a minorías se habrá duplicado.
- Las generaciones millennials y Gen Z son las más diversas de la historia: solo el 56% de los 87 millones de millennials

del país son blancos, frente al 72% de los 76 millones de miembros de la generación del baby boom.

- El 67% de los solicitantes de empleo consideran que la diversidad en el lugar de trabajo es un factor importante a la hora de considerar las oportunidades de empleo, y más del 50% de los empleados actuales quieren que su lugar de trabajo haga más por aumentar la diversidad.
 - Un lugar de trabajo diverso es importante para la mayoría de los trabajadores de raza blanca, pero fue de suma importancia para los solicitantes de empleo de las minorías: El 72% de las mujeres (frente al 62% de los hombres), el 89% de los afroamericanos, el 80% de los asiáticos y el 70% de los latinos calificaron la diversidad de la plantilla como importante en su búsqueda de empleo.
 - Más allá de los cambios demográficos nacionales, los trabajadores buscan lugares de trabajo más diversos e inclusivos. Porque el 45% de los trabajadores estadounidenses experimentaron discriminación y/o acoso en el último año. (Gallup)
 - El número de muertes laborales evitables aumentó en el 2019, sumando 4.572. Desde el 2010, el número de muertes laborales evitables ha aumentado un 17%, mientras que la tasa de mortalidad por cada 100.000 trabajadores ha aumentado un 3%. Además de las lesiones laborales mortales prevenibles, en 2019 se produjeron 761 homicidios y suicidios en el lugar de trabajo.
 - Las muertes evitables en el trabajo aumentaron un 2% entre el 2018 al 2019, tras un aumento del 2% en el 2018, y sin cambios en el 2017. La tasa de muertes evitables de 3,1 por cada 100.000 trabajadores no ha cambiado desde el 2016. Las lesiones relacionadas con el trabajo consultado médicamente ascendieron a 4,64 millones en el 2019.
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Embracing Change in the Workplace Fatality Report – Spanish

“El primer día de trabajo de un trabajador no debería ser su último día en la tierra”, dijo el administrador de la OSHA, David Michaels, sobre un trabajador temporal de 21 años que murió aplastado en su primer día de trabajo. (Actualizado el 14 de febrero con una declaración de Bacardi).

OSHA ha emitido 12 violaciones a Bacardi Bottling Corp. en relación con la muerte de Lawrence Davis en las instalaciones de la empresa en Jacksonville, FL, en agosto de 2012. Las multas asociadas ascienden a 192.000 dólares.

Davis estaba limpiando el vidrio de debajo del elevador de una máquina paletizadora cuando un empleado volvió a poner en marcha la paletizadora. La máquina aplastó a Davis. La OSHA afirma que Bacardi no había formado a los empleados temporales en el uso de candados y etiquetas para evitar la puesta en marcha inesperada de las máquinas ni se había asegurado de que sus propios empleados utilizaran los procedimientos de bloqueo y etiquetado.

Bacardi utilizaba personal temporal de Remedy Intelligent Staffing.

“Estamos viendo cómo trabajadores sin formación -muchos de ellos temporales- mueren muy poco después de empezar un nuevo trabajo. Esto debe terminar”, dijo Michaels. El administrador de la OSHA dijo que las empresas deben formar a todos los empleados, incluidos los contratados por agencias de trabajo temporal, antes de que empiecen a trabajar.

Embracing Change in the Workplace – Picture This – Spanish



¿Qué hay de malo en esta imagen?

En la industria de la construcción utilizamos herramientas eléctricas y otros equipos eléctricos por una sencilla razón: son más fuertes de lo que nosotros jamás seremos. Algunas personas no se dan cuenta de esto y se ponen en situaciones peculiares y muchas veces se preparan para una lesión.

Tal fue el caso de dos trabajadores de la construcción que utilizaban una barrena de gas para cavar un agujero en el asfalto. La máquina acabó atascándose y resultó ser demasiado para los pobres. Uno de ellos fue lo suficientemente inteligente como para soltarla, pero el otro decidió aferrarse a la manivela, mientras la máquina le daba vueltas como un muñeco de trapo, haciéndole volar contra un montón de madera.