



'09 IFDA
Distribution
Solutions
Conference

Best Practices for Today's Times



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'09 IFDA Distribution Solutions Conference

Top 5 Safety Concerns

And How To Deal with Them

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Top 5 Safety Concerns for Food Distributors

- Background
- Recent events
- An overview of the issues
- Identifying the Top 5 Concerns
- Specifics about each area
- What to do to deal with each
- Challenges
- Questions?

Food Distribution

- Injury rates
 - Types
 - Causes
 - Body part
 - Costs
 - Other
- Regulatory issues
 - OSHA
 - DOT
 - EPA
 - DHS

Recent Developments

- OSHA direction
 - Leadership
 - National Emphasis Programs
- CSA 2010
- Transportation safety
 - Distracted
- Environmental issues
 - Ammonia/refrigeration
 - RMP/PSM
- Homeland Security
 - Transport of hazardous chemicals

Overview of the Food Distribution Safety Issues

- Employee
 - Work comp claim can no longer be viewed as the cost of doing business
 - The risks can't all be engineered out
 - Low hanging fruit: Get it done!
 - Material handling: not easy but the risk to address with the most impact
- Premises and General
 - Environment
 - Contractors
 - Other locations
- Product
 - Safety
 - Security
 - Defense

Top 5 OSHA Citations

5140 Groceries And Related Products

Frequency

Standard	#Cited	#Insp	\$Penalty	Description
19100178	81	51	56237	Powered industrial trucks.
19101200	61	30	8323	Hazard Communication.
19100305	52	38	38992	Wiring methods, components, and equipment for general use.
19100303	51	43	32830	General requirements.
19100147	48	31	27645	The control of hazardous energy (lockout/tagout).

Severity

Standard	#Cited	#Insp	\$Penalty	Description
19100120	5	4	7850	Hazardous waste operations and emergency response.
19100067	3	2	4200	Vehicle-mounted elevating and rotating work platforms.
19100184	3	1	4300	Slings.
19100119	20	6	40050	Process safety management of highly hazardous chemicals.
19100253	3	3	20833	Oxygen-fuel gas welding and cutting.

Top 5 OSHA Citations

4220 Public Warehousing And Storage

Frequency

Standard	#Cited	#Insp	\$Penalty	Description
19100178	103	72	103956	Powered industrial trucks.
19101200	65	35	18969	Hazard Communication.
19100303	42	30	25732	General requirements.
19100157	36	26	8223	Portable fire extinguishers.
19100037	31	24	12459	Maintenance, safeguards, and operational features for exit

Severity

Standard	#Cited	#Insp	\$Penalty	Description
19040039	2	2	4500	
19100119	3	1	2295	Process safety management of highly hazardous chemicals.
19100184	4	2	5625	Slings.
19280057	2	1	6000	Guarding of farm field equipment, farmstead equipment, and cotton gins.
19100272	20	3	18013	Grain handling facilities.

Top 5 OSHA Citations

4200 Motor Freight Transportation And Warehousing

Frequency

Standard	#Cited	#Insp	\$Penalty	Description
19100178	242	160	217379	Powered industrial trucks.
19101200	149	78	38935	Hazard Communication.
19100303	97	70	58359	General requirements.
19100305	88	65	40091	Wiring methods, components, and equipment for general use.
19100157	74	59	15883	Portable fire extinguishers.

Severity

Standard	#Cited	#Insp	\$Penalty	Description
19100272	20	3	18013	Grain handling facilities.
19280057	2	1	6000	Guarding of farm field equipment, farmstead equipment, and cotton gins.
19100067	2	1	5600	Vehicle-mounted elevating and rotating work platforms.
19100165	2	2	6275	Employee alarm systems.
19100147	50	33	88156	The control of hazardous energy (lockout/tagout).

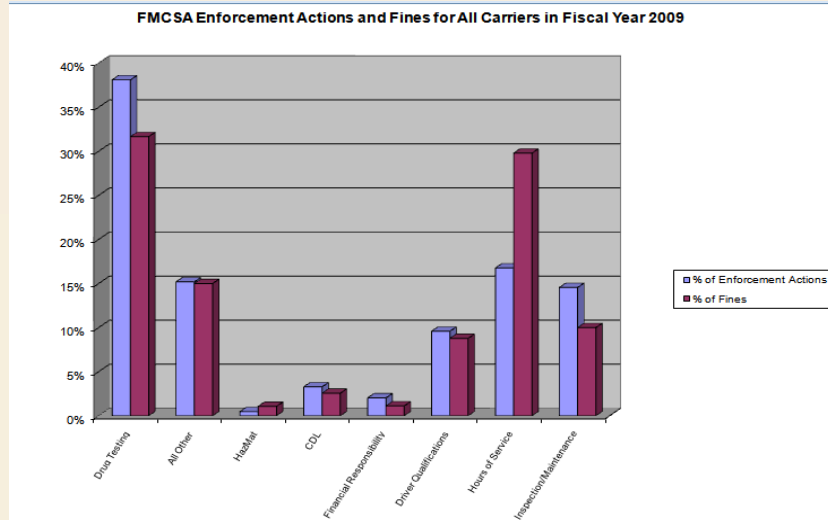
Top 10 Violations Cited

Top 10 Violations Cited

Standard	# Cited	# Insp	Description
1910.178	171	101	Powered Industrial Trucks
1910.1200	105	49	Hazard Communication
1910.37	71	53	Means of Egress
1910.305	69	48	Wiring Methods, Components, Equipment - General Use
1910.303	61	53	Electrical Systems Design, General
1910.147	52	23	The Control of Hazardous Energy, Lockout/Tagout
1910.157	52	44	Portable Fire Extinguishers
1910.23	47	32	Guarding Floor & Wall Openings
1910.134	40	15	Respiratory Protection
1910.176	40	37	Materials Handling

Source: IMIS Database - FY 2005 (Federal Only)

DOT Rating



DHS Emphasis

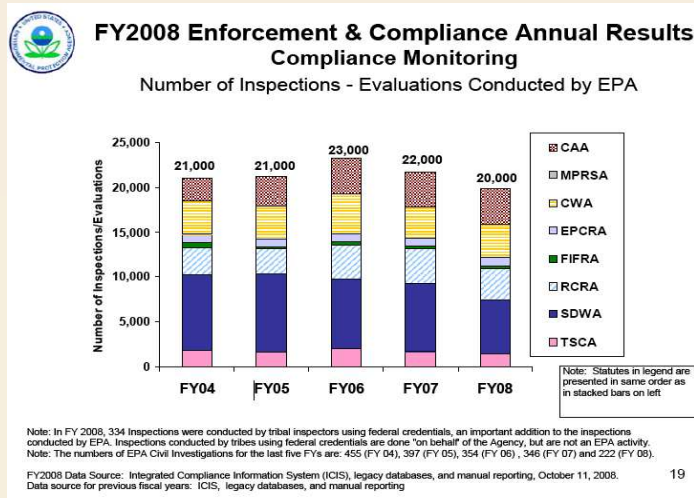
- Focused on items that can be used in terrorist acts.
- Most prominent exposure to food distributors is clearly in sabotaging refrigeration systems to effect catastrophic release of refrigerants.
- Facilities security offers best control of potential attacks
- Future focus expected to include food contamination

EPA Citations

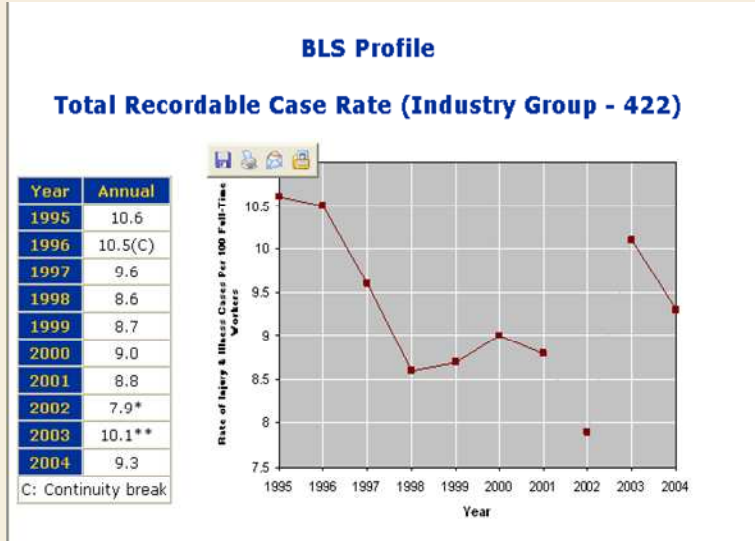
FY2008 Enforcement & Compliance Annual Results National Enforcement Priorities Addressing Important Environmental Problems

- EPA's enforcement and compliance program identifies and focuses on priority environmental risks and noncompliance problems. The enforcement and compliance priority areas identified by EPA involve pollution of the water, air, and land.
- Approximately 82% of pollution reductions and 67% of pollution control investments obtained through EPA's FY 2008 enforcement actions focused on water and air priority pollution problems.
- Approximately 27% of hazardous waste treated, minimized or properly disposed of, and 3% of pollution control investments obtained through EPA's FY 2008 enforcement actions focused on land priority pollution problems.
- In FY 2008, EPA's enforcement actions addressing national priorities:
 - reduced air pollution by 1,654 million pounds, and required investment of \$4.8 billion in pollution control.
 - reduced water pollution by 1,534 million pounds, and required investment of almost \$3 billion in pollution control.
 - reduced land pollution by 1,751 million pounds of hazardous waste, and required investment of \$0.4 billion in pollution control and clean up.

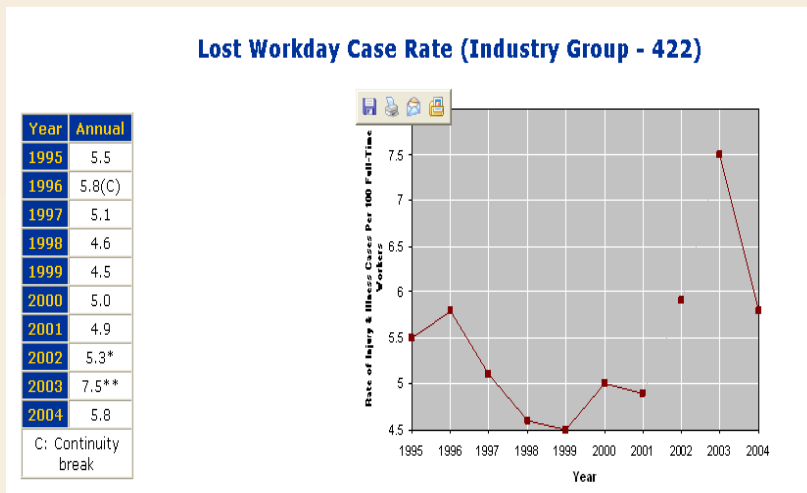
EPA Citations



BLS Profile



BLS Profile

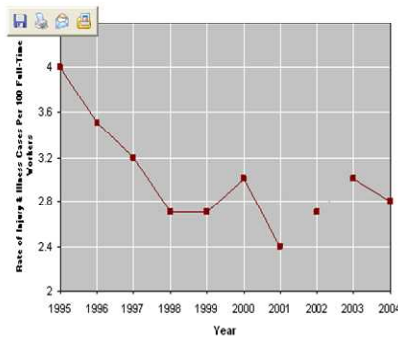


BLS Profile

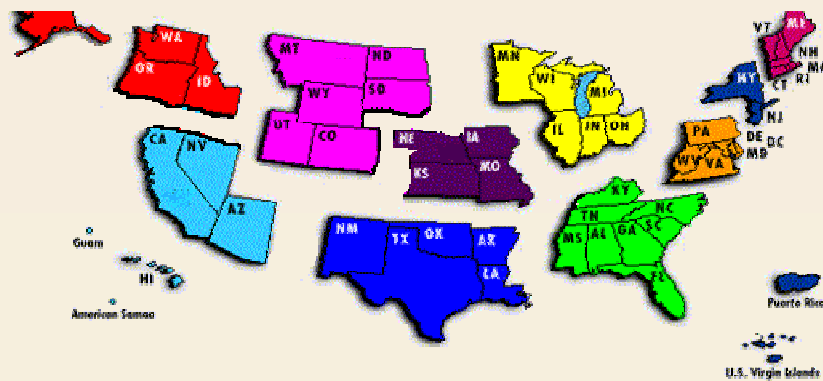
Cases with Days Away Rate (Industry Group - 422)

Year	Annual
1995	4.0
1996	3.5(C)
1997	3.2
1998	2.7
1999	2.7
2000	3.0
2001	2.4
2002	2.7*
2003	3.0**
2004	2.8

C: Continuity break



Region Map



National Summary by Region

NAICS 4931

Regions	Establishments with 10 or more employees	
	Establishments	Employees
1	279	18072
2	854	54123
3	472	40709
4	831	67967
5	1076	98979
6	920	72321
7	324	27968
8	155	7512
9	N/A	N/A
10	31	1772

N/A = Data not available

Establishment and employment counts come from Dunn & Bradstreet, March 2006

Average Case and Demographic Characteristics

Average Case and Demographic Characteristics

Average cases per year, 1995-2000		5,103
Demographics of worker	Sex	87.6% men
	Age	29.8% ages 25-34
		28.9% ages 35-44
		16.2% ages 45-54
Length of service with employer	38.4% 1-5 years	
	36.5% less than 1 year	
	21.9% more than 5 years	
Race/ethnic origin	54.0% white non-Hispanic	
	15.1% Hispanic of any race	
	13.4% black non-Hispanic	
Characteristics of injury/illness	Days away from work	49.9% 1-5 days
		30.6% 6-30 days
		19.5% 31 or more days
	Nature of injury/illness	46.2% strains/sprains
		16.0% "all other" natures
		11.9% bruises/contusions
	Part of body affected	28.2% back
		25.2% legs/knees/feet/toes
		16.4% arms/wrists/hands/fingers
	Source of injury/illness	26.9% containers
17.5% vehicles (incl. forklifts)		
13.3% worker motion/position		
13.0% floors/ground surfaces		
Event or exposure	10.3% "all other" sources	
	27.8% overexertion	
	15.2% struck by object	
	12.6% "all other" events/exposures	
		9.0% vehicle incidents

Source: OSHA Office of Statistical Analysis compilation of BLS data

Note: The percentages on this table do not sum to 100%. Only the most frequently coded characteristics are listed. The "All Other" category should not be interpreted as being all inclusive of the categories not listed above.

Inspection Summary

**FY 2004
Federal OSHA Inspection Data
Industry Group 422**

Federal Data Only	I	II	III	IV	V	VI	VII	VIII	IX	X	Total
Total Inspections	27	87	44	41	70	55	22	10	20	13	389
Records Insp.	0	4	1	0	0	5	0	0	0	0	10
Safety	21	57	30	27	53	39	15	7	20	10	279
Health	6	30	14	14	17	16	7	3	0	3	110
Inspections By Type											
Unprogrammed	19	57	29	30	57	18	11	4	0	2	227
Accidents	0	2	1	3	2	3	0	1	0	0	12
Complaints	16	35	26	21	50	10	10	2	0	1	171
Referrals	3	15	2	1	2	0	0	1	0	1	25
Monitoring	0	0	0	0	0	0	0	0	0	0	0
Variance	0	0	0	0	0	0	0	0	0	0	0
Follow-Up	0	3	0	3	1	2	0	0	0	0	9
Unprog. Related	0	2	0	2	2	3	1	0	0	0	10
Other	0	0	0	0	0	0	0	0	0	0	0
Programmed	8	30	15	11	13	37	11	6	20	11	162
Planned	7	29	15	10	7	36	10	6	16	11	147
Prog. Related	0	0	0	1	5	1	0	0	4	0	11
Other	1	1	0	0	1	0	1	0	0	0	4

Some Potential Hazards and Their Sources

Hazard	Source
Slips and Trips	Floors - wet, icy; housekeeping issues
Vehicle - Vehicle Accidents	Mechanical handling equipment - forklifts, etc.
Vehicle - Employee Accidents	Mechanical handling equipment - forklifts, etc.
Falls	Overhead storage platforms
Crushing - Shifting or Falling Material	Mechanical handling equipment, dock boards, stored material
Respiratory Ailments, Headaches	Carbon monoxide

2003 BLS Industry Data for Industry Group 422 - PUBLIC WAREHOUSE AND STORAGE

All Reported Cases					
			14190		
Nature of Illness or Injury	Number	% Total	Part of Body Affected	Number	% Total
Sprains, Strains	6630	46.7	Head Total	820	5.8
Fractures	1010	7.1	Eyes	580	4.1
Cuts, Punctures	970	6.8	Neck	230	1.6
Bruises	1400	9.9	Trunk Total	5690	40.1
Heat Burns	N/A	N/A	Trunk Back	3630	25.6
Chemical Burns	N/A	N/A	Trunk Shoulder	1030	7.3
Amputations	40	0.3	Upper Extremities Total	3070	21.6
Carpal Tunnel	200	1.4	Upper Extremities Finger	1050	7.4
Tendonitis	160	1.1	Upper Extremities Hand	670	4.7
Multi Trauma Total	580	4.1	Upper Extremities Wrist	620	4.4
Multi Trauma With Fracture	50	0.4	Lower Extremities Total	3010	21.2
Multi Trauma With Sprain	310	2.2	Lower Extremities Knee	980	6.9
Back Pain Total	1020	7.2	Lower Extremities Foot Toe	820	5.8
Back Pain Hurt Back Only	380	2.7	Body Systems	100	0.7
All Other	2130	15	Multiple Body Parts	1160	8.2
			All Other Body Parts	120	0.8

2003 BLS Industry Data for Industry Group 422 - PUBLIC WAREHOUSE AND STORAGE

Event/Exposure Leading to Injury	Number	% Total	Source of Injury or Illness	Number	% Total
Total Contact With Objects	4120	29	Chem And Chem Products	140	1
Struck By Object	2020	14.2	Containers	4820	34
Struck Against Object	850	6	Furniture And Fixtures	750	5.3
Caught In Object	960	6.8	Machinery	770	5.4
Fall to Lower Level	500	3.5	Parts And Materials	640	4.5
Fall On Same Level	1580	11.1	Worker Motion	1920	13.5
Slips Or Trips	230	1.6	Floors Walkways	1820	12.8
Overexertion Total	4780	33.7	Handtools	430	3
Overexertion In Lifting	3010	21.2	Vehicle	1810	12.8
Repetitive Motion	630	4.4	Health Care Patient	N/A	N/A
Exposure to Harmful Substance	260	1.8	All Other Sources	1080	7.6
Transportation Accidents	720	5.1			
Fires And Explosions	N/A	N/A			
Total Assaults - Violent Acts	20	0.1			
Assaults by Person	20	0.1			
All Other Assaults	N/A	N/A			
All Other Events	1350	9.5			

2003 BLS Industry Data for Industry Group 422 - PUBLIC WAREHOUSE AND STORAGE

Age	Number	% Total	Race	Number	% Total
Under 14	N/A	N/A	White	5240	36.9
14 to 15	N/A	N/A	Black	1250	8.8
16 to 19	580	4.1	Asian	90	0.6
20 to 24	2070	14.6	American Indian or Alaskan Native	150	1.1
25 to 34	4000	28.2	Native Hawaiian or Pacific Islander	N/A	N/A
35 to 44	3610	25.4	Hispanic or Latino or Other	N/A	N/A
45 to 54	2540	17.9	Multirace	N/A	N/A
55 to 64	920	6.5	Not Reported	5350	37.7
65 And Over	70	0.5			
Not Reported	400	2.8			
Days away from work	Number	% Total	Sex	Number	% Total
1 Day	1990	14	Men	11030	77.5
2 Days	1320	9.3	Women	3160	22.3
3 to 5 Days	2380	16.8	Sex Not Reported	N/A	N/A
6 to 10 Days	1570	11.1			
11 to 20 Days	1940	13.7	Length of Service	Number	% Total
21 to 30 Days	980	6.9	Less Than 3 Months	1740	12.3
31 Days Or More	4020	28.3	3 to 11 Months	3340	23.5
Median Days Away	10	N/A	1 to 5 years	5380	37.9
			More Than 5 Years	3720	26.2
			Service Not Reported	N/A	N/A

How to Deal with the Issues

- Provide the right environment
- Hire the right person
- Onboard them right
- Train them right
- Treat them right

PAIR

- Prevent
- Accommodate
- Investigate
- Respond

Prevention: Job Design

- Job Safety Analysis
- Job Ergonomic Analysis
- Surveys
 - Comfort
 - Job design
 - At risk tasks
 - Anonymous and Named

Prevention: Hiring Process

- Fitness for the job
- Physical
 - Must have clear, accurate written physical requirements of the job
 - Post-offer/pre-placement physical abilities testing
- Motivation
- Awareness
- Training/Orientation

Prevention: Employee Relations

- Frontline supervisors
 - On the floor/In the field
 - Coaching
 - Observing
 - Documenting
 - Corrective action
- Climate survey results
- Striving to become a Five-Star employer
- Labor relations

Accommodate: Injury Control Plan

- Implement an early return to work policy
- Encourage early reporting of symptoms
- Identify “specialists” including “back specialists” to treat your workers
 - Physical therapists
 - Diagnostics providers
- Medical case management
- Be involved in claims handling

Accommodate: Early Return to Work

(Also called light, modified or transitional duty)

- A **treatment** issue; not a cost-saving issue
- Does not increase the risk of re-injury
- Pain should be expected during recovery
- Should be implemented regardless of pain
- Gradual resumption of regular activity

(Hiebert, 2003)

Accommodate: Good Medical Treatment

- Education and reassurance
 - Minimize reinforcement of an illness role
 - Focus on physical abilities
 - Reinforce adaptive responses
 - The worker as an industrial athlete
 - Teach:
 - Pain is normal part of recovery
 - Maintaining activity improves outcome
- (Hiebert, 2003)

Accommodate: Post injury processes

- See Safety Manager, Occupational Health Professional, or Claims Manager after every doctor visit
- Training
 - Prevention of injury
 - Increasing level of function
 - Anatomy and body mechanics
 - PWMs
 - Exercise and nutrition
 - Weight control
 - Workers' compensation
- Claims Involvement

Investigate: Know the Problem

- Accident investigation
 - Root cause
 - Contributing factors
 - Documentation
 - Trending reports
 - Cause
 - Location
 - Length of employment
 - Day of week
 - Time of day
 - Parts of body injured

Respond: Identify, Act, Review and Revise

- Discuss the problems and trends in the Steering committee
- Create a plan
- Act on the plan
- Review and revise the plan
- FMLA, ADA, business decisions

PAIR

- **Prevent:** hiring processes, new hire orientation, employee relations, return to work testing, training
- **Accommodate:** early return to work programs, emerging needs for job performance; transitional and permanent
- **Investigate:** root cause, contributing factors, know your trends
- **Respond:** Steering committee decisions, develop plan, act, review and revise

Conclusion

Top 5 Safety Concern

- Ergonomics Issues – Lifting Cases of Product
 - Drivers – When Delivering
 - Warehouse Selections filling orders
- Aging Workforce – impact on Long term Ergonomic issues.
- Distracted Driving (Cell phones, Texting, Fatigue, etc..)



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