Keeping Brewery Employees Safe + Sound

An OSHA Program Overview and Brewers' Perspectives
Disclaimer

This information has been developed coordinated by OSHA Compliance Assistance Specialists and is intended to assist employers, workers, and others improve workplace health and safety. While we attempt to address specific topics [or hazards], it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in this presentation. This information is a tool for addressing workplace hazards and is not an exhaustive statement of an employer’s legal obligations, which are defined by statute, regulations, and standards.

This document does not have the force and effect of law and is not meant to bind the public in any way. This document is intended only to provide clarity to the public regarding existing requirements under the law or agency policies. It does not create (or diminish) legal obligations under the Occupational Safety and Health Act. Finally, OSHA may modify rules and related interpretations in light of new technology, information, or circumstances; to keep apprised of such developments, or to review information on a wide range of occupational safety and health topics, you can visit OSHA’s website at www.osha.gov.
**OSHA Region II – BA Collab Hour**

**Safe and Sound program – Agenda**

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:00 – 1:05pm</td>
<td>Welcome and program review</td>
<td>Katie Fromuth, Tech. Brewing Projects Mgr. – Brewers Assoc. Nick Donofrio, Compliance Assistance Specialist, OSHA Region II</td>
</tr>
<tr>
<td>1:05 – 1:10pm</td>
<td>Opening Remarks</td>
<td>Pamela Barclay, Health Scientist, Directorate of Standards and Guidance, OSHA</td>
</tr>
<tr>
<td>1:10 – 1:40 pm</td>
<td>Safe and Sound Information Sharing</td>
<td>Scott Osborn, President – Fox Run Vineyards - Penn Yan, NY Brock Ashburn, VP Highland Brewing Company - Ashville, NC Andrew Kolinski, Dir. of Brewing Operations – Highland Brewing</td>
</tr>
<tr>
<td>1:40 – 1:45pm</td>
<td>Consultation resources to develop your Safety Program</td>
<td>Joseph Luckert, Program Manager, NYS DOL- On-Site Consultation Program</td>
</tr>
<tr>
<td>1:45 – 1:55pm</td>
<td>Safety program resources</td>
<td>Nick Donofrio, Compliance Assistance Specialist, OSHA Region II</td>
</tr>
</tbody>
</table>
Safe + Sound
Pamela Barclay
Director, Office of Technological Feasibility
OSHA’s Directorate of Standards and Guidance

A year-round campaign to encourage every workplace to have a safety and health program
Shifting the Safety Curve

**Goal**
To shift American businesses and organizations along the safety curve

**Issue**
OSHA’s current regulatory and enforcement efforts alone are not going to drive **10 million employers** to better safety and health performance

**Solution**
- Every workplace should have a safety and health program
- Meet businesses where they are
- Build partnerships
Safe + Sound Campaign

EVERY business and workplace needs a SHP that includes:

• Management Leadership
• Worker Participation
• Systematic Approach to Find and Fix

Many valid approaches: choose one
(OSHA, NSC, ANSI, ISO, state plan standards)

Wherever your business is on the safety curve, take a step in the right direction.
Why Participate in Safe + Sound?

• Show your commitment to safety and health
• Kick off a new safety and health program or energize an existing program
• Proactively identify and manage workplace hazards before they cause injury or illness
• Celebrate safety successes
• Improve the bottom line
Receive a Monthly Newsletter

https://www.osha.gov/safeandsound/#signUp
Take the Challenges

• Complete actions to put management leadership, finding and fixing hazards, and worker participation into practice.

• Share your progress on social media.

• Receive a virtual challenge coin.

https://www.osha.gov/safeandsound/activities/
Safe + Sound Week

• **What is Safe + Sound Week?**
  
  A nationwide event to raise awareness and understanding of the value of safety and health programs in workplaces

  Recognizes the successes of businesses that have adopted programs to improve workplace safety and health.

• **Who is encouraged to participate?**

  Organizations of any size/industry that want to show a commitment to safety.

• **August 7-13, 2023**

• **Focus area: Mental Health**

[www.osha.gov/safeandsoundweek](http://www.osha.gov/safeandsoundweek)
THANKS!
SAFE & SOUND

Management Leadership
Scott Osborn
President & Co-Owner
Fox Run Vineyards
HISTORY & INFORMATION

- Purchased in 1994 by Scott Osborn & Andy Hale
- Family-owned winery making estate wines
- 50 acres of Vineyards
- 14 wineries on Seneca Lake in 1994
  - Over 100 in 2023
- Began producing 2,300 gallons
  - Now produce over 60,000 gallons at Fox Run
- Started with two full-time employees
  - Now have 14 full-time and roughly 40 part-time employees
- Named a “Sharp Company” in 2005
- Named a “Top 100” winery in 2008
When & Why

- 1994: We hadn’t thought much about safety training
  - A story from our forklift trainer
  - I realized I had 10 full-time & 30 part-time employees that I wasn’t sure if they knew anything about safety
  - I had to educate myself on what is involved in safety & safety training
- 2005: Heard about a free program through NYS DOL
  - Called for information

Where we are now

- Monthly safety meetings with our managers
- Enlisted one employee to work with me and oversee safety
- DOL consultants continue to be a big help for us
- Incredibly important for small businesses to lead with safety
- We now have one of the best safety records in the country
- The Sharp Program is one of the best ways to stay current
- Stick to the plan & make corrections
THANKS!
SAFE & SOUND

Employee Involvement
Brock Ashburn
Vice President
Highland Brewing Company
Safety Culture

MAKE THE CALL!

- NCDOL Consultative Services
- SHARP program suggested by our “consultants”
- Build better systems to ensure documentation and buy-in from employees
Near misses are a good thing...
...but only if they are documented & followed up upon
Make it easy to do
It takes a village

Buddy Amerson, CSP, MBA
Occupational Safety Consultant
NCDOL- Consultative Services Bureau
980-622-1248

Twanette J. Haiser, CSP
Industrial Hygiene Consultant
NCDOL – Consultative Services Bureau
704-618-3563
SAFE & SOUND

Finding & Fixing Hazards
Andrew Klosinski
Brewery Operations Director
Highland Brewing Company
SHOW ME SAFETY IDEAS!

SHOW ME THE MONEY!
The Hierarchy of Controls

- **Elimination**: Physically remove the hazard.
- **Substitution**: Replace the hazard.
- **Engineering Controls**: Isolate people from the hazard.
- **Administrative Controls**: Change the way people work.
- **PPE**: Protect the worker with Personal Protective Equipment.

Image by NIOSH

https://www.cdc.gov/niosh/topics/hierarchy/default.html
Access to and Tracking of PPE

Originated by: Ops Management

Addresses:
Access to PPE
PPE OOS
Tracking - use / abuse
Past State
- Centrifuge and lenticular filters were cramped between an aisle of FV cones
- Loud, dark, cramped environment
- Bi-annual service required the centrifuge to be temporarily relocated and upwards of four dedicated people
- Typical service lasted three days

Current State
- Centrifuge and filters are in the open
- Well lit, full access, less trapped noise
- Overhead trolley allows service to be performed in-situ with one person
- Typical service is now 1-1/2 days
Hop Cannon

Past State
- Use of a 30’ articulated lift
- Staffed by a brewer and spotter
- Physically lift hundreds of pounds of hops
- Opened and added through the tank top
- Three-hour process

Current State
- All work is done from the ground
- Staffed by one brewer
- Cannon, hops and piping are all CO2 purged
- 30-minute process

Originated by: Brewing Team
Addresses:
- Overhead work hazards
- Ergonomics
- Quality
- Process cycle time

Project education and support with Wicked Weed
Can Line Bypass to Palletizer

Originated by: Packaging

Addresses:
- Repetitive work
- Ergonomics
- Process cycle time
- Staff utilization

The can line originally required five technicians. Now it can operate with three.
“I'm not crazy. It’s safety!”

It's a miracle. It's really a sort of a miracle because it happens every [day].

You have to do something.
You have to take a chance.
You have to get involved.

You won't be one of these [people] who says, ‘Safety is once a year, and it's a fraud.’ **It's not.** It can happen every day. You've just got to want that feeling. And if you like it and you want it, you'll get greedy for it. You'll want it every day of your life, and it can happen to you.

I believe in it now.
I believe it's going to happen to me now.
I'm ready for it. And it's great. It's a good feeling. It's really better than I've felt in a long time.
I'm ready.”

- Bill Murray as Frank Cross in “Scrooged”
THANKS!
On-Site Consultation Services

Joe Luckert
Program Manager – NYDOL On-Site Consultation Program
NYS Dept. of Labor On-Site Consultation Program

- Funded by OSHA* and New York State.
- Designed to help small- and medium-sized employers reduce workplace injuries and to help assist in OSHA compliance.
- Free site hazard assessment surveys, air and noise sampling, and safety training.
- No penalties of fines.
- Participation is voluntary; must be invited in by management.
- The employer chooses the scope of our services.
- Staffed by experiences safety professionals, trainers, and industrial hygienists.
- The employer must agree to correct all imminent danger and serious hazards identified.
- The employer receives a written report providing the survey findings.
- Nine offices around the state.
- Several hundred surveys done each year.
- Video about the program at https://youtu.be/9ND6Qu2h38Y
- Website: https://dol.ny.gov/site-consultation-program
- Email: onsite@labor.ny.gov
- Main phone: (518)-457-2810

* The NYS On-Site Consultation Program is 90% federally funded with $3,776,900 of federal funds.
THANKS!
Resources for Creating a Safety and Health Program
Resources for Creating a Safety & Health program

• Management Leadership – Walk the Talk
  • Building Your Case
  • Writing Your Policy
  • Management Safety Pledge

• Employee Involvement – Engaging Workers
  • Inclusion in our Policy
  • Workers Rights
  • Safety Climate Assessment
List of Resources

• Finding / Fixing hazards – Prevent injuries/illnesses


• Engaging Workers
• Hazard Identification
• Employer Heat Checklist
List of Resources

• Excellent discussion of S+S concepts by three experienced S&H professionals
  • https://www.youtube.com/watch?v=gxKZrq3N3Zg

• OSHA’s Small Business Handbook - https://www.osha.gov/smallbusiness

• OSHA’s Safety Pays program - https://www.osha.gov/safetypays/

• Free Training Programs “Harwood Grants” - https://www.osha.gov/harwoodgrants

• OSHA Education Centers - https://www.osha.gov/otiec
Thank you for attending
Find educational materials on today’s topic at – OSHA.gov/safeandsound
Locate your state’s safety consultation service at – OSHA.gov/consultation

Special Thanks
Pamela Barclay – OSHA Directorate of Standards and Guidance
Scott Osborn – Fox Run Vineyards
Brock Ashburn & Andrew Kolinski – Highland Brewing Company
Joseph Luckert – NYS On-Site Safety Consultation
Katie Fromuth & MacKenzie Staples - Brewers Association