



# **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](http://www.osha.gov).



# OSHA Region II – BA Collab Hour

## Safe and Sound program – Agenda



Time	Topic	Speaker
1:00 – 1:05pm	Welcome and program review	Katie Fromuth, Tech. Brewing Projects Mgr. – Brewers Assoc. Nick Donofrio, Compliance Assistance Specialist, OSHA Region II
1:05 – 1:10pm	Opening Remarks	Pamela Barclay, Health Scientist, Directorate of Standards and Guidance, OSHA
1:10 – 1:40 pm	Safe and Sound Information Sharing *Management Leadership *Employee Involvement *Finding and Fixing Hazards	Scott Osborn, President – Fox Run Vineyards - Penn Yan, NY Brock Ashburn, VP Highland Brewing Company - Asheville, NC Andrew Kolinski, Dir. of Brewing Operations – Highland Brewing
1:40 – 1:45pm	Consultation resources to develop your Safety Program	Joseph Luckert, Program Manager, NYS DOL- On-Site Consultation Program
1:45 – 1:55pm	Safety program resources	Nick Donofrio, Compliance Assistance Specialist, OSHA Region II

# 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

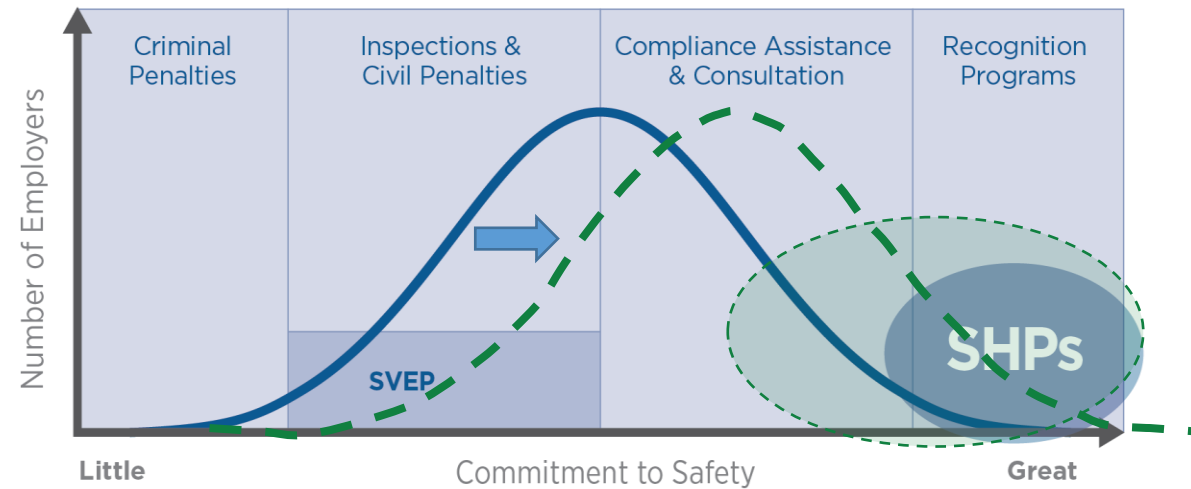
To shift American businesses and organizations along the safety curve

### 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



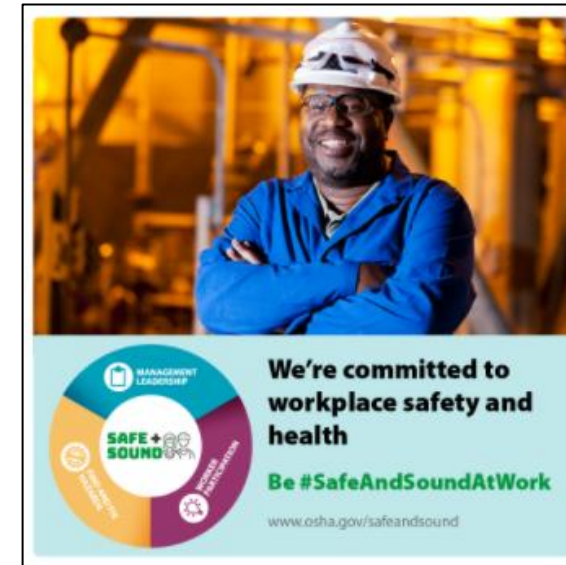


## Safe + Sound Campaign

**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



## SAFE AND SOUND AT WORK

HELPING BUSINESSES IMPLEMENT SAFETY AND HEALTH PROGRAMS IN THE WORKPLACE

### Learn How to Conduct Self-Inspections

At the core of every effective safety and health program is a systematic process for finding and fixing workplace hazards. Self-inspections are a critical part of a safety and health management system. These inspections are important in identifying new or emerging hazards, and ensuring the safety and health of workers. View [Maryland Occupational Safety and Health \(MOSH\) Consultation Services' microlearning on conducting self-inspections](#).





Conducting Self-Inspections in the Workplace

### Encourage Workers to Participate

Workers often know the most about potential workplace hazards associated with their jobs, and they may be able to recommend simple, effective solutions. Managers should create an environment where workers feel encouraged to speak up and offer their input. Learn how to [include worker participation in your business' safety and health policy](#).



[www.osha.gov/safeandsound](http://www.osha.gov/safeandsound)



## PARTNERSHIP NEWS

### Last Chance to Take the Partner Survey

Last call! The Safe + Sound [Partner Survey](#) will close this week. Please spare a few minutes of your time to share feedback about your partnership experience and suggestions for the future.



### American Heart Month

February is American Heart Month, a time when all people can focus on their cardiovascular health. Safe + Sound has partnered with the American Heart Association to raise awareness about the role heart health plays in workplace safety and health. This month will feature a new Partner Seminar Series and an infographic.

### Partner Seminar Series: American Heart Association

Is your workforce prepared to respond to a workplace cardiac or first aid emergency? [Research](#) says 50% may not be.

Most individuals across industries believe that being trained in First Aid CPR AED use is important to their roles, but many have never received training. Join OSHA and the American Heart Association for the next Safe + Sound Partner Seminar Series, "Is your workforce prepared to respond to a workplace cardiac arrest or first aid emergency?" on **Wednesday, February 15, 2023 at 2:00pm EST/1:00pm CST**. The discussion will cover essential workplace topics and share tips, tools, and OSHA heart-related resources that are vital to workplace safety and health.



### American Heart Association & OSHA Webinar Series:



Is Your Workforce Prepared to Respond to a Cardiac Arrest or First Aid Emergency? Research says 50% may not be.

Join the American Heart Association and OSHA Heart Month webinar on construction workplace safety and wellness as well as Safe + Sound tips and tools essential to the safety of our workers.

**Wednesday, February 15, 2023**  
**1:00 pm CST**

**Register Now**

Register today and be entered to win a Heartsaver Virtual Training Kit



[Register Here](#)

<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)



# YEAR IN REVIEW

## Reaching the heights of safer workplaces

**113,797**

**People**  
received safety and health  
resources

**1,500**

**People on Social Media**  
mentioned Safe + Sound Week  
reaching 763,000,000 followers

**3,336**

**Businesses**  
held Safe + Sound  
Week events

**228+7**

**Partners + Organizers**  
supported our goal of a  
safety and health program in  
every workplace

### ENGAGED WORKERS

**How did you  
benefit?**

“ Developed several  
methods to engage team  
members that normally do  
not engage ”

New employees spoke up  
because management and  
all team members are on  
the same page ”



### IMPROVED PROGRAMS

“ Provided new ideas and  
strategies to implement  
new safety and health  
protocols ”

Found areas that needed  
improvement or training ”

### PROMOTED SAFETY CULTURE

“ Created a culture of  
safety and lets workers  
know their ideas are  
welcome ”

Showed stakeholders  
how safety is as a  
fundamental business  
pillar ”

Shared a common  
theme across the  
country, not just within  
our company ”

[osha.gov/safeandsound](https://osha.gov/safeandsound)

[#safeandsoundatwork](https://twitter.com/safeandsoundwork)



**THANKS!**

# SAFE & SOUND

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## 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



# Employer Leadership



## 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

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## Employee Involvement





# Brock Ashburn

Vice President

Highland Brewing Company



# Safety Culture

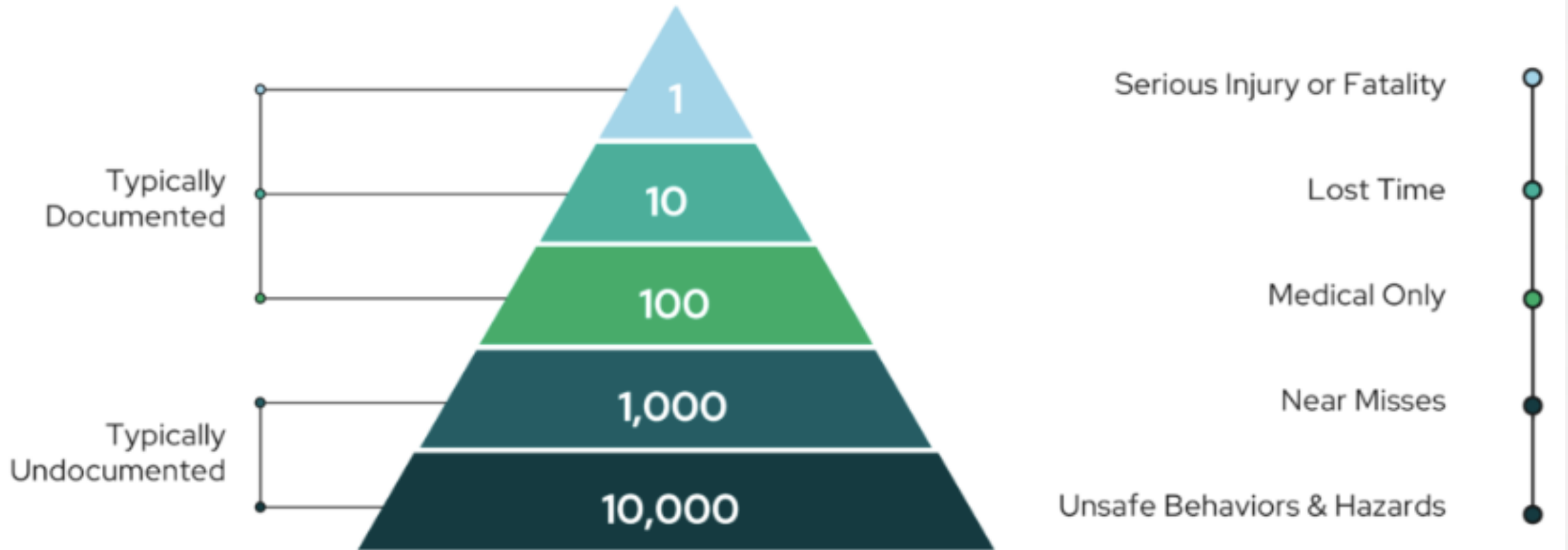


## MAKE THE CALL!

- 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...





# HIGHLAND • SINCE 1994 • BREWING

## NEAR MISS / UNPLANNED EVENT REPORT

NEAR MISSES ARE EVENTS THAT COULD HAVE LED TO BODILY HARM AND/OR PROPERTY LOSS BUT DIDN'T - THIS TIME.

DATE/TIME OF EVENT		PERSON REPORTING	
LOCATION OF EVENT			
OTHERS INVOLVED <small>ALL ARE ENCOURAGED TO FILE SEPARATE REPORTS</small>			
DETAILED DESCRIPTION OF EVENT			
<input type="checkbox"/> CONTINUED ON REVERSE			
EQUIPMENT INVOLVED			
CHEMICALS INVOLVED (IF ANY)			
PPE USED (IF ANY)			
HOW COULD HAVE EVENT BEEN AVOIDED			

SUPERVISORS REVIEWING REPORT		
RECOMMENDATIONS		
<input type="checkbox"/> CONTINUED ON REVERSE		

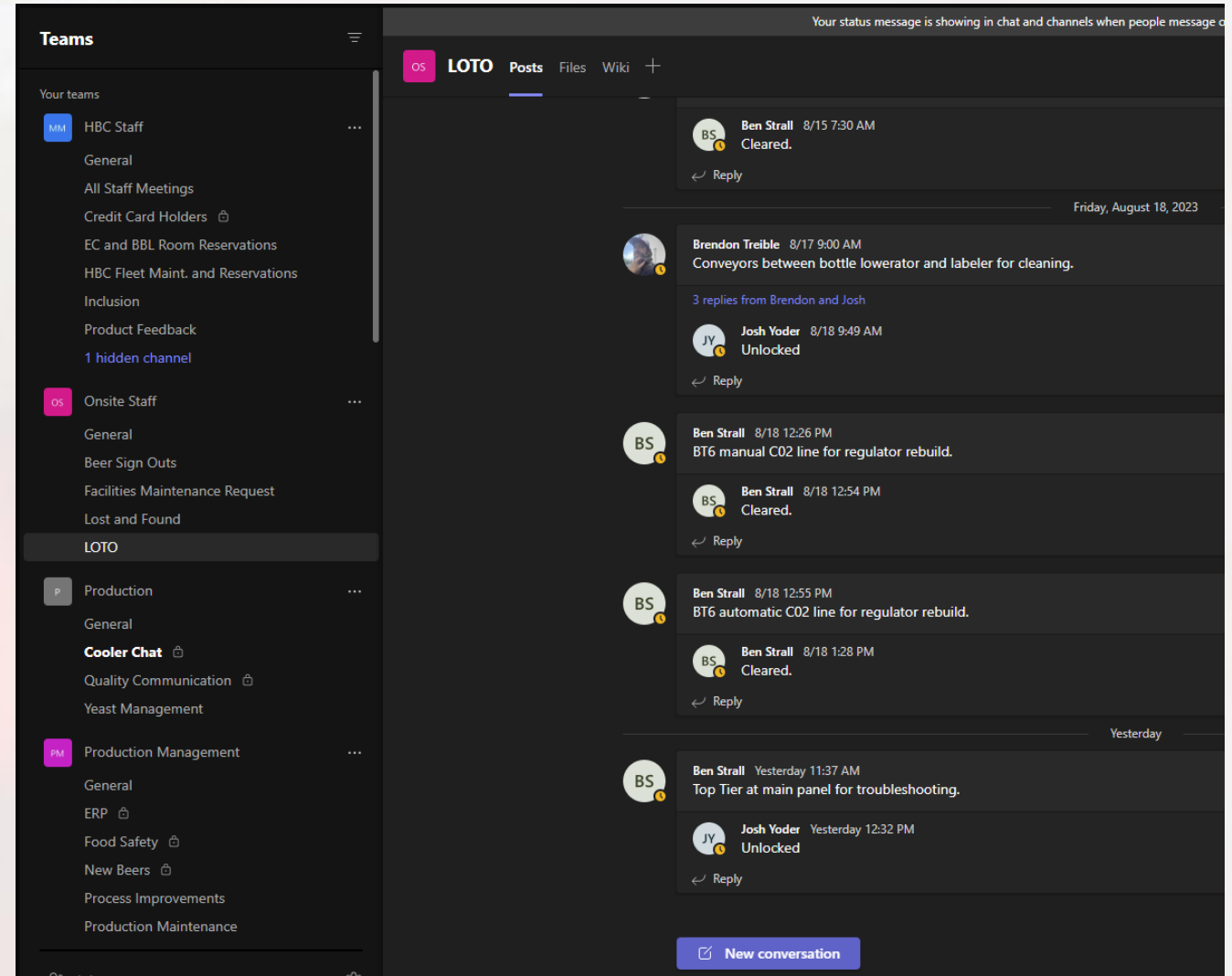
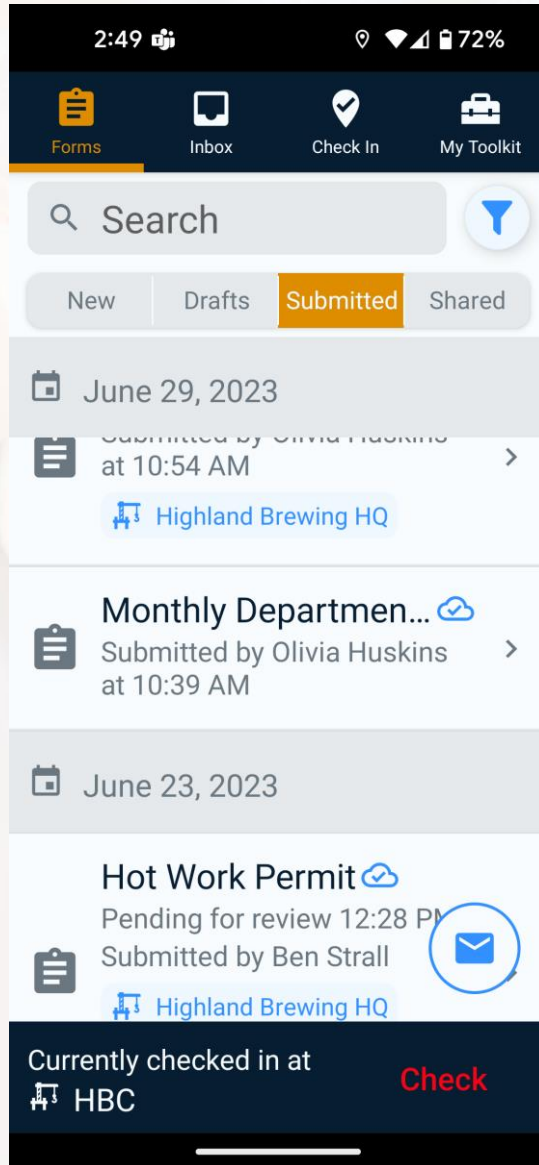
# ...but only if they are documented & followed up upon

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# 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

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## Finding & Fixing Hazards



## **Andrew Klosinski**

Brewery Operations Director

Highland Brewing Company





**SHOW ME SAFETY IDEAS!**

**SHOW ME THE MONEY!**

imgflip.com



# The Hierarchy of Controls

Most  
effective



Least  
effective

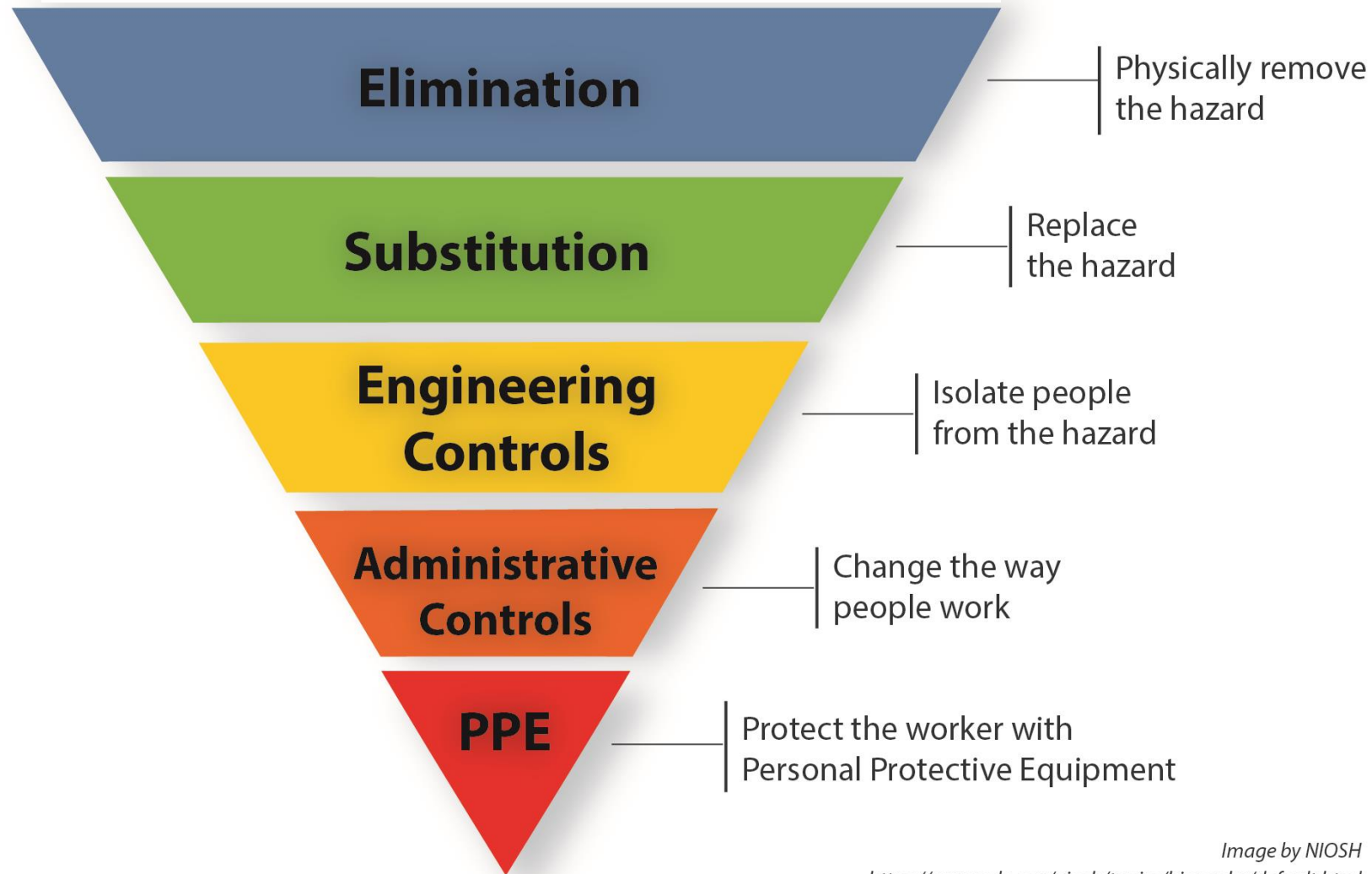
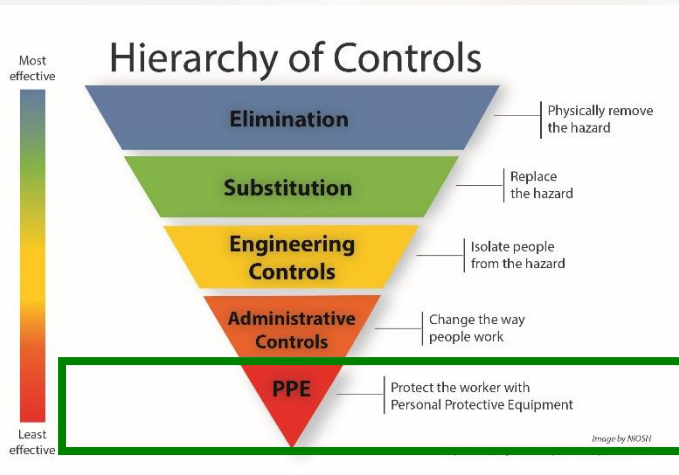


Image by NIOSH  
<https://www.cdc.gov/niosh/topics/hierarchy/default.html>



# Access to and Tracking of PPE



Originated by: Ops Management

Addresses:

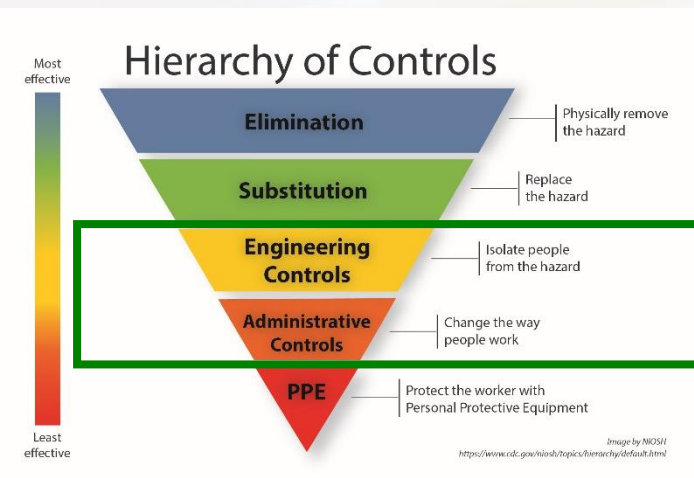
Access to PPE

PPE OOS

Tracking - use / abuse







Originated by: Brewing Team

Addresses:

Ergonomics

Quality

Maintenance

Reduced downtime

# Centrifuge Relocation & Infrastructure



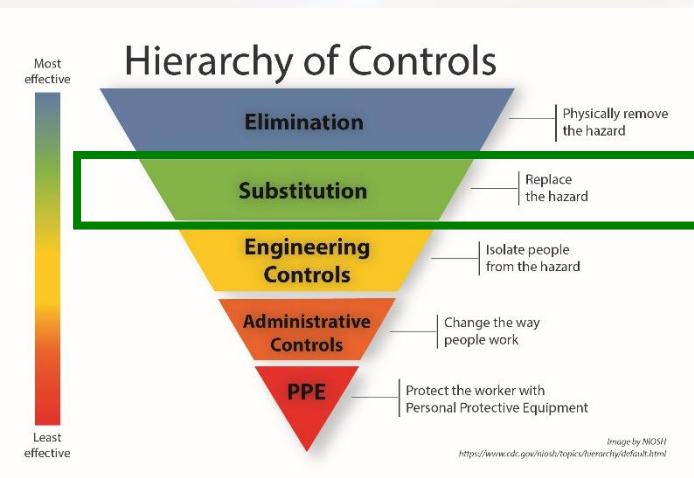
## Past State

- Centrifuge and lenticular filters were crammed 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

Originated by: Brewing Team

Addresses:

Overhead work hazards

Ergonomics

Quality

Process cycle time

Project  
education and  
support with  
Wicked Weed



## Past State

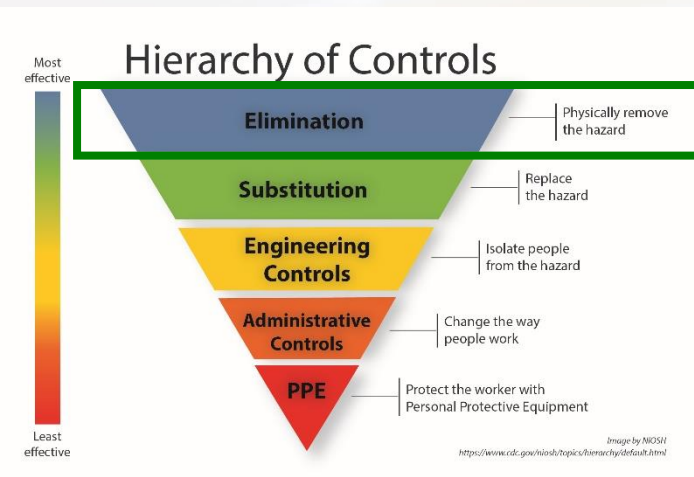
- Use of a 30' articulated lift
- Staffed by a brewer and spotter
- Physically lift hundreds of pounds of hops
- Opened and added through the tank top
- Three-hour process

## Current State

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







# 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

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**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 or fines.
- Participation is voluntary; must be invited in by management.
- The employer chooses the scope of our services.
- Staffed by experienced 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](mailto: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

<https://www.osha.gov/safeandsound/safety-and-health-programs/management-leadership>

- Building Your Case
- Writing Your Policy
- Management Safety Pledge

- Employee Involvement – Engaging Workers

<https://www.osha.gov/safeandsound/safety-and-health-programs/worker-participation>

- Inclusion in our Policy
- Workers Rights
- Safety Climate Assessment



## List of Resources

- Finding / Fixing hazards – Prevent injuries/illnesses

<https://www.osha.gov/safeandsound/safety-and-health-programs/find-and-fix-hazards>

- 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>

# OSHA Region II – BA Collab Hour Safe and Sound program, August 31, 2023



## Thank you for attending

Find educational materials on today's topic at – [OSHA.gov/safeandsound](https://www.osha-slc.gov/safeandsound)

Locate your state's safety consultation service at – [OSHA.gov/consultation](https://www.osha-slc.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





**Q&A**