July 2024

Dear RETRO Members,



**Safety Mindset Matters: Knowledge is the third dimension of a Resilient Safety System**

**Knowledge – making training relevant, continuous, and considerate of individuals workers’ needs *Series 4 of 7***

The safety packet in June introduced the “[**actions**](https://conta.cc/4e3z0di)” dimension of a resilient safety system. This month, we are introducing the third dimension – Knowledge. Knowledge includes safety training and providing personal protective equipment (PPE).

Safety training needs to be *relevant* by using stories; safety messaging needs to be *continuous* or repeated often; and the trainer needs to keep different learning styles in mind. Consider the following practices at your workplace:

* Provide consistent messaging and repeat it by using different forms of communication – infographics, slogans, humor, etc.
* Train employees to use PPE correctly and attentively.
* Ensure there is enough PPE to go around for every worker.
* Match sizes to fit every employee, especially specific fitting needed for women workers.
* Follow manufacturer’s recommendation to maintain equipment and PPE. Deviation from such a recommendation could be a citable item.

It is important to acknowledge that wearing PPE and safety practices are often uncomfortable and inconvenient. Yet, they save lives!

**Watch this 2-minute** [**video**](https://vimeo.com/812040735)**.**

A person in orange shirt and helmet holding a pole

Description automatically generated

**Preventing Heat-Related Illnesses**

[WAC 296-62-095](https://www.lni.wa.gov/safety-health/safety-rules/rulemaking-stakeholder-information/ambient-heat-exposure-rulemaking) OUTDOOR HEAT EXPOSURE. Heat stroke occurs when the body cannot regulate its temperature. Overheating under the sun could cause body temperature to rise to as high as 106°, which is seriously dangerous.

[New emergency rules require](http://apps.leg.wa.gov/WAC/default.aspx?cite=296-62&full=true#296-62-095) employers to provide water to employees working in temperatures of 89°!

Even more common is heat exhaustion, a milder form of heat-related illness that could develop after several days of exposure to high temperatures and inadequate or unbalanced replacement of fluids. Heat exhaustion is the body’s response to an excessive loss of water and sodium. Symptoms include heavy sweating, paleness, muscle cramps, dizziness, headache, nausea, weakness, and tiredness. The elderly population, people with high blood pressure, and those working or exercising in hot environments are most prone to heat exhaustion.

It’s essential to drink water regularly, consume non-alcohol or sugar-free beverages, and be alert to symptoms of heat exhaustion.

For retailers, if your workers are outdoors for at least 15 minutes during their work shift, your company’s Accident Prevention Program (APP) must include a section on this topic with information on training and ways to protect workers from heat-related illnesses. You can use the [eAPP](https://eapp.waworksafe.org/) site to generate a new APP customized for your business or view a sample template.

Resources:

* [RS SafetyTV](https://waretailservices.com/video_category/heat-related-illness/)
* [OSHA Poster](https://www.osha.gov/sites/default/files/publications/3431_wksiteposter_en.pdf)

**A smoke coming from a fire

Description automatically generated with medium confidence**

**Wildfire Safety Tips**

[WAC 296-820](https://www.lni.wa.gov/rulemaking-activity/AO20-29/2029Adoption.pdf) WILDFIRE SMOKE. As wildfire season approaches, it’s crucial to prepare and stay vigilant to protect yourself and your employees. Please follow these essential tips to reduce wildfire risks and ensure safety for yourself and your employees:

1. **Stay Informed:**
   * Monitor local news and weather updates. Follow official sources for alerts and evacuation notices.
2. **Create Defensible Space:**
   * Clear leaves, debris, and flammable vegetation from around your workplace. Maintain a 30-foot buffer zone or as advised.
3. **Prepare Your Building:**
   * Use fire-resistant building materials and clear gutters regularly. Store flammable items away from your workplace.
4. **Emergency Kit:**
   * Pack essentials like water, non-perishable food, medications, first aid supplies, flashlight, batteries, and important documents.
5. **Evacuation Readiness:**
   * Know multiple evacuation routes and a staff meeting point.
6. **Practice Fire Safety:**
   * Avoid activities that can start fires on dry, windy days. Dispose of cigarette butts responsibly.

By following these tips, you can help stay prepared and stay safe.

***Rose Gundersen Johnathan Kirby***

VP of Operations & Retail Services Safety Coordinator

Retail Association Services, Inc. Retail Association Services, Inc.

618 Quince SE Olympia, WA 98507 618 Quince SE Olympia, WA 98507

[rgundersen@waretailservices.com](mailto:rgundersen@waretailservices.com) [jkirby@waretailservices.com](mailto:jkirby@waretailservices.com)

360-200-6452 360-646-9418