



# Inside Retail Services



## Your April Safety Packet items are here

April 2025

Hello RETRO Members

**Safety Mindset Matters: Small Adjustments, Big Impact: Mastering Workplace Ergonomics Webinar.**



## Webinar on May 7<sup>th</sup> 2025 (Wed @ Noon) Tools to Reduce Repetitive Muscular and Skeletal Injuries

Ergonomics isn't just for office workers—it benefits everyone! Small changes to your workspace can significantly improve your comfort and productivity. Here's why you won't want to miss this session:

- Learn practical, easy-to-implement tips to reduce discomfort and prevent injuries.
- Understand ergonomic principles to enhance productivity, minimize strain, and improve overall health.
- Access valuable tools and resources that can help you create a more efficient and healthier work environment, benefiting both employers and employees.

Presenter: L&I's Ergonomics Consultants

**[Register here](#)** to secure your spot to better understand how ergonomic practices can help your team.

## **Benefits of a safe environment in the workplace.**

### **WAC 290-800**

Workplace safety is crucial for both employee well-being and organizational success. By fostering a culture of safety, companies can significantly reduce the risk of accidents and injuries, ensuring a healthier and more productive work environment. Developing strong safety habits, such as using equipment correctly and maintaining a tidy workspace, plays a vital role in preventing workplace incidents.

Focusing on safety not only protects employees but also offers several additional benefits. Please share this with your upper management and line-staff:

- **Boosted Morale:** When employees see that their safety is a priority, they feel valued and protected, which leads to increased job satisfaction and motivation.
- **Increased Productivity:** A safe work environment reduces distractions, anxiety, and fear of accidents, enabling employees to focus on their tasks and perform at their best.
- **Reduced Accidents and Injuries:** A proactive approach to safety minimizes the likelihood of workplace injuries, lowering the risk of harm to employees.
- **Lower Costs:** Fewer accidents mean reduced medical claims, lower legal liabilities, and decreased workers' compensation costs, which can lead to significant financial savings for the company.
- **Improved Reputation:** A company known for prioritizing safety attracts top talent, builds trust with clients, and strengthens its brand image.

In conclusion safety should be seen not as a regulatory requirement, but as an investment in both the workforce and the organization's long-term success.

## **Why you need to document PPE training**

### **WAC 296-800-16035**

Documenting safety training is essential for maintaining a safe and compliant workplace. Here are the key reasons and benefits:

- **Clear Record of Employee Training:** Documenting safety training provides a transparent record that employees have received the necessary education and are prepared to handle potential hazards.
- **Tracking Training Completion:** Proper documentation allows employers to track training completion, identify any gaps in knowledge, and ensure all staff members are up to date with safety protocols.

- **Proof of Compliance:** Keeping thorough records serves as evidence of compliance with legal and regulatory safety requirements, helping to avoid fines and legal complications.
- **Support During Inspections or Accidents:** In the event of an accident or regulatory inspection, documented training records demonstrate that the company took the necessary steps to protect employees.
- **Reinforcement of a Safety Culture:** Documented training highlights the organization's commitment to safety, encouraging employees to take the training seriously and creating a culture of safety throughout the workplace.
- **Continuous Improvement:** Keeping records of past training sessions allows companies to evaluate and refine their safety programs for ongoing improvements.

In conclusion, documenting safety training is crucial for ensuring legal compliance, enhancing workplace safety, and fostering a culture of preparedness and responsibility.

## **Ladder Safety Program: Key Policies and Training**

### **WAC 296-876**

A ladder safety program is essential for reducing accidents in the workplace. Here are the key safety policies and training requirements to implement:

#### **Safety Policies:**

- **4:1 Rule:** Set straight and extension ladders at a 75° angle (1 foot out for every 4 feet up).
- **Load Rating:** Ensure the ladder can safely hold the user's weight and equipment.
- **3-Foot Rule:** Ladders must extend 3 feet beyond the edge when reaching higher levels and be secured.
- **Fall Protection:** Use fall protection for ladders over 24 feet in height.
- **Electrical Hazards:** Use fiberglass ladders near electricity, and stay 10 feet away from energized power lines.
- **Top Step Safety:** Never stand on the top step or cap of a portable ladder unless allowed by the manufacturer.

#### **Training:**

- **Ladder Safety Training:** Employees must be trained by a competent person on how to inspect and safely use ladders.
- **Inspection:** Ladders should be inspected before use for damage, and a competent person must conduct regular safety checks.

By following these policies and providing proper training, companies can ensure ladder safety and reduce workplace risks.

Additionally you can find numerous other resources and information on ladders [HERE](#).

## Safety Meetings and why you need them.

### **WAC 296-800-130**

Regularly holding and documenting safety meetings is required by L&I, and the lack of safety meeting documentation was the most cited item in 2024. Here are the key reasons for holding these meetings:

- Engages Employees in the Safety Process: Safety meetings involve employees directly, capturing their attention and ensuring they are actively aware of safety practices.
- Opportunity to Address Employee Concerns: These meetings provide a platform to respond to staff concerns, ideas, and suggestions, and to act on them.
- Resources for Safety Meeting Preparation: RS offers various resources, including:
  - [RS SafetyTV](#): A collection of videos on different safety topics.
  - [RS Safety Library](#): A variety of materials, such as handouts, infographics, 1-sheets, and ready-made presentations, covering a wide range of safety topics.
- Customization for Specific Topics: If a safety topic is not covered in the available resources, the Safety Team is available to assist in preparing custom content.
- Ensuring Compliance: Documenting safety meetings helps maintain compliance with L&I requirements and avoids potential citations.

If you need additional resources or assistance, please reach out to our Safety Team using the contact information below.

***Always - Think safe. Act safe. Be safe.***

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## Retail Association Services

**Travis Brock**

**Director of Safety**

**206-617-6191**

[tbrock@waretailservices.com](mailto:tbrock@waretailservices.com)

**Johnathan Kirby**

**Safety Coordinator**

**360-646-9418**

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

[www.WaRetailServices.com](http://www.WaRetailServices.com)

Washington Retail Association | 618 Quince St SE PO Box 2227 | Olympia, WA 98501 US

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