



August 2010

## Sun Exposure Can Cause Significant Risks To Outside Workers

As we head into the summer months, those employers who regularly employ outdoor workers need to consider the safety risks associated with these positions. Outdoor workers run a greater risk of developing skin cancer or other sun-exposure related diseases than the average person because of the potential overexposure of sun from being outside the majority of each day.

The Occupational Safety and Health Act (OSH Act) does not include a specific regulation addressing an employer's obligation to protect employees from the hazards created by sun exposure. However, such a requirement is addressed indirectly by the Act's Personal Protective Equipment (PPE) rule that requires "protective clothing" and other "shields and barriers" from hazardous exposure. At least one OSHA Standard Interpretation of that rule supports an employer's duty to protect their employees from overexposure of the sun's radiation. Sun exposure is not easily measured, and for a compliance officer to issue a citation to an employer for not providing employees with protective equipment from the sun's radiation, there must be documented evidence that employees are overexposed. Overexposure can also violate OSHA's general duty clause requiring employers to furnish a hazardous-free workplace environment.

Moreover, it is estimated that 60,000 people die worldwide each year from too much sun, most from malignant skin cancer. In one recent year, the total direct cost associated with the treatment for non-melanoma skin cancer was \$1.5 billion, while the total direct cost associated with the treatment of melanoma skin cancer was \$291 million. Employers foot much of this bill through their employee health plans, not to mention associated costs from an employee's lost work time for treatment and recuperation, along with a potential workers' compensation claim for skin cancer.

### Employer Actions

So what should employers do? Although the likelihood of an OSHA visit due to sun exposure is minimal, more significant are the costs associated with illness, treatment, and absence due to skin cancers. For a little time and money, an employer can invest in helping its employees to live healthier lives, which leads to better productivity and higher morale in the workplace. Many employers have instituted wellness programs based on this philosophy. Here are some recommendations for minimizing outdoor employees' overexposure to the sun:

- Removing the job from the sun in most cases may not be reasonable. However, limiting exposure between 10am and 4pm and rotating employees out of non-shaded areas frequently can be reasonable accommodations.
- Employers should require employees to use PPE that will protect them from the sun. The National Cancer Institute recommends use of protective eyewear and clothing such as wide-brim hats, hat extension, and long sleeves. Employees should use sun block on the body to include the lips.
- Educate outdoor workers about overall skin cancer prevention and identification, the importance of self-checks and the importance of a dermatologist.

Source: *Inside Counsel, Business Insights for the Law Department Leaders*

## Upcoming Seminars

### September 22, 2010

Federal Contractor and Subcontractor Rules and Regulations

Stay tuned for more information or visit [www.allenocchealth.com](http://www.allenocchealth.com).

## Upcoming Classes

### First Aid & CPR Class

Friday, August 27, 2010

Time: 8am - 1pm First Aid and CPR  
8am - 10am CPR Only

Cost: First Aid and CPR  
\$60/person  
CPR Only \$28/person

Location: Gerard Classroom,  
Gerard Hall, Allen College

Register online at:  
[www.allenocchealth.com](http://www.allenocchealth.com)  
or call 319-235-3523.

### 2010 Training for Drug Free Workplaces

#### 2 Hour Initial Training

Thursday, Nov 4, 2010

Time: 8am - 10am

Cost: \$34/person

Location: Medical Staff Classroom,  
Gerard Hall, Allen College

#### 1 Hour Annual Update

Friday, Nov 5, 2010

Time: 8am - 9am

Cost: \$22/person

Location: Medical Staff Classroom,  
Gerard Hall, Allen College

For more information contact:

Tara Wait at [waittr@ihs.org](mailto:waittr@ihs.org)  
or call 319-235-5043

To Register:

Visit [www.allenocchealth.com](http://www.allenocchealth.com)  
and click on the link of the lower right  
hand corner of the screen.

## Slips, Trips and Falls

The agency issued a notice of proposed changes to Walking-Working Surfaces and Personal Protective Equipment standards. The rule change would update fall protection standards in general industry and allow OSHA to fine employers who let workers climb certain ladders without fall protection. Most existing standards for walking-working surfaces are more than 30 years old and inconsistent with both national consensus standards and more recently promulgated OSHA standards addressing fall protection, officials said. To review the Notice of Proposed Rulemaking, visit <http://edocket.access.gpo.gov/2010/2010-10418.htm>.

## Safety Training

A new training component emphasizing workers' rights is required content in 10- and 30- hour Outreach Training Program classes. Topics include whistle-blower rights and how to file a complaint.

Allen Occupational Health will host FREE OSHA Training Programs on October 14th, October 28th, and November 11th from 8:30 - 12pm at McBride Auditorium at Allen College in Waterloo. Attendees will of all three classes will receive their 10 hour OSHA training certificate.

Please visit our website ([www.allenocchealth.com](http://www.allenocchealth.com)) on September 1st for more information and to register for these classes.

## Company Tours

With a change in leadership comes new faces and ideas. Our providers and new leaders want to meet you and know your business. Touring your company helps our staff understand the nature of your business. Our providers are also skilled in helping companies with risk management by identifying hazards and offering solutions to problematic systems and processes.

Company tours will be scheduled on Wednesday mornings, starting September 1st, 2010 on a first come first serve basis. Please email or call Natalie ([krachtna@ihs.org](mailto:krachtna@ihs.org)/319-215-9573) to schedule a company tour.

## Consolidated Billing Changes

Due to HIPAA regulations and Third Party Payer denials we are no longer able to consolidate billing for Urgent Care visits, lab, and radiology services when related to worker injury treatment services. For this reason, you may receive multiple bills from various departments of Allen Hospital for one injury. We ask that you pay close attention to this new billing process. We will continue to consolidate bills for post-job offer screening services such as physicals and drug screens, as well as, emergency department visits, outpatient, and pharmacy charges.

Changes will start to appear on statements over the next month. Please feel free to contact Laura Mumaw at 319-235-3964 if you have specific questions regarding your statements.