Ergonomic Safety & Health for Women

AGRABILITY NATIONAL TRAINING WORKSHOP

MARCH 16, 2022

MADISON, WISCONSIN

AGRISAFE NETWORK

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Focus Areas:

At the end of the webinar, participants will be able to:

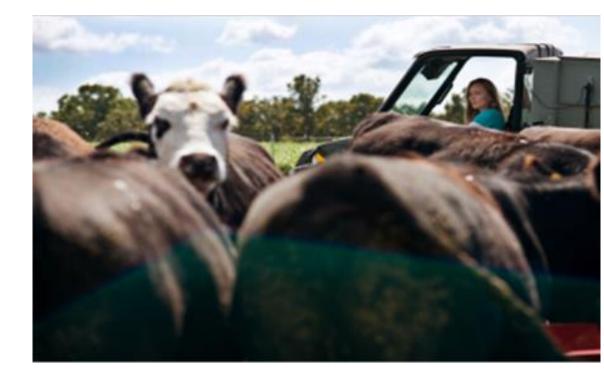
- ▶ 1. Identify work site hazards and potential musculoskeletal injuries.
- 2. Identify wellness initiatives aimed at reducing risks related to musculoskeletal injuries.
- ➤ 3. Locate three current evidenced based resources in the field of agricultural health and safety that address ergonomic safety.
- 4. Utilize the individual AgHRA to look at current exposures and preventive methods for daily farm tasks.



Why talk about it?

- Women are playing an increased role in production agriculture.
- They account for over 1/3 of the management, ownership and work on farms, ranches and in crop production.
- Over 20% of migrant and seasonal farmworkers are women.
- A major challenge continues to be access to protective equipment that meets the ergonomic needs of women.
- This program is intended to help women in rural/agricultural communities identify ergonomic issues leading to musculoskeletal injuries in farm and ranch work and discover resources to aid in injury prevention.

www.usda.gov

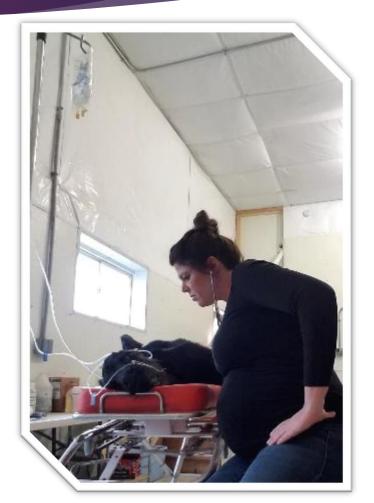


Profile of Women in Agriculture









Ergonomics

- Ergonomics is the term that refers to:
 - The study of how people work in their environment
 - Designing the job to fit the worker
- Musculoskeletal disorders (MSDs) refers to :
 - Effect on muscles, nerves, and tendons.



- Working alone
- Work hours vary frequently and are seldom an 8-hour day
- Age
- Hearing acuity
- Visual acuity
- Arthritis
- Bone density loss due to aging



Contributing Factors to Injury – Occupational Exposures

- ➤ Livestock related injuries/fatalities
- > Falls (Women over 60 years of age)
- Machine related injuries
- Additional work -home/family, farm & ranch work, off farm job increased risk of stress and agricultural injury
- Agricultural dust exposures including chronic bronchitis (coughing/sneezing/watery eyes can impact the way we stand, sit, move around)



Animal borne infections

Environmental & Engineering Factors

- Weather frequently changes
- Extreme heat or cold
- Humidity
- Slippery surfaces
- Uneven surfaces
- Dusty conditions
- Higher elevation work site

- Poorly lit travel areas and walkways
- Steps or walkways in poor repair
- Ladders not in good condition i.e.: ladders on bins loose or rusty
- Distraction by other activity weather, animals, crops, loud or unfamiliar noise
- Others?



Personal or Habitual Factors

- Running
- Carrying objects that are too heavy or cumbersome
- Distraction by other individuals or groups of people
- Not using handrails when present
- Improper ladder/equipment dismount
- Improper rope/ harness/lead & lunge line use
- Clothing entanglement dangers
- Cleaning or working on equipment with tools placed out of reach
- Exiting moving equipment or equipment designed for only one person
- Phone conversations/texting (illegal in some states when operating vehicles on roadways)





<u>High Level Falls:</u> Falls that are <u>over 10 feet</u> are of lower frequency but higher level of severity

- Ladders
- Machinery
- Tractors
- Barn roofs
- Silos
- Grain bins



Same level or Low-level falls: (also referred to as slips & trips) refer to falls under 10 feet.

These account for about 60% of falls & represent a higher level of frequency - but usually a lower level of severity

- Steps / curbs
- Fence climbing
- Uneven surfaces
- Slippery surfaces (water, oil spill, ice)
- Objects in walk path (shovels, rakes, rope, cords, boxes)
- Trip over small or shorter animals (pets, young pigs, etc.)
- Struck by animals
- Falls from machinery tractors, combines, etc.
- Falls from horses extremely dangerous as they are usually in motion!



Slips from machinery can cause a worker to fall into or against dangerous or moving equipment resulting in severe lacerations, amputations, or fatalities including suffocation

- Combine heads
- Grain Augers
- Gears / belts
- PTO (Power Take Off)
- Others

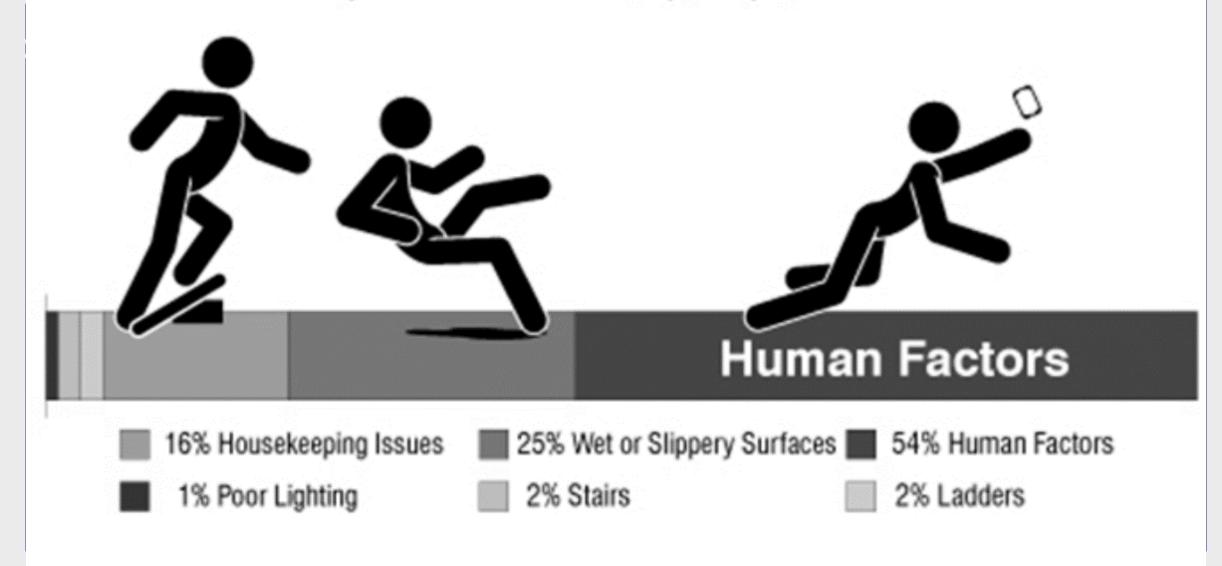


Major Contributing Factor to Injury

Tripping over equipment in a walkway can result in anything from minor sprains or scrapes to severe head and musculoskeletal injuries – upturned rakes & shovels have potential for internal injuries, puncture wounds, eye injuries



Most Frequent Factors in Slip, Trip & Fall Incidents



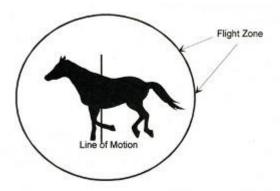
- Lifting objects that are too heavy
- Repeated reaching overhead
- Awkward working positions and body postures
- Continual repetition of a specific work process
- Vibration from hand tools
- Static load on arms and upper body muscles
- Inadequate design or size of hand tools





Contributing Factors to Injuries – Animal Handling

- Slips in an animal space will startle and /or agitate an animal into running or charging a human ...
- Trampling will result in severe or debilitating injuries or death
- Moving or working in the flight zone of a large animal can result in injury –
 Know the flight zones and blind spots!
- Improper rope / harness handling can potentially result in a fall or arm and shoulder injury
- A fall from a horse can result in boots caught in stirrups, dragging, head injuries, spinal injuries, fractures





Vibration Injuries

- Neck cervical spine misalignment; nerve paths become trapped
- Constant vibration increases pressure on muscles and ligaments, tendons, soft tissue and reduces blood flow to tissue
- Gripping hand tools pressure on the soft tissue in hand and fingers can obstruct circulation and cause numbness & tingling
- Vibration from heavy tools (chip hammers) can produce carpal tunnel pain, HAVS(hand-arm vibration syndrome)...Reynaud's syndrome
- Rotator cuff area in shoulders can become inflamed or result in tissue tears and ruptures. Permanent tissue and nerve damage can result
- Long term injury can result



Whole Body Vibration can have these effects:

Health Effects



Speech interference



Muscle fatigue and cramping



Disruption of balance and perception



Increased heart rate and blood pressure



Increased breathing rate



Low back pain and damage to the spine

Physical Factors - Research shows...

- Muscle fatigue reduces sensation and control of the joints
 - joints become more susceptible to injury*
- Balance is affected by a generalized fatigue of trunk muscles and lower-extremity muscles
- Fatigue also increased the attention demands needed to focus on balance tasks



Physical Factors - Previous Injury or Illness

Low back pain can affect balance

Impacts posture and balance

Knee pain can affect balance

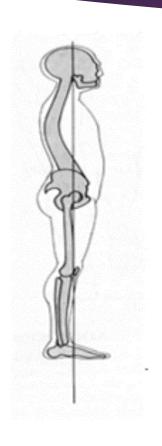
i.e.: ACL tears, arthritis

Ankle injuries affect balance

i.e.: sprains, edema, arthritis

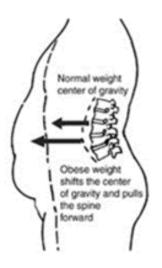


Physical Factors – Weight Gain or Loss -Body Mass Index (BMI)Impacts Balance Ability



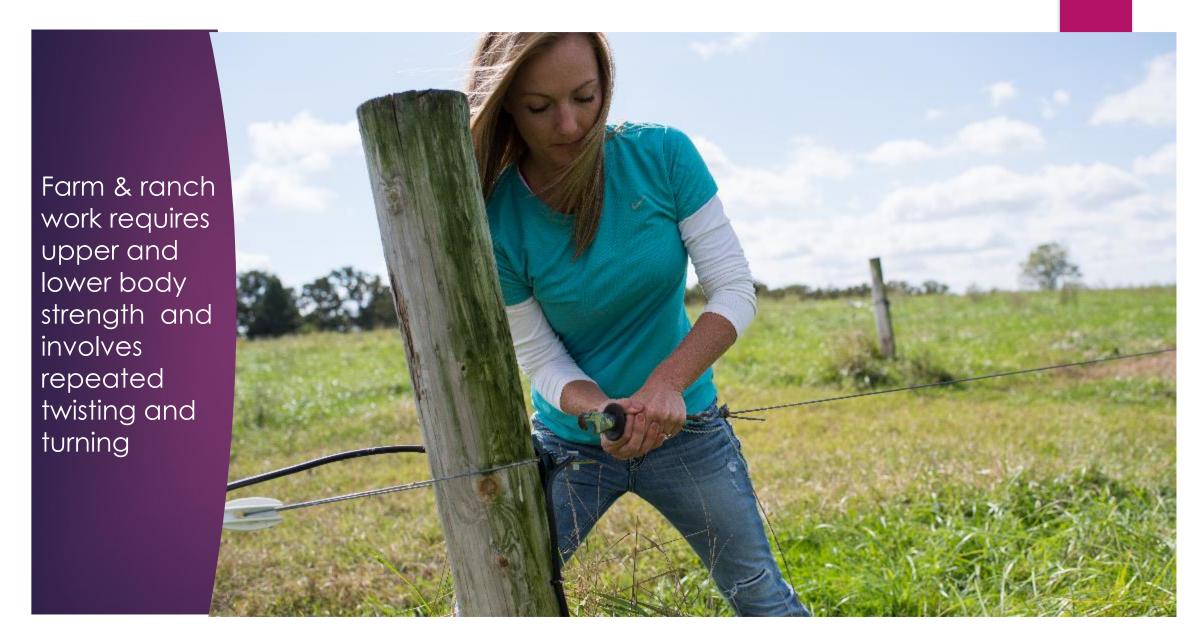
Normal weight-Line of gravity

- Through jaw
- Front of shoulder joints
- Through or behind hip joints
- Front of knee and ankle joints



Obesity: Line of gravity shifts forward, causing all posterior muscles to work harder





Ergonomic Differences

- Women have anatomical and physiological differences that may place them at risk for farm injuries (Engberg, 1993).
- Females are, on average, shorter than men and have more adipose tissue. Females also have narrower shoulders, wider hips and proportionally have shorter legs and arms than their male counterparts (Mackay, & Bishop, 1984).





<u>We know</u> this photo should show a ROPS

- but the reality is that women are often using smaller, older tractors to perform farm and ranch chores that are not retro-fitted

Machinery Build and Women

The placement of levers and the strength required to move them, may be more suited to the average male. (Carruth et al., 2001).



Correlation of Tractor use and Injury

Driving tractors an average of one day a week has been found to increase the risk of nonfatal farm injury (Carruth et al., 2001).

Contributing Factors: Prescription and Over the Counter Medications

- Pain medication
- Antidepressants
- Anti-anxiety medications
- Antihistamines / Allergy medication
- Blood pressure and other heart medications
- Diabetes altering medication routine
- Energy boosters
- Sleep inducing drugs
- Change in prescriptions or dosages
- Opioid use



Pregnancy Concerns

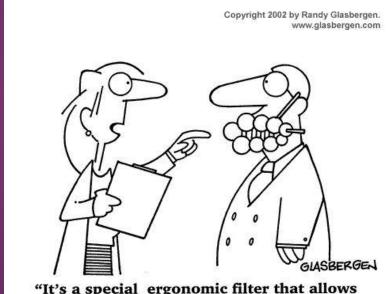


- Pregnancy fluid build up around the median nerve can cause pressure, numbness & tingling – symptoms of carpal tunnel syndrome
- Center of gravity changes as baby grows
- Gait and flexibility can be affected legs and feet become edematous



Let's Talk Prevention!





"It's a special ergonomic filter that allows managers to deliver criticism without damaging any fragile egos."

Prevention Strategies – Protecting Muscles, Tendons, & Ligaments

- ► Education on proper lifting and handling techniques excellent resources are available for healthcare providers and workplace managers
- Promotion of early back care and posture habits
- ► Awareness of the impact arthritis may have on back, hand, joint function
- ► Review of ergonomics in the work sites (include office workspaces)



Prevention Strategies

Promote and Demonstrate:

Good back posture –standing, walking, sitting

Standing with feet apart at shoulder width, one foot slightly ahead of the other

Turning feet and arms rather than twisting the back

Finding help to lift heavy objects

Bending knees and lifting with leg muscles, keeping head in neutral position

Avoid locking knees

close to the body, not with arms stretched out Address the NIOSH conclusions regarding the 'back belt" issue

Taking stretch breaks

Vary tasks every 20 – 30 minutes whenever possible







Injury Prevention: The Back

Authored by Makenzie Thomas, Texas A&M AgriLife Extension, Texas AgrAbility

Back injuries and back pain are common health problems in the agriculture sector. Over 1 million back injuries are sustained in the workplace each year, and agriculture is in the top 5 occupations for back injury resulting in days away from work. (Bureau of Labor Statistics, 2018)

Preventing Injury

According to OSHA, back pain is one of the leading causes of lost time at work and individual suffering. If steps are not taken to maintain a healthy back, the pain can become long-term and disabling.

Most back pain is caused by overuse or straining of the muscles and ligaments. Back pain can usually be prevented with safe work practices, stretching and strengthening activities. (OSHA)

There are several risk factors that can lead to increased chance of back injury on the worksite. Reducing these risk factors will reduce the chances of a worksite back injury

The most common back injury risk factors include:

- Awkward posture
- Overexertion
- Repetition
- Fatigue



Awkward Posture

Posture is the position in which a person holds their body when standing, sitting, or lying down.

"Your body posture determines which joints and muscles are used and the amount of force that is generated. Whether standing or sitting, there is a neutral position for your back. Postures that differ from the neutral position increase stress on the back, especially when combined with other risk factors" (Kansas State Research & Extension, 2010).

Avoid:

- Strenuous activity while the body is in a twisted or bent position
- · Repeated bending, twisting, and reaching
- Bending forward while lifting

Reduce Awkward Postures by:

- Having work station at waist level to avoid repeated bending and twisting
- Use dollies, carts, skid loaders, tractors, and trucks to handle heavy materials.
- Use correct lifting techniques
- Move your feet when moving materials to avoid twisting your back
- Ask for assistance when lifting to help divide the load.
- Reposition the body to avoid holding a bent, stooping, twisting position for an extended period of time.



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LIFTING DO'S & DON'TS

DO LIFT AS A TEAM



DO TURN WITH LEGS



DO USE YOUR LEGS

Do lift the load using your powerful leg and buttocks muscles. Your feet should be wide apart, head and back upright. Keep abdominal muscles tight and the load in close.

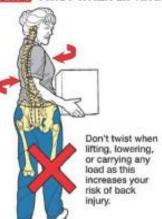
DO USE EQUIPMENT



DON'T LIFT BULKY LOADS ALONE



DON'T TWIST WHEN LIFTING



DON'T USE YOUR BACK

Don't lift the load with your rear end high and your lead low. Use your leg muscles, not your weaker low back muscles.

DON'T LIFT HEAVY LOADS





Annhor recolution thand to a stative post atout watchings. Plandred weights can be substituted; bother The kneed, brace the core and extend arms timusto and eletinate any tiack in the bund. Keeping the MOURSHIP WANTED, Pull ellious buck squeecing the shoulder budge together Spine remains in the neutral protoco.

> thego on the runds. and kneed and engage abdominate to find a neutral spine position. Without moving the certier of the body extend the right arm and left leg signesting THIS ARE THE DIVINES WHITE Prips. Repeat on the OTHER SIDE.

Sturid with screen soft, feel 100 Gittation about Plains resistance band directly that shoulders. Markets The disturbin between the hands and band broads the right. Gently put down with the right with their return to shoulder width and stand Switt up. Repeat on the left Dide. Avoid any funding in the hips or spine.

> Degit in plant position with hands drectly under the shoulders feet no wider than the rips. Show the right loter into the check and then the left. Spine should remain in neutral position with the neck excending straight out of the opins. The pour is that the rigic so not iff or ower broughout the eventure.



TABLETOP EXTENSION

Lay on the buck with Tunds by the pole from inness and parameters no more than hip distance. spart, Lift the tips and SQUARCE TYOUGH THE guiles. Avoid animing the Back or withwrite the kness







deprivation with sness width, residing onto the THIRD, NAME TOO WITH ness sheet that, feture to Standing proctor squeezing the hips at the hip.

other som.

Funding for this pargent is provided by the Control States Control for Agricultural Safety and results, NIOSH AFF Share UNICHCHOISE



Titles Title Places Step the left foot forward. and extend arms shoulder neight, rawpring a flat back, their the hands blower(s): The ground without hinging the fight. Once the upper body is parallel to the ground, return to standing position. Repeal on the



*Dissections Traces Figures can be under

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articl amount, instead than returned pround or onto numbs. Arms our the unersyler is most

DOM:NUMBER

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mail backwarth.

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ground until you feel

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Orbit arms at elbows, tirring bucks of hands together canoulties are feature should be seen that a second to paint of the second to paint of hands our come together. Separaters will fitting ettows and moving hands away from face to despen stretch between shoulder trucks.

AgriSa



CIT one with struggle up. then band above so hand comes before the head, gratifie above with other hand and gently increase stretch to comfart level.



Large duct the fact on ground or one legicum prosp over the top of other LR outside arm and others toward for or wat. Oome in and out of stretch a few times.



Structural Venturals nertic cart be as wide as is comfortubre. Lift foor above head, then originally back, Elbows can bend, copp and breaths where it Nest good, our eventually despen stretch or twist, us shoulders feel ready. Pull front risk lasts threats spine NI SUPPORT YOU THANK



DRICLAMEN OF LIMBUTY, busine of all types can recover when participating in exercise, physical filmes and belong programs, have Aprillate strongly encourages you to obtain a competiturative physical exempetion by a licensed health processing PROS to undertaking any exemise derivatement on this galls. You fully assure the last of any resulting buying

MOUNTAIN CLIMBERS



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Ready to Farm

farm task

fencing

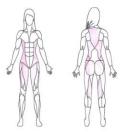


stooping

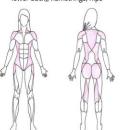


total body vibration

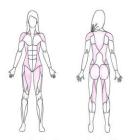
muscles used



spine, (lateral and upper and lower back), hamstrings, hips



shoulder, spine, neck, hamstrings, glutes, obliques



spine, hip, hip flexors, neck, shoulders, quadriceps, hamstrings, glutes, obliques

poses to improve muscle strength and flexibility







Ready to Farm farm task



calf carrying



grain scooping



muscles used

triceps, shoulders, upper back (trapezius), chest (pectoralis), lower back, back of legs (hamstrings), glutes, obliques, quadriceps





snoulders, lower back, upper back, cnest (pectoralis) ,hips, hip flexors, quadriceps



upper and lower back, shoulders, hamstrings, hips, hip flexors, trapezius, glutes



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DISCLAIMER OF LIABILITY. Injuries of all types can occur when participating in exercise, physical fitness and training programs, hence AgriSafe strongly encourages you to obtain a comprehensive physical examination by a licensed health professional PRIOR to undertaking any exercise demonstrated on this guide. You fully assume the risk of any resulting injury.

Engineering

• Prevention includes

Engineering out the risk

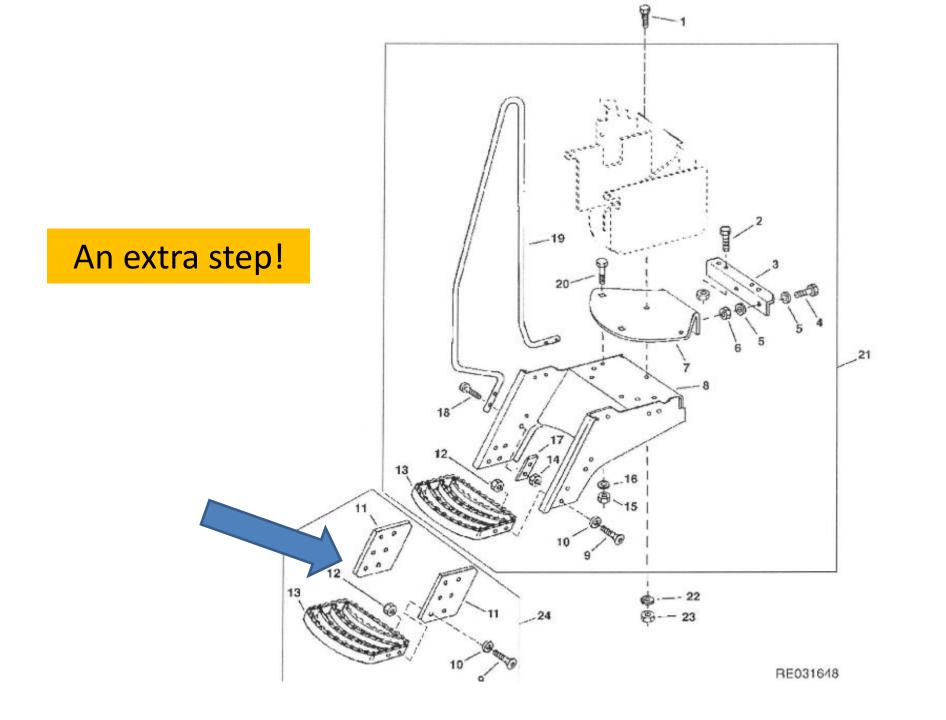
Adapted model





Short- and long-handled blueberry rakes

Photo: Northeast NIOSH Center







ANTIVIBRATION, FATIGUE GLOVES

Pitchforks & Spades



More Prevention Strategies

 Well worn footwear will not have necessary traction on damp or uneven surfaces – resulting in a variety of hazardous slipping injuries

Poor

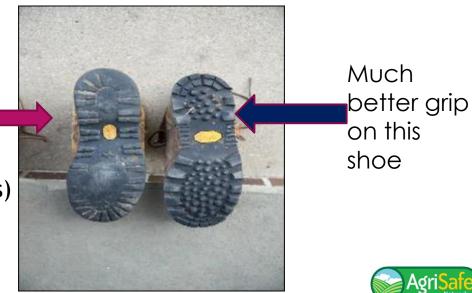
grip =

slipping

hazard

- Nitrile rubber compound on soles of shoes
- Appropriate grooves to channel water
- Large flat soles

No heel (with <u>exception</u> of riding and horse work boots)



Prevention Strategies cont...

Eyewear:

- Sunglasses: remove when entering low lit areas
- Wear approved ANSI Standard Z87)impact resistant safety glasses or goggles
- Regular eye exams will assure visual acuity
- Get used to bifocals prior to wearing in work areas

Gloves:

- Secure grips and good fit to prevent slippage when reaching
- Good fitting gloves can prevent ergonomic related injures

Clothing:

 avoid ragged or torn legs and sleeves to prevent catching in equipment



More Prevention Strategies

- Always face a ladder when climbing
- Always utilize a 3-point contact approach



 Anti-vibration seats for tractors/ combines



Pelvic Floor Exercises

- > The pelvic floor is a set of muscles that supports pelvic organs, such as the bladder and bowel. These muscles aid urinary control, continence, and sexual function.
 - Kegels
 - > Squeeze & Release
 - Bridge
 - Squats



Work **Smarter** not *Harder*

- ► Having self awareness-know your strengths and your weaknesses
- ▶ What is working for someone else borrow ideas and modify to fit into your work
- Cultivate a Culture of Safety
- Maximize your efforts what could machines and tools do that you cannot?

Questions to ask?

Does someone know where you are?

Do you have a communication plan?

Is the cell phone call **that** urgent?

If an injury occurs, is there a first aid kit nearby?

Are you familiar with emergency service numbers in your community?

Are you on an Enhanced 911 grid? Do your family members/ workers know your coordinates (Road address numbers & letters?



Action Plan – an example for employers and managers

Action Needed	Barriers to Overcome	How Will I Remove Barriers	Action Taken	Cost of Project
Reduce Clutter in Machinery	Several operators with lack of ownership	Get buy in from operators to take ownership of removing clutter and maintaining clutter free area	Assess machinery in use for clutter – talk with all operators about new process to keep areas clutter free.	\$ Labor costs
Improve Ladder Safety	Multiple ladders in various locations in various conditions	Develop plan to assess all ladders and the type of ladder needed in each area.	All ladders assessed and plan made to replace, or repair as needed.	\$ Labor and ladder repairs / or new ladders
Improve visibility in livestock facility	Cost of installing new lights and repairing existing lights	Obtain accurate evaluation of lighting needs	Worked with local contractor to get accurate quote of cost for project. Prioritize which areas to fix first.	\$ 500 - \$5000 depending on what needs to be done



Women's Health Resource

TAKE CHARGE OF YOUR HEALTH Women Working in Agriculture Acoust the contactes, women have worked in agriculture providing food for their feerfiles and controlled. The number of accress secting as principle former has tripled over the past thory years and their work tasks have also

The number of women working as principle farmer has tripled inver the past thirty years and their work tasks have also changed. Women contribute to our strong term aconomy and will continue to line, work and reas families on farms.

This fact shaet is designed to highlight the unique risk factors for woman working it agriculture. Protocal solutions are offered to exist farm women in maintaining a healthy and productive farming future.

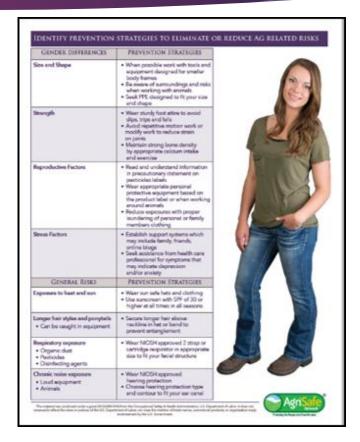
Gender Differences	Description	Exposures/Risks	Possible Health and Safety Issues for Woman	
Size and Shape	On analogic statement are shorted than their orbit of files or to the properties (for wider high, shearer arms and large)	Use of equipment or tools not stange and for corner	busement visi for discretize of the brase and hig Grape burner in the write	
		Plantoni protestira arquipriario that disearch fit mail	dispersion to expending standard or other hazards	
		Carry for extracts	Anomal rail for injury • Anomal bities lists • Paneet by anomal against railing, wall	
Strength	Upper hard; strength is 40-17% here and large hard; strength is 5-32% less than for males	Use of equipment or tools not designed for comes Moving heavy objects	Indexed rei-for tree-fleck-disorders Rosert ef rougs to mode and hands	
		Corrug for entirels • riggression from female animals processing their process	-browsest risk for injury - Animal billion, looks - Formed by animal against relang, wall	
Reproductive Factors	Programs and facility often not recognized or considered other pointer execute facts being	Persona Needle state Created Humane	Potential for facility complications Potential impact on the facility	
		Coring for animale	Contracting appropriate disease Retentiol organization feature.	
Stress Factors	- Work on the form and off seeding competing demends - Responsible for management of household - Henting rating for children and aging passable gentlicests	Last of easy Last of expost	Increased not for injury should be thing use, should, depress or, which or thing use, stems should open at it, other behavioral backs about the first state. Increase out of firese size to increase potentially for the potential of the second of the second of the second open of the second open of the second open open open open open open open open	

NOTES FOR TALKING TO YOUR HEALTH CARE PROVIDER.

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- Ask specitions relative to positicide augmours and appropriate PPC
- . Review diseaso/wat posters
- Discuss stress issuel
- Sock routine expensions for early signs of feast disease, brossi, utering, and outries someward districts.

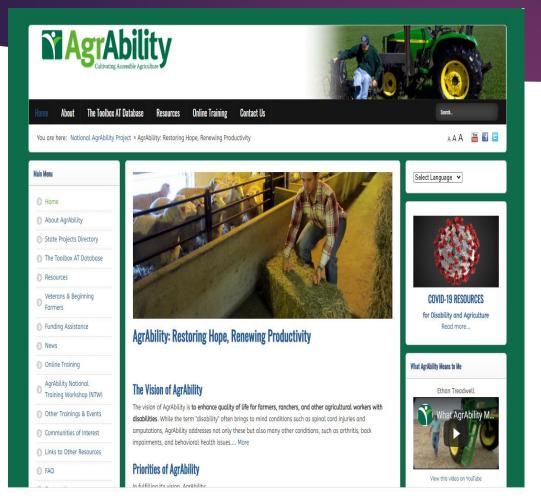
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Resources





SIMPLE SOLUTIONS:

ERGONOMICS FOR FARM WORKERS





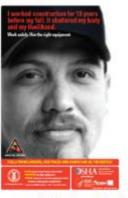
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES

Public Health Service Centers for Disease Control and Prevention National Institute for Occupational Safety and Health





Educational Materials and Resources for Workers and Employers







Fact Sheet: English: (PDF), Spanish: (PDF), Polish: (PDF) and Russian: (PDF)

Fall Prevention Wallet Card: English (PDF). Spanish (PDF). Portuguese (PDF)

Fall Prevention Publications Webpage contains fall prevention materials in English and Spanish.

- · Fall Protection in Construction (PDF)
- Protecting Roofing Workers (PDF)

Ladder Safety Guidance

- · Falling Off Ladders Can Kill: Use Them Safely Booklet (PDF)
- · Safe Use of Extension Ladders Fact Sheet (PDF)
- Safe Use of Job-made Wooden Ladders Fact Sheet (PDF)
- · Safe Use of Stepladders Fact Sheet (PDF)
- · NIOSH Ladder safety phone app (English and Spanish)

Drop-In Art for Publications



Highlights



5 Ways to Prevent Workplace Falls

 3M recalls fall prevention device over safety concerns DBI-SALA Lad-Saf Sleeve - Stop Use and Recall/Replacement (English) (Spanish), August 30, 2016

Campaign Partners

- National Institute for Occupational Safety and Health (NIOSH)
- The National Occupational Research Agenda (NORA)



www.osha.gov

OSHA Employee Rights & Responsibilities You have a right to:

- A safe and healthful workplace
- Know about hazardous chemicals
- Information about injuries and illnesses in your workplace
- Complain or request hazard correction from employer

- Training
- Access to hazard exposure and medical records
 - ► File a complaint with OSHA
- Participate in an OSHA inspection
- Be free from retaliation for exercising safety and health rights



Your Rights as a Whistleblower

You may file a complaint with OSHA if your employer retaliates against you by taking unfavorable personnel action because you engaged in protected activity relating to workplace safety or health, asbestos in schools, cargo containers, airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, health insurance reform, motor vehicle safety, nuclear, pipeline, public transportation agency, railroad, maritime, motor vehicle safety, and securities laws.

Whistleblower Laws Enforced by OSHA

Each law requires that complaints be filed within a certain number of days after the alleged retaliation.

- As bestos Hazard Emergency Response Act (90 days)
- Clean Air Act (30 days)
- Comprehensive Environmental Response, Compensation and Liability Act (30 days)
- Consumer Financial Protection Act of 2010 (180 days)
- Consumer Product Safety Improvement Act (180 days)
- Energy Reorganization Act (180 days)
- Federal Railroad Safety Act (180 days)
- Federal Water Pollution Control Act (30 days)
- International Safe Container Act (60 days)
- Moving Ahead for Progress in the 21st Century Act (motor vehicle safety) (180 days)
- National Transit Systems Security Act (190 days)
- · Occupational Safety and Health Act (30 days)
- Pipeline Safety Improvement Act (180 days)
- Safe Drinking Water Act (30 days)
- Sarbanes-Oxley Act (180 days)
- Seaman's Protection Act (180 days)
- Section 402 of the FDA Food Safety Modernization Act (180 days)
- Section 1558 of the Affordable Care Act (190 days)
- Solid Waste Disposal Act (30 days)
- Surface Transportation Assistance Act (180 days)
- Toxic Substances Control Act (30 days)
- Wendell H. Ford Aviation Investment and Reform Act for the 21st Century (90 days)

Unfavorable Personnel Actions

contributing or motivating factor in its decision to take unfavorable personnel action against you. Such actions may include:

- Applying or issuing a policy which provides for an unfavorable personnel action due to activity protected by a whistleblower law enforced by OSHA
- Blacklisting
- Demoting
- · Denying overtime or promotion
- Disciplining
- Denying benefits
- Failing to hire or rehire
- Firing or laying off
- Intimidation
- Making threats
- Reassignment to a less desirable position, including one adversely affecting prospects for promotion
- · Reducing pay or hours
- Suspension

Filing a Complaint

If you believe that your employer retaliated against you because you exercised your legal rights as an employee, contact OSHA as soon as possible because you must file your complaint within the legal time limits.

An employee can file a complaint with OSHA by visiting or calling the local OSHA office or sending a written complaint to the closest OSHA regional or area office. Written complaints may be filed by facsimile, electronic communication, hand delivery during business hours, U.S. mail (confirmation services recommended), or other third-party commercial carrier. The date of the postmark, facsimile, electronic communication, telephone

Thank You from the AgriSafe team!

























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