

SAFETY & WELLNESS

SHORTS



INSIDE THIS ISSUE

Using A Cell Phone While Driving	1-2
EAIP Success Story	2-3
New and Continued Health & Safety Resources	3-4
Work Safety for Shoulders	4

UPCOMING TRAINING

For a list of upcoming trainings visit our website at www.cciservices.com. Upcoming trainings are listed on the far right hand side of the page.

Check out the new CIS Video Library on our Member Portal at www.cciservices.com/webportal. Browse the catalogue and request videos online!

CIS

1212 Court St. NE
Salem, OR 97301
P: 503.763.3800
T: 800.922.2684
F: 503.763.3900
www.cciservices.com

Send comments or suggestions to:

Julie LaMarche,
Executive Assistant
jlamarche@cciservices.com

Please use this newsletter for safety meetings or to distribute to your employees with our compliments.

Using A Cell Phone While Driving A Vehicle — An Accident Waiting To Happen

Over 220 million cell phones are in active use today across the United States. Odds are, there is at least one in every vehicle you see driving on the road. And odds are, your cell phone is with you when you are driving. But, are you one of those risk takers, rolling the dice against the odds of having an accident, or causing one?

There are now six States that have banned hands-held cell phone use while driving: California, Connecticut, District of Columbia, New Jersey, New York, and Washington. Two large metropolitan cities have passed ordinances banning hand-held use of cell phones as well: Chicago, Illinois and Brooklyn, Ohio. And 17 States have passed legislation restricting drivers under the age of 18 from using any type of communication device while driving a vehicle. Oregon may well be next in line to restrict hand-held use of a cell phone.

Driving Under Influence of Cell Phones Worse Than Alcohol

According to the Harvard Center for Risk Analysis, using a hand-held cell phone or even a hands-free device causes a much slower perception and reaction time than that of a driver with a 0.08 blood alcohol level. A slower perception and reaction time means drivers need a greater distance between themselves and the vehicle ahead in order to stop in time and avoid a collision.

Distracted drivers rounding a curve in the highway can easily drive off the road. In an instant of inattention, a driver can run a stop sign or light with catastrophic results. Perhaps the most absurd thing I've witnessed driving around the state visiting CIS members, is drivers texting on their cell phones.

Drivers using knees to hold the steering wheel, thumbs to text out messages, eyes focused on a small phone keyboard, rather than the road, is an accident waiting to happen. Unfortunately, all such accidents don't wait to happen, even for professional drivers.

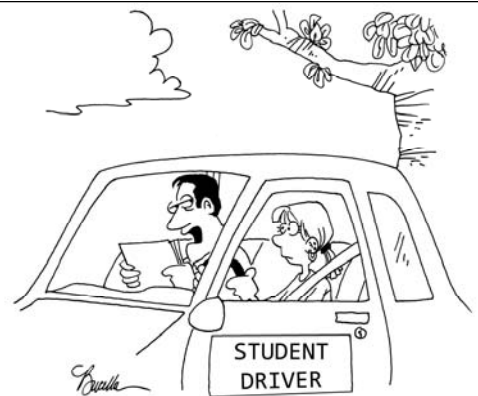
Skilled Drivers Not Immune from Dangers

Three major incidents involving professional drivers texting while transporting passengers made news recently. Cell-phone related distractions overwhelmed professional training and experience in the case of a mass transit bus driver, a light-rail train operator and a taxi cab driver, resulting in serious rear-end collisions.

Another myth regarding drivers using cell phones, involves young people thinking they are gifted multi-taskers. Raised in an era of electronics, they believe they can simultaneously drive and use a cell phone, safely.

Super geek skills aside, the brain cannot give full attention to more than one thing at a time. When your brain is handling your cell phone, it is not handling driving safely. Think of a scanner with a dozen lights going on and off rapidly. That is your brain handling a dozen different things at breakneck speed, but still focusing on only one thing at a time. We need to keep bringing safe driving back into the sequence of channeling more often than anything else, and stop using non-driving tasks to occupy the channels.

The National Highway Traffic and Safety Administration conducted a study a few years ago that involved 100 drivers, logging over 2 million



"Okay. Now, try to parallel park while talking on your cell phone and changing songs on your iPod."

Using A Cell Phone While Driving (continued)

combined miles traveled, while having video cams installed in their vehicles. All of these drivers knew they were being video taped. **Yet, in over 80% of the accidents that occurred, driver inattention occurred within 3 seconds of impact.** When someone is traveling 65 mph on the highway, the distance traveled in a 3 second period of time is 292.5 feet. That is just shy of the length of a football field. It is estimated that under normal conditions, on average, it takes a person 1.5 to 2 seconds to recognize or perceive something, and then react to it by taking action like braking, steering or even accelerating to avoid a collision. If we use the average time needed to perceive and react, we will have traveled 195 feet before applying the brakes, steering or taking some type of action to avoid the collision. Our window of opportunity has now closed to a distance of 97.5 feet. Think you can stop your vehicle in time? Odds are you won't. Not when almost 300 feet is needed to stop on dry pavement under dry conditions. Face it: the odds are not in your favor when you drive and use your cell phone.

Phone Record Evidence

If you think you can hide the fact that you were using your cell phone at the time of an accident, think again. The police can easily take your cell phone, get records from your carrier and find out exactly when a call or text message was made, received, or sent. They will have the time, date, duration and to whom the calls were made to or received from. Let's not forget about witnesses, as well. And that's when your troubles start escalating.

High Price of Inattention

Using a cell phone while driving is not just risky business. It can be deadly. The danger is not just killing oneself but increasing the risks of killing someone else, as well.

Distracted drivers causing accidents also pay a high price in legal penalties.

An Oregon Employment Law Bulletin issued about 4 years ago documented multi-million dollar judgments against cell-phone using drivers who killed someone else in an accident. Juries around the country have set precedents, awarding \$7.5 million to a police officer seriously injured, and \$21 and \$5 million respectively to two others seriously hurt.

Should you be concerned? Yes. Your employer should be even more concerned because those same jury pools are now awarding multi-million dollar judgments against organizations; companies that fail to implement a no-cell-phone-use policy while driving on company time and for failing to enforce it.

CIS is concerned because we are insuring you while driving on city or county time, potentially involving claims for auto liability, property damage, or, if you're hurt, for medical or workers' compensation claims. **You're in the Driver's Seat.**

Using a cell phone while driving, is not just a bad habit. It is dangerous, sometimes unlawful and possibly deadly behavior. It is also something we can change.



"...USING A HAND-HELD CELL PHONE OR EVEN A HANDS-FREE DEVICE CAUSES A MUCH SLOWER PERCEPTION AND REACTION TIME THAN THAT OF A DRIVER WITH A 0.08 BLOOD ALCOHOL LEVEL."

We each have the ability to modify and eliminate our bad habits. It is time to accept the facts, listen to what the research tells us, and start driving again in a responsible and safe manner.

CIS recommends all cities and counties implement a policy that bans cell phone use while driving personal or publicly-owned vehicles during business hours. We urge drivers to pull off the road at a safe distance, in a safe location to make or receive calls, if needed. We value your life as do your family, loved ones, and friends. Don't you think it's time to start valuing your life as well?

*- John Zakariassen,
CIS Risk Management Consultant*

Success Story with Employer at Injury Program & Team Work

This true account of a successful carpal tunnel situation is printed with input and consent from Rene' Moore, City Recorder at the City of Moro. Rene' is a "one-person" City Hall administrator. John Zakariassen, the CIS Risk Management Consultant for the City of Moro completed a routine risk management visit there in early July 2008.

During that visit, René shared that she was experiencing fairly severe numbness, pain, and loss of strength in her right hand. René had not sought medical care, but thought she needed to do something as "time was not improving the situation." John observed that René

was working in a challenging ergonomic situation, pictured right.

John contacted Jan Noland to schedule an ergonomic assessment. Since it's a bit of a drive from Salem to Moro and because René's symptoms were fairly advanced, Jan ordered an immediate "electronic" ergo assessment. René supplied digital photos and work station measurements via email.

René made quick-fix ergonomic changes, such as lowering her computer mouse height so that she could hold her arm and hand closer to her torso. A worksite ergonomic visit was scheduled.



"SUBSEQUENT NERVE CONDUCTION VELOCITY TESTS DIAGNOSED CARPAL TUNNEL SYNDROME."

EAIP Success Story (continued)

The worksite ergo assessment suggested that an ergonomically-correct workstation and an adjustable-height chair would be a long-term solution. But, René and Jan did identify a few temporary “quick fixes” that did provide a bit of symptom relief.

René was very motivated to get better so she complied with advice to do regular stretches at work and at home, reducing muscle tension related to computer postures.

René filed an 801 (workers' compensation claim form). The CIS Claims Examiner helped René schedule a medical evaluation appointment with a hand specialist.

Subsequent nerve conduction velocity tests diagnosed carpal tunnel syndrome. It was René's decision to either 1) treat conservatively with ergonomic changes and self-care and stretching exercise, or 2) to pursue surgery. René elected to continue conservative treatment, and continued her excellent self-care.

Oregon's Employer-at-Injury Program (EAIP) is an incentive program for Oregon employers to offer modified duty options for workers who have reported workplace injury or illness and who have some sort of work restriction. Rene and the City of Moro qualified for EAIP funds that paid for the ergonomic workstation and a new chair, allowing René to continue to work in correct ergonomic posture as picture here.

Through the EAIP and team work, René and the City obtained:

- An ergonomic workstation (\$447.60)
- An adjustable height negative tilt keyboard tray that allows the wrists and forearms to be in a neutral keyboard/mouse position (\$195.00)
- A LogiTech MarbleMouse that eliminates static “holding” posture associated with mouse work (\$30.00)
- An adjustable articulating flat screen monitor holder that allows monitor to be at right height and also frees up working desk space (\$171.00)
- A document holder that helps maintain neutral spine posture (\$38.78)
- An adjustable ergonomic chair that matches René's physical height and

provides spine and armrest upper body support (\$309.22)

- Delivery & installation of new workstation (\$175.00)

The EAIP program allows funding up to \$2,500.00 for worksite modifications. The City of Moro was able to access a total of \$1,366.60 for René's ergonomic modifications.

The real success, however, is René's steady progress. She is now very close to being symptom free in the right hand! With coordinated team work between an injured worker, the Employer, CIS Risk Management & Claims, and the EAIP we were able to greatly improve a situation, avoid a costly claims situation, and restore a valued employee's well-being.

For additional information on the EAIP, please visit: <http://www.cciservices.com/uw/wcRTWResources.aspx>

For CIS Working Safely at Your Computer Workstation information,



please visit: <http://www.cciservices.com/HB/rmErgo.aspx>

For information on how to schedule an ergonomic assessment within your work area, please contact CIS Risk Management at 1-800-922-2684 x3857.

- René Moore,
City of Moro City Recorder

- Jan Noland,
CIS Risk Management Consultant

New and Continued Health & Safety Resources from CIS Healthy Benefits

Are you and your family taking full advantage of the health and wellness programs offered through CIS Healthy Benefits? The annual open enrollment period is approaching. Take time to review the new and continuing programs designed to help you stay healthy, safe, and feeling your best.

If you are insured through an employer-sponsored CIS medical plan, the Benefits open enrollment period begins in mid-June. Open enrollment is the time for you to enroll in the Healthy Benefits program. You enroll in Healthy Benefits by completing the *Health Status Questionnaire* (HSQ). Completing the HSQ makes you and your covered dependents eligible for an exciting enhanced package of wellness programs & resources including:

HSQ Personal Report – Offers a snapshot summary of your health -- including, hints to help you reach your health goals.

Health Coaching – You may be invited to participate in health coaching based on

your HSQ answers. A dedicated health professional helps put into action the health changes you want to make.

Tobacco Cessation – Health Future offers expert “quit coaches”, support materials, and nicotine replacement therapy for those who desire to become tobacco free.

Healthy Eating/Weight Management – A variety of community & online programs are available to help you reach your weight goals.

Comprehensive Health Portal – A new “one stop” health information portal will provide valuable health resources for your family, as well as complete access to your own personal benefits information.

Healthy Benefits for Spouses – For the first time this year, spouses (including domestic partners) covered by a CIS medical plan will be eligible for all CIS Healthy Benefits programs. Complete enrollment information will be sent to covered spouses in early August.

Health & Safety Resources from CIS Healthy Benefits (continued)

Employee Assistance Program (EASE) – EASE is there to help families navigate tough times and provide assistance for everything from addictions to debt management to improving workplace communications skills. Anyone insured by a CIS medical plan, INCLUDING DEPENDENTS, is eligible for confidential phone and in-person counseling. *Worksite Wellness*

Grants & Screenings – Help your employer group qualify for

CIS worksite wellness grants by completing the HSQ. Worksite screenings will be held throughout the state on a regional basis.

Remember all HSQ and program participation information is strictly confidential.

For complete program details on the CIS Healthy Benefits program, please visit www.cisbenefits.org.

Work Safety for Shoulders

Question: What do these work task pictures have in common?



1 – City trash collection service



2 – Heavy notebook off a high shelf



3 – Water treatment plant adjustments

Answer: All have the potential of increasing the risk for a shoulder irritation or injury.

The shoulder is a complex joint that has a very shallow socket within which the head or round part of the upper arm bone (humerus) rotates. Multiple tendons and muscle groups act on the shoulder. Major nerve roots travel from the spine through the muscular portion of the upper back with some crossing the shoulder joint. All these anatomical factors increase the risk of shoulder-joint injury.

Work and posture risks – whether at home or at work – most commonly associated with shoulder injuries include:

- Forceful work at or above shoulder height – photo 1 with worker lifting 70 pounds overhead, and at a distance away from the body.
- Combination of a forceful large-hand grip with a high reach – photo 2 illustrates a work task often observed in offices.
- Applying heavy force at a distance far from the center of the body – photo 3 illustrates a combined

shoulder and lower back long, forceful reach. Worker is applying force with the spine in a bent forward position combined with bending sideways and with a bit of spine rotation.

- Heavy lifting above shoulder height combined with awkward posture – lifting more than 25pounds above shoulder height with the shoulder in an “impinged” position (head of the femur butts up against the shoulder socket).
- Sustained force and/or sustained awkward posture with heavy force.

Safe work practice guidelines for work at or above shoulder height are available. These guidelines are based on research compiled as to strength capabilities of human beings. The work guidelines suggest safe-work practices, designed to meet the strength abilities of 95% of workers. The table below shows the strength capacities of males and females ranging from weak to strong strength capacity. Guidelines predict for maximum safe lift performed

infrequently during a work day. Maximum safe work amounts for repeated lifting decrease by 50%.

Safe Work Practices and Solutions

So, what can you do to protect yourself at home and on the job? What can your entity’s Safety Committee do to minimize risk of shoulder injury at work?

- Maintain a high level of work fitness, especially in your spine and shoulder joint.
- Never work beyond your own strength capacity. Get help if you can’t do it safely and without fear of injury.
- As much possible, keep forceful hand work and/or lifting below shoulder height.
- If work task cannot be moved to a lower level, use lifts or safe ladders to put yourself closer to the source of the force.
- Use the correct tool for the job task. Don’t make your body and shoulder joint work harder because you do not have the right tool.
- Position yourself closer to your work. Avoid reaching over physical barriers.
- Change postures and rotate job tasks to give the upper body short rest breaks.
- Practice shoulder work stretches.

Resources for You

- www.myregence.com
- www.kp.org
- www.csspt.com/library
- www.cciservices.com/uploaddocs/WrkStrch_poster_HR.pdf

- Jan Noland

Lift Range	Strong Male	Weak Male/Average Female	Strong Female/Average Male	Weak Female
Mid range 42"	67 pounds	23 pounds	43 pounds	14 pounds
High range 62"	40 pounds	11 pounds	25 pounds	7 pounds
Repeated 42"	33.5 pounds	11.5 pounds	21.5 pounds	7 pounds
Repeated 62"	20 pounds	5.5 pounds	12.5 pounds	3.5 pounds