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## **Welcome to the New Year!**

**Is your Staff prepared to accept breastfeeding mothers?** Public health advocates are stressing the importance of breastfeeding infants. The Centers of Disease Control and Prevention ([CDC](#)) has identified breastfeeding as “one of the most highly effective preventive measures a mother can take to protect the health of her infant”. Many mothers are following this advice while attending parent-child classes or in another public venue. Unfortunately the Internet is flooded with stories of how organizations have not recognized a mother’s right to breastfeeding in public. Many states have laws protecting the rights of mothers along with federal statutes. Organizations should review their state [Public Breastfeeding Law](#) and ensure they have a policy in place that complies with laws. More information is available in the Online Resource Library [HERE](#).

**Emergency drills are an effective technique** for preparing for stressful situations and ensuring that crises are handled effectively. Many organizations have reduced the injuries and chaos that can accompany an emergency because they have been prepared through their drill program. January is a great time to review emergency procedures with staff. Drills should be run at least every quarter, including a full evacuation drill at least twice a year. The best times to run an evacuation drill are when the weather permits, but allows enough time to pass where people will need the training; every October and April works well. In some areas, such as child care, the department is required by the local jurisdiction to run evacuation drills every month. Winter months are better times for conducting scenario-based drills and reviewing emergency procedures at departmental meetings. More information on conducting drills is available [HERE](#).

**Most work-related injuries are preventable.** The US Bureau of Labor Statistics (BLS) encourages employers to understand the simple fact that education and training can prevent most injuries in the workplace. BLS recently released its annual Survey of Occupational Injuries and Illnesses and reported that approximately 3 million private-sector workers in the US suffered severe injuries or illnesses on the job in 2013. While 3 million workers with serious injuries or illnesses at work is far too high a number according to BLS, the injury rate in the US has steadily declined for several years. BLS encourages employers to take a proactive approach to preventing health and safety hazards on the job. Employers should find and fix hazards before injuries occur. Read more [HERE](#). Staff safety information is available in the [Online Resource Library](#).

## **Did you see this in the previous E-news:**

**OSHA expands requirement for reporting fatalities and severe injuries.** The Occupational Safety and Health Administration ([OSHA](#)) recently announced changes to its recordkeeping and reporting regulations that require employers to notify OSHA when an employee is killed on the job or suffers a work-related hospitalization, amputation or loss of an eye. The rule, which also updates the list of employers partially exempt from OSHA record-keeping requirements, went into effect on Jan. 1, 2015 for workplaces under federal OSHA jurisdiction. Previously, OSHA's regulations required an employer to report only work-related fatalities and in-patient hospitalizations of three or more employees. Reporting single hospitalizations, amputations or loss of an eye was not required under the previous rule. OSHA has also updated the [list of industries](#) (including many nonprofits) that are exempt from the requirement to routinely keep injury and illness records. OSHA has also produced a [wallet-sized card](#) with details on reporting requirements. Read more [HERE](#).

**Back injuries caused by improper lifting or overexertion** are among the most common of workplace injuries. Almost every employed and volunteer staff member engages in some form of lifting on a regular basis; it is important to provide training and frequent reminders to reduce stress factors and injuries. For some nonprofits child care workers and lifeguards lead the reports for lifting related injuries. Resources to assist your organization in preventing common incidents such as [Consideration for Preventing Back Injuries](#), [Ladder Safety Tips](#), [Safety Orientation Checklist](#), [Preventing Slips and Falls](#), [Snow Shoveling Safety](#) and [Back Injury Prevention Training Outline](#) are all available in the [Online Resource Library](#).

## **This Month's Topics:**

*Public Breastfeeding Policies*

*Emergency Drills*

*Preventing Workplace Injuries*

*NEW OSHA Reporting Requirements*

*Back Injury Prevention*