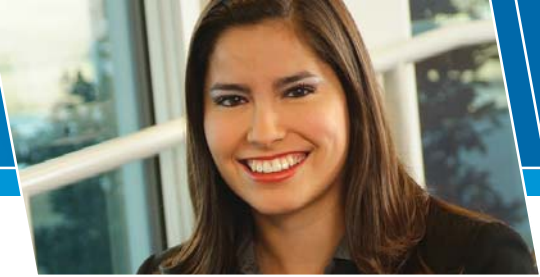


Case Studies from Express



Safety Scenarios

By studying other companies' safety violations, you can learn what mistakes to avoid and what steps you should take to follow safety guidelines in your workplace. Express Personnel Services is prepared to help you learn about this and other human resource issues. Contact Express today for more information on safety and to find out how we can help solve your HR challenges.

Safety Precautions

OSHA fined an employer \$154,200 after receiving complaints and issuing four citations. In addition to other hazards, employees were exposed to falls of up to 30 feet, faced drowning, and risked being struck by a rotating crane.

What we can learn from this?

The employer could have provided a guarded walkway, life vests, and blocked the swing radius on the crane. Not only would this provide a safe and healthy workplace for their employees but it would also limit their exposure to costly workers' compensation claims and lawsuits.

Safety Retaliation

An employer fired an employee after complaining about working in cold temperatures inside an office trailer during 20 degree weather. The worker then filed a complaint with the Department of Labor's Occupational Safety and Health Administration alleging the termination violated the whistleblower provision of the Occupational Safety and Health Act. The employee was reinstated and awarded \$7,000 in back wages.

What we can learn from this?

Employees have a right to raise legitimate health and safety concerns with their employer and should be able to do so without fear of retaliation such as demotion or termination. All employers are responsible for providing a safe and healthful workplace for their employees.

Vehicle Safety and Insurance

An employee was asked to run an errand in his/her personal car for the employer. In the course of this activity the employee ran a stop sign and collided with another vehicle causing extensive damage and injuries. The employee had failed to maintain auto liability insurance so the claim was pursued against the employer when it was determined to be a work-related activity.

What we can learn from this?

Every business that makes use of vehicles should have Hired and Non-Owned Auto Liability coverage to provide protection from accidents involving rental cars or employee vehicles that are used for business purposes.



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