

THE HAZARD REMIEDIATOR



VOLUME XXIII
APRIL 2017

Office of Safety and Risk Management

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Federal and State Workplace Poster Requirements

Every year, school district administrators should review relevant federal and state workplace poster requirements. To the extent possible, school districts should place posters behind clear glass and under lock and key to prevent them from being removed or covered. Please take the time to review this recommended list and make sure your district is in compliance.

New York State:

- Minimum Wage Information – (Post conspicuously)
- New York State Human Rights Law (Executive Law, Article 15)
- New York State Labor Law – Permitted Working Hours for Minors Under 18 Years of Age – (Post conspicuously)
- Licensure and Employment of Persons Previously Convicted (Article 23–A of the Correction Law) – (Posting must be visually conspicuous in a location accessible to workers)
- New York State Workers’ Compensation Law (supplied by insurance carrier)
- New York State Unemployment Insurance

Law (Notice to Employees IA 133)

- You Have a Right to Know (New York State Department of Health) – (Post in every workplace at the location(s) where notices to employees are normally posted)
- Job Safety and Health Protection (Public Employees Safety and Health Act) – (Post conspicuously)
- Clean Indoor Air Act (Post “No Smoking” signs) – (Permanently post in every place where smoking is prohibited under the Act)

Federal:

- Equal Employment Opportunity Act – (Post copies of the poster in conspicuous places available to employees, applicants for employment, and representatives of labor organizations with which there is a collective bargaining agreement)

PLEASE NOTE: The Equal Employment Opportunity Commission (EEOC) has updated its “EEO Is the Law” poster to reflect descriptions of the Genetic Information Non-discrimination Act (GINA) as well as the ADA Amendments Act of 2008 (ADAAA).

- Federal Minimum Wage (Fair Labor Standards Act)
- Your Rights Under USERRA (Uniformed Services Employment and Reemployment Rights Act) – (Employers may provide the notice by posting it where employee notices are customarily placed. Employers are also free to provide the notice in other ways such as distributing the notice by direct handling, mailing, or via electronic mail.)
- Your Rights Under The Family and Medical Leave Act – Recently updated; see above article. (Post prominently where it can readily be

seen by employees and applicants for employment)

- Employee Polygraph Protection Act – (Post prominently where it can readily be seen by employees and applicants for employment)

Please note that the above list may not be comprehensive for all school districts. To get more information on these requirements and to download copies of notices and/or posters, please visit: www.labor.state.ny.us/workerprotection/laborstandards/employer/posters.shtm (New York State Department of Labor) and www.dol.gov/compliance/topics/posters.htm (U.S. Department of Labor)

Best Wishes, Larry!



We would like to extend our congratulations and sincere best wishes to Larry Eaton, Director of Facilities at the Union Springs Central School District. Larry will be retiring at the end of the month after several years with the district.

Larry's vast knowledge of facilities, grounds maintenance, construction, and transportation will certainly be missed by all. Best wishes to Larry for many happy and prosperous years in retirement.

CNY Clean Sweep Hazardous Waste Event



Planning is underway for the Spring 2017 CleanSweepNY Hazardous Waste collection event. Collections will take place on the following dates and at the following locations:

May 9th – N. Syracuse, NY

May 10th – Castle Creek, NY

The targeted counties in Region 7 are: Broome, Cayuga, Chenango, Cortland, Madison, Onondaga, Oswego, Tioga, and Tompkins Counties.

In order to participate, pre-registration is required.

Registration packets can be requested by telephone or e-mail at the following:

Telephone: 877-793-3769

E-Mail: info@cleansweepny.org

Please call the BOCES Safety and Risk Management Office if you have any questions or need assistance organizing surplus chemicals for this event.

Healthy Nurse. Healthy Students.

National School Nurse Day • May 10, 2017



National School Nurse Day is May 10th

National School Nurse Day has been an annual recognition since 1972, with the goal of promoting a better understanding of the role of nurses in the educational setting. This year, School Nurse Day is May 10th.

National Association of School Nurses President Beth Matthey reminds us to “celebrate school nurses, the ‘boots on the ground’ in our schools, working to improve the health and learning of students. School nurses are heroes to the more than 50 million children in our nation’s schools.”

For more information on National School Nurse Day, visit the NASN Web site at www.schoolnurseday.org



North American Occupational Safety & Health Week May 7-13

Thousands of people lose their lives on-the-job every year. The American Society of Safety Engineers (ASSE) and its 37,000 members are working constantly to reduce

those numbers.

As part of the effort, during the first full week of May annually, the ASSE and other safety professionals observe NAOSH Week and Occupational Safety and Health Professional (OSHP) Day to raise awareness about occupational safety, health and the environment.

NAOSH Week is May 7–13 this year, and OSHP Day is May 10. For information, activities and suggestions, go to www.asse.org/newsroom/naosh/

PLAYGROUND SAFETY AUDITS



The Cayuga–Onondaga BOCES Office of Safety and Risk Management provides playground safety audits and produces audit reports to inform school districts about the safety of their playgrounds as compared to the national standard of care for playground safety. These reports reference the Consumer Products Safety Commission (CPSC) Handbook for Public Playground Safety and the American Society for Testing and Materials: Standard Consumer Safety Performance Specification for Playground Equipment for Public Use F–1487 (ASTM).

Compliance with these standards will offer a safer environment for students and help reduce liability to school districts. Please call the BOCES Safety and Risk Management Office at (315) 255–7683 to schedule playground safety audits at your district.

Playground Safety

Please call the BOCES Safety and Risk Management Office to schedule playground safety audits. An inspector is available to conduct audits for compliance with the U.S. Consumer Product Safety Commission Handbook for Public Playground Safety and ASTM F1487-01 Standard Consumer Safety Performance Specification for Playground Equipment for Public Use.



Playground Maintenance

School personnel can use the following checklist to assist with periodic maintenance of playground equipment and surfacing. The frequency of maintenance should increase with the volume of playground use. Daily maintenance checks should be considered during times of peak use.

Playground Maintenance Checklist

Location of Playground _____ Maint. Performed by _____

Date _____ (Check after each step is completed.)

General Upkeep

- Miscellaneous debris, broken glass, litter, etc have been removed.
- Trash containers are emptied or replaced.
- Damaged equipment has been repaired or replaced.
- Obstacles in equipment use zones have been removed.

Surfacing

- Surfacing materials are of adequate levels (at least 12 inches of loose surfacing such as pea gravel, shredded rubber, wood mulch, or wood fibers OR unitary products such as rubber mats/tiles or poured-in-place).
- Areas of compaction, kick-out, or wear have been leveled or repaired.
- There are no potential drainage problems.
- Sidewalks, paved surfaces, steps, and platforms have been swept or cleaned of loose surface materials and debris.

General Hazards

- There are no sharp points, corners, or edges.
- There are no protrusions or projections.
- There are no missing or damaged protective caps or plugs.
- Potential clothing entanglement hazards have been eliminated.
- There are no pinch points, crush points, or exposed moving parts.
- Potential trip hazards have been removed.
- Hanging tree branches have been trimmed.

Equipment Deterioration

- Wooden equipment is free of splinters, checking, large cracks, warping and rot.
- Pressure treated lumber is maintained in accordance with NYS guidelines.
- Metal structures are free of rust, corrosion, and chipped paint.
- Plastic structures are free of holes and cracks.
- There are no unstable or exposed anchorings.

Hardware

- There are no loose or worn connecting, covering, or fastening devices.
- All S-hooks are closed.
- Moving parts do not show excessive wear.
- Chains are not kinked, twisted, or broken.

NOTICE OF NON-DISCRIMINATION

The Cayuga-Onondaga BOCES does not discriminate on the basis of an individual's actual or perceived race, color, religion, creed, ethnicity, national origin, citizenship status, age, marital status, partnership status, disability, predisposing genetic characteristics, sexual orientation, gender/sex, military status, veteran status, domestic violence victim status or political affiliation, and additionally does not discriminate against students on the basis of weight, gender identity, gender expression, and religious practices or any other basis prohibited by New York state and/or federal non-discrimination laws in employment or its programs and activities. The BOCES provides equal access to community and youth organizations.

Inquiries regarding the District's non-discrimination policies should be directed to:

J. Ryan Hatch
Labor Relations Specialist and Civil Rights
Compliance Officer
1879 West Genesee Street Road
Auburn, NY 13021
(315) 255-7683
rhatch@cayboces.org



May Health Observances

May 26

Heat Safety Awareness Day

National Oceanic and Atmospheric Administration
National Weather Service
Analyze, Forecast and Support Office
1325 East West Highway, Station 13160
Silver Spring, MD 20910
www.weather.gov/om/heat/index.shtml

May 1 - 31

National Asthma and Allergy Awareness Month

Asthma and Allergy Foundation of America
8201 Corporate Drive, Suite 1000
Landover, MD 20785
info@aafa.org
www.aafa.org/page/asthma-and-allergy-awareness-month.aspx

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PUBLISHED BY THE
OFFICE OF SAFETY
AND RISK MANAGEMENT

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