First Aid Training:  
Always a good idea, but is it required?

Having someone at your yard trained in first aid and/or CPR is not a bad idea given that our industry has a higher probability for injuries than many others. The fact of the matter is that employees come and go and scheduled training may get shelved for the illusive “less busy” time of the year. The question then becomes: are you required to give your employees first aid training? If you have read one of these newsletters before you probably already guessed that the answer is… It depends.

Adopted by all 5 WBMA States, OSHA standard 29 CFR 1910.151 requires that all workplaces have “trained first-aid providers.” However, there is an exception to this rule when there are emergency medical services (e.g. fire station, hospital, clinic) in “near proximity” to your business. The thought being that if an EMT can be at yard, treating your employee within the same amount of time as your first-aid trained employee, then your employees are still protected.

While visiting WBMA members I commonly find that the nearest fire-station or hospital is surprisingly close by; usually between 1 to 5 miles away. But what does “near proximity” mean, and is your business compliant if you don’t have first-aid trained employees? Diving into OSHA’s Letters of Interpretation you’ll find that “near proximity” has been interpreted to mean between 3-4 minutes from your workplace in the case of a serious injury.

What about CPR training? Again, a good idea, but not required unless you are involved in either logging operations, have a permit for confined spaces, or your company is moonlighting as an electric power provider.

Each state requires that WBMA members have a written program regarding what to do in the case of an emergency. Washington calls it an Accident Prevention Program, and Oregon, an Emergency Action Plan. No matter the name, the purpose remains the same, and that is to protect and prepare your employees in the event of an emergency. Being aware of what is and what is not required is a good starting point. If you have a fire department just down the street, what you ultimately decide to do is up to you. However, make sure your employees know which employees are first-aid trained or that calling 911 is the first step they should take.

Compliance Spotlight(s)…

It’s May… What does that mean?

1. **Take them down:** You can take down the OSHA 300A forms that you were required to post from February 1 – April 30. Remember, even if you had zero recordable injuries in 2015, you are still required to post the form during these months.

2. **Write them up:** As you may have heard, all WBMA members need to revise/create a new written Hazard Communication Program. With the introduction of the new Globally Harmonized System, MSDS’s are going away and are being...
replaced by SDS’s (Safety Data Sheets). Under the new standard, which can be found here, by June 1st, employers should have in place an updated program that includes all employees being trained on it.

3. **Cool them off**: Before it gets too hot, now is a good time to revisit and remind your employees about your Heat Safety Policy. We discussed some of the specific requirements last July. You can find a copy of that months Lumber Lawyerly here. If you feel like you are running out of things to discuss at your safety committee meetings focusing on recognizing the signs of heat stress and how to prevent it may not be a bad idea. There are a lot of good tools out there to help guide you. Washington’s Department of Labor & Industries has a wealth of training resources that you can find here. Remember that each state may have additional requirements to be aware of. For example, while every other state uses the combination of heat and humidity to guide employers, Washington decided to be unique by factoring in heat and the type of clothing your employee is wearing.

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**About the Author/Disclaimer:**
Tom Rider is Manager of Member Services for Western Building Material Association. He is committed to being a valued resource to its members particularly on regulatory compliance issues affecting building material suppliers. Unless stated otherwise, this regulatory newsletter is written by him. He is a lawyer, but respectfully he is not your lawyer (unless you have been in his office and signed a contract). This communication is not intended as legal advice, and no attorney-client relationship results merely by reading it. Please consult your own attorney for legal advice. If you are a WBMA member and would like to contact Tom with questions and/or comments: tom@wbma.org

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**Quote of the Month:**
“Above all, you want to create something you are proud of. That’s always been my philosophy of business. I can honestly say that I have never gone into any business purely to make money. If that is the sole motive, then I believe you are better off doing nothing.” Richard Branson

**Upcoming Events:**

**Educational Opportunities:**

**May 24th – 25th**
- *Last Estimating Workshop of the Spring*
  (Olympia, WA)

**Dates to Remember:**

**October 5-6, 2016**
- Part 2 of WBMA’s Leadership Series: Financials for Non-Financial Managers

**November 7-9**
- **WBMA’s 114th Annual Convention**,
  Red Lion Jantzen Beach, Portland OR

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