

Workplace Safety Programs

Every workplace in America should have a safety and health program that includes:

- *Management Leadership,*
- *Worker Participation, and a*
- *Systematic Approach to Finding and Fixing Hazards*



PA Workplace Safety Committees (WSC)

- Every workplace should have people meeting to discuss safety concerns.
- PA authorities wanted to encourage effective safety committees.
- Asked insurance companies to give a financial incentive.
 - Offer 5% reduction in workers' comp. insurance premiums for effective committees.
- Elements of an effective committee defined and overseen by a certification process.



PA Certification of WSCs



Pennsylvania
Department of Labor & Industry
Bureau of Workers' Compensation

- Overseen by the Bureau of Workers' Compensation/Health & Safety Division
- Companies that volunteer to have their WSC Certified must:
 - Follow the certification requirements for at least 6 months before applying.
 - May re-apply every year after that if continuously follow the rules.



Basic Committee Requirements for Certification

- Employee Involvement
- Safety Training for Committee Members
- Finding and Fixing Hazards
- Evidence of Following Certification Requirements



Employee Involvement

- Committee made up of a mix of front-line workers and managers/supervisors.
 - Front-line workers make up at least half of the committee
 - Minimum of 2 front-line workers and 2 managers/supervisors
- All primary areas of operations have someone looking out for any safety concerns.
- Safety Committee meetings held every month for timely response to concerns.
- Every company employee has access to safety committee meeting summaries.



Safety Training for Committee Members

- Yearly 1-hour of required training. PATHS program offers online training weekly.
 - Safety committee structure and operation
 - Hazard detection
 - Incident investigation
 - Substance use disorder
- Additional free webinars available every week on optional safety topics.



Finding and Fixing Hazards

- On-site inspection(s) looking for hazards needs to be conducted yearly.
- Committee reviews and provides feedback on worker injuries or illnesses.
- Proposals given to management on improving the workplace safety program.
- Any new safety changes are reviewed for effectiveness.

Proof of Meeting Certification Requirements

- Keep records of meeting attendance, training completion & hazard inspections.
- Document meeting discussions with agendas and minutes.
- Rules for committee operation (bylaws) are created.
- May be audited to verify compliance with the regulations.
- CWSC documentation needs to be kept for 5 years.



For Additional Information on WSC Certification

REDUCE INJURIES REDUCE INSURANCE COSTS

* 5% off your workers' comp. insurance premium *

Application & Certification: FREE

www.pa.gov/services/dli/apply-for-a-workplace-safety-committee-certification



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GOSH 2025



PATHS

PA Bureau of Workers' Compensation Health & Safety Division



What PATHS is

- A statewide service established by PA Department of Labor & Industry (L&I), Bureau of Workers' Compensation (BWC), Health & Safety Division.
- Provides employers and employees with easy access to cost-effective health & safety resources.



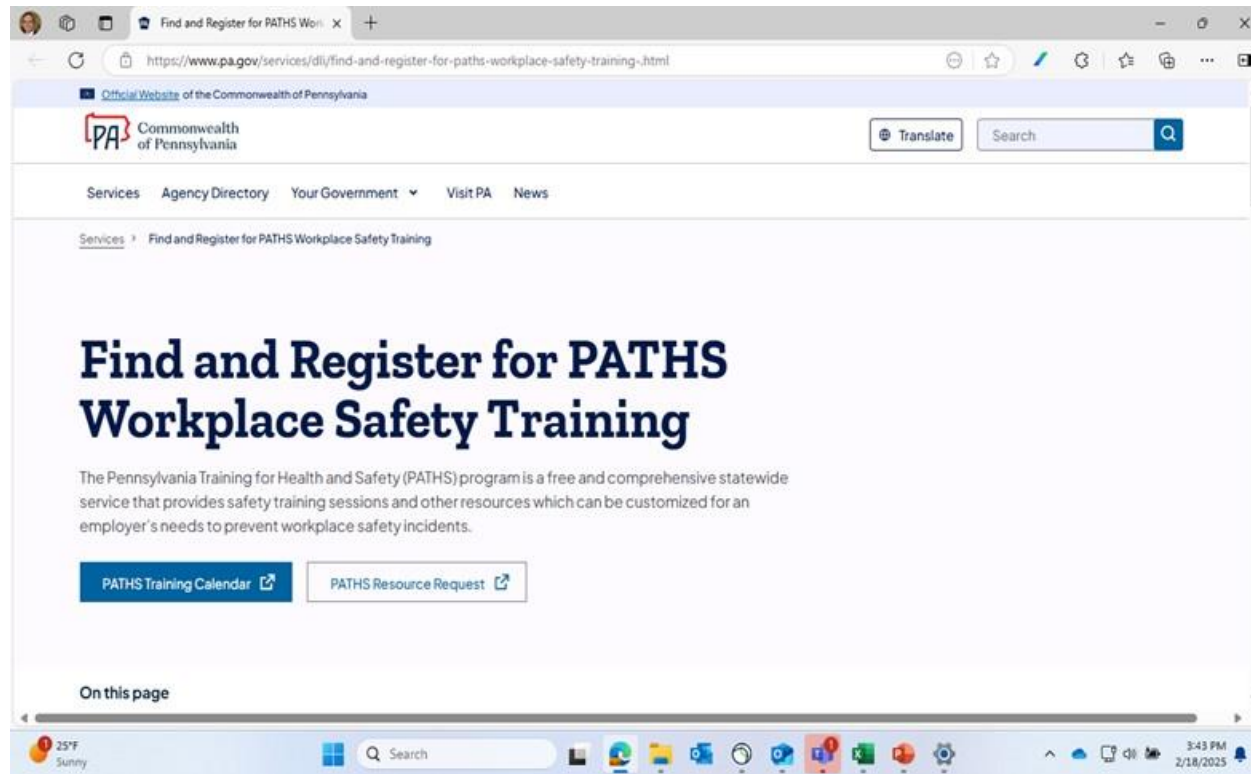
What PATHS is continued

- Services offered enable WC system participants to achieve greater efficiencies in their WC cost-containment efforts by creating safer workplaces.
- Provides employers with a single, comprehensive website to view all health & safety related materials available.



PATHS Website

[PATHS | Department of Labor and Industry | Commonwealth of Pennsylvania](https://www.pa.gov/services/dli/find-and-register-for-paths-workplace-safety-training-.html)



Pennsylvania Training for Health & Safety

On the PATHS Website

A person can access the following:

- Training Calendar
- Training Resources including PowerPoints, Posters, Toolbox Talks, etc.
- Safety Forms
- Safety Publications
- Safety related links
- Contact Information

The screenshot displays the PATHS website interface. On the left is a vertical navigation menu with the following items: Mandatory Postings, Labor Management Relations, Unemployment Compensation Tax Services, Workers' Compensation for Employers, Business Services, Research and Historical Data >, Forms and Documents >, Compliance, Laws and Regulations >, Community Reentry, For Providers, Workforce Statistics (CWIA) >, Departments and Offices >, Account Logins, Notices >, File a Fraud Report, About Us >, and Contact the Pennsylvania Department of Labor & Industry >. The main content area features a header with the text: "PATHS allows employers to maximize training schedules for workers. This training enables employers to reduce workplace safety- and health-related incidents, resulting in workers' compensation policy premium reductions." Below this text are two buttons: "View the PATHS training calendar" and "Find and Register for PATHS Workplace Safety Training". The main content area is titled "PATHS Safety Publications" and contains a list of links to various resources, each with an external link icon:

- FEMA Publications - (Examples - Earthquake, Hurricane, Tornado, Safe rooms)
- OSHA Publications Additional Languages (Chinese, Korean, Polish, Vietnamese)
- Family Safety & Health - National Safety Council
- OSHA QuickTakes
- Monthly Newsletter National Safety Council
- OSHA Spanish Language (en Español) Publications
- NIOSH Pocket Guide to Chemical Hazards
- PA OFSC Forms and Documents
- NIOSH Workplace Safety & Health Publication Topics
- PA Safety Committee Certification/Technical Assistance Manual
- OSHA Brochures/Booklets
- PA Emergency Preparedness Guide
- OSHA Fact Sheets, InfoSheets and Hazard Alerts
- PEMA Plans, Guides and Presentations
- OSHA Pocket Guides
- Ready PA Home
- OSHA Posters
- US Department of Homeland Security - Preparedness, Response and Recovery Publications

Training Topics

There are currently over 200 different safety and health related topics that can be presented on site or by webinar and this number is constantly growing. All of our trainings address one or more of the hazards below:

1. Work safety hazards
2. Biological hazards
3. Physical hazards
4. Ergonomic hazards
5. Chemical hazards
6. Work organization/Psychological hazards

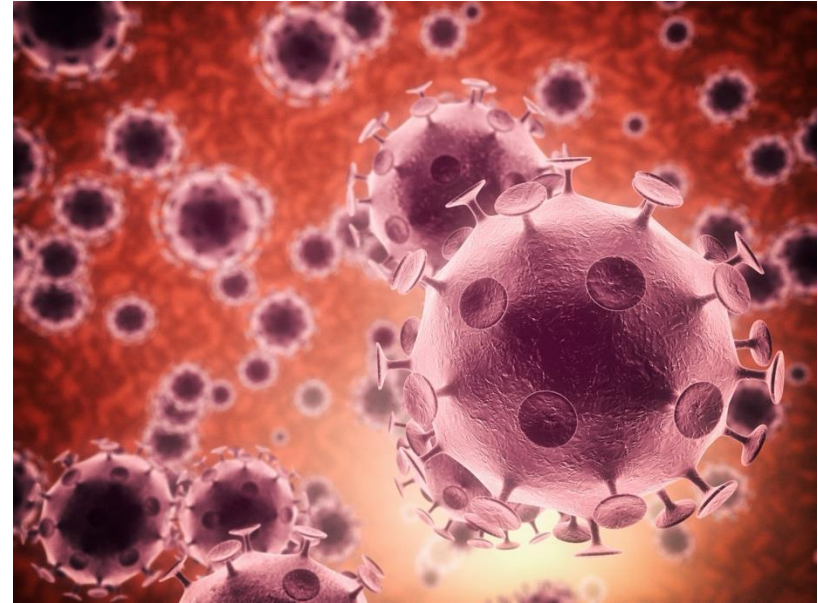
Work Safety Hazard topics

- A Business Case for Safety
- Confined Space
- Fall Protection
- Lock-out Tag-out – LOTO
- Housekeeping Safety
- Slips, Trips & Falls
- Walking & Working Surfaces
- Machine Guarding
- Powered Industrial Trucks
- Ladders
- Nail Gun Safety
- Welding Safety
- Snow Shoveling Safety
- Snowblower Safety



Biological Hazard topics

- Backyard & Wildlife Safety
- Insect Safety
- Scabies, Bed Bugs, MRSA
- Bloodborne Pathogens
- First Aid Awareness
- Infectious Diseases
- Mold Awareness
- Rabies
- Occupational Skin Diseases



Physical Hazard topics

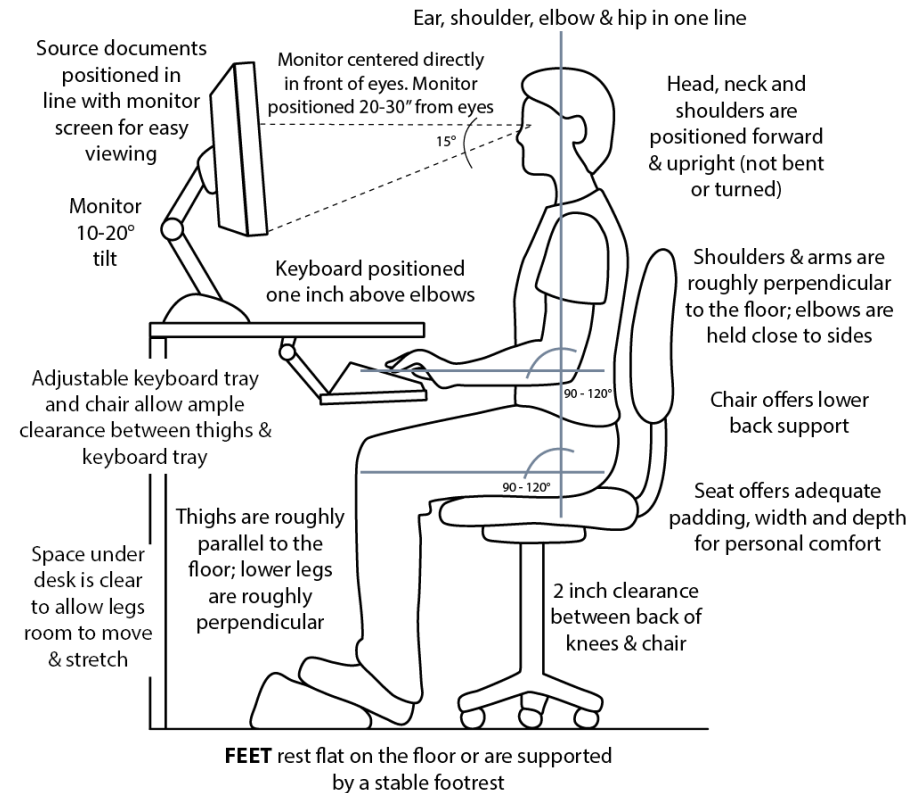
- Hearing Conservation & Noise Control
- Cold Weather Injuries
- Heat Related Injuries & Illnesses
- Hot Work
- Caught In/Between
- Fall Protection



Ergonomics Hazard topics

- Ergonomics
- Back Injuries – Prevention
- Back Safety & Safe Lifting
- Patient Handling

THE ERGONOMIC WORKSTATION



Chemical Hazard topics

- Right to Know – Chemical
- Restaurant - Food Service Safety
- Ethylene Oxide
- Kitchen Safety – Chemicals



Work Organization/Psychological Hazard topics

- Active Shooter
- Behavior Based Safety
- Cyberbullying
- Dealing with Angry People
- Dealing with Difficult Co-Workers
- Drug & Alcohol Awareness-Employee
- Drug & Alcohol Awareness-Supervisor
- Workplace Harassment
- Safety is a Personal Decision



No Fees - Exceptions

- There is normally no cost associated with the training provided (exceptions are proprietary modules from NSC, ARC, JJ Keller, etc)
- Example: The National Safety Council's four-hour Defensive Driving Course (DDC 4) is offered free of charge and includes a Student Guide each attendee is issued as well as a course completion certificate and wallet card.

Criteria for Training

- For on-site training we require at least twenty-five (25) people to attend.
- An on-site visit also requires a training location/area that is “conducive to learning” (e.g. climate controlled, adequate space, etc.)
- On-site training also requires a requesting employer to complete a “Pre-Training Questionnaire.”
- Approval is based on internal operations that include internal budget, personnel, etc. availability

Criteria for Training continued

- To provide training by webinar only ten (10) individuals are required.
- Webinar training requires the employer to have:
 - ✓ A computer with internet capabilities
 - ✓ Projector if using one computer for all involved

Statistics

- Attendees from 49 out of 50 states.
- Attendees from other locations include: Canada, Puerto Rico, Mexico, Washington D.C, China and Germany
- PATHS has over 200 safety related PowerPoints.



Summary

- PATHS is a win-win training resource.
- PATHS is a no-fee program that provides safety and health related training to all employers and employees within Pennsylvania.
- The PATHS website provides safety and health related training presentations, posters, forms, publications and training schedules.

Training Team

Trainers pictured left to right:
Joseph Zinobile, Juan Mayo,
Dara Deroiste, and Linda Quinby.



Contact Information

Health & Safety Training Specialists

(717) 772-1635

RA-LI-BWC-PATHS@pa.gov

[Upcoming PATHS Webinars](#)

[Request for Topic Resources](#)

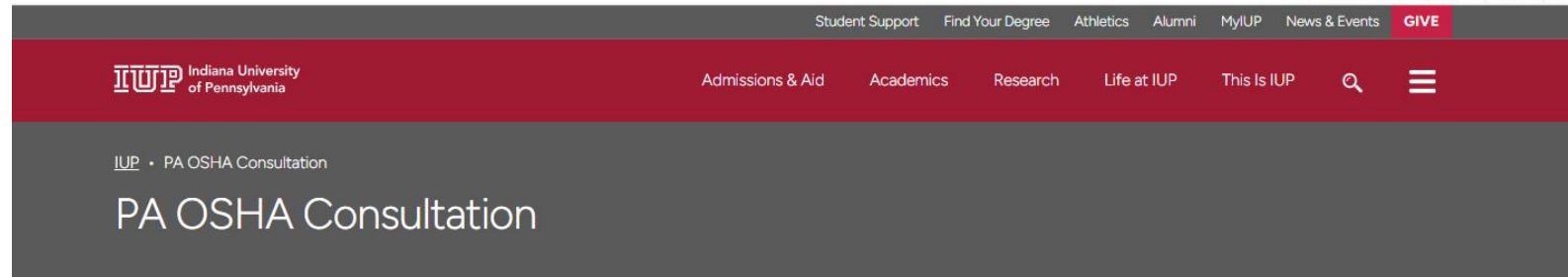


Pennsylvania Training for Health & Safety

Questions



Request an onsite consultation visit: www.iup.edu/pa-oshaconsultation



Navigate PA OSHA Consultation Program



Free Safety Consultations Make Big Impact on Businesses

Employers can receive no-cost safety, health, and industrial hygiene evaluations by signing up for a program run by IUP's Safety Sciences Department.

Through the Pennsylvania Occupational Safety and Health Administration Consultation Program, IUP consultants conduct occupational safety and health evaluations and work with business owners to address issues.



www.iup.edu/pa-oshaconsultation

PennOSHS Program

Pennsylvania Occupational Safety & Health Surveillance (PennOSHS) Program



Collaborates with workers, employers, & occupational health stakeholders to build a sustainable statewide occupational health network



Prioritizes data-driven research and characterizes factors associated with occupational injury and disease to produce and distribute occupational safety and health information



Monitors adult lead exposure to promote the reduction of lead poisoning, particularly among workers



Partners with employers to review safety policies, create relevant educational material, and improve worker wellbeing

[Link to website for additional information](#)

Visit our website to learn more:



Interested in partnering with us?

CONTACT US:

Phone: 717-787-3350

Email: dehe@pa.gov



Pennsylvania Department of Health
Bureau of Epidemiology
Division of Environmental Health Epidemiology



Pennsylvania's GASE Award

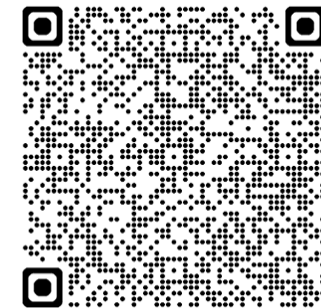
Are you proud of your safety program?

Does it go above and beyond?

If so, we want to hear from you.



Apply from January 1st to May 1st to be recognized for our state's highest safety honor.



[Link for additional information](#)

Pennsylvania Training for Health & Safety