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A Letter From Our Chair

Paul Bierley, CSP
Senior Manager of Corporate Health and Safety
Domtar



On behalf of the entire PPSA Board of Directors, I'd like to say thank you to our members, corporate and vendor partners for your continued efforts and support of the PPSA. As we end the fourth quarter for 2018 and prepare for 2019, the board looks forward to developing new opportunities and strengthening partnerships to succeed in our goal of *Bringing the Industry Home Safe!*

With that said, there are a few things that rise to the level of recognition and a reminder to everyone:

- The education committee continues to work on developing webinars, training sessions and important trends for development for our industry and our members. The committee has several webinars planned for early 2019. Click [here](#) to keep up to date on the webinar schedule and to access past recordings and presentations.
- 2019 Annual Safety and Health Conference: [SAVE THE DATE!](#) The annual conference will be held at the San Antonio Marriott Riverwalk, San Antonio, TX from June 23 to 26, 2019. The Conference committee is securing an impressive line-up of speakers. If you've never been, please consider on attending to learn, network, develop your skills and meet a large spectrum of vendors with new and innovating equipment and processes to improve your processes in your facilities.
- Membership continues to grow. If you know someone in the industry that isn't a PPSA member invite them to [join!](#) Growth and development is important in our roles and what better way to gain insight from other professionals and the opportunities that the PPSA offers.

PPSA strives to improve the Safety and Health processes across our industry. If at any time you have a suggestion, need assistance, or information on an issue or have a success you want to share, please do not hesitate to contact us.

Stay Safe!
Best Regards,
Paul Bierley, PPSA General Chairman

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IP Provides Relief When It Matters Most

Dick Jackson
Director- Contractor Safety
International Paper

When Hurricane Florence hit the East Coast this fall, communities where employees of International Paper (IP) live and work in North and South Carolina experienced widespread flooding. Through the generosity of International Paper and our employees, more than 1200 team members were provided support during their time of need.

Funded by employee donations, the International Paper Employee Relief Fund (ERF) provides financial support in the form of small tax-free grants to help team members with emergency food, clothing and shelter as a result of a natural disaster. After Hurricane Florence, response teams from IP’s corporate headquarters made calls to each employee to check that they were safe and to make sure they understood that their safety was our top concern. Teams also provided immediate assistance onsite to the New Bern and Riegelwood team members in need.

The generosity of IP employees is what makes the ERF possible. It is fueled by donations from IP’s 52,000 employees, which IP matches dollar-for-dollar.

“I’m proud to be a part of IP, and the ERF is a big reason why,” said John Ashley, New Bern mill manager. “I saw firsthand how a natural disaster can wreck an entire region of the country, but I also saw how the generosity of IP employees made a real difference in the lives of our team members.”

IP believes that the company cannot succeed if our communities do not succeed, and that is why IP mobilizes its people, products and resources to address critical needs in the communities where its employees live and work.



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Join PPSA's new Contractor Committee!

In the interest of PPSA's mission, *Bringing the Industry Home Safe*, we are proud to announce the formation of the Contractor Committee. For their obvious partnership in the success of our industry, PPSA would like to offer this new opportunity for participation, education, and membership opportunities to our industry contractors.

The contractor committee will work unilaterally with other committees (Education, Membership, Communication, and Awards) to fully develop a valuable membership experience for industry contractors.



Join this committee to explore and support opportunities to improve contractor focused safety within our industry through the following avenues:

- Training and Education
- Webinars and Workshops
- Annual Health & Safety Conference
- Benchmarking & Innovation
- Professional Growth and Networking with Industry Peers
- Awards & Recognition

Committee Chair: Matthew Kanneberg, WestRock



To join this committee please contact PPSA at info@ppsa.org

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SAFETY: The Differences Between EDUCATING and TRAINING

Randy Adams
EHS Manager, Kruger Products
Memphis, Tennessee

Have you ever thought of what is the difference is between EDUCATING and TRAINING?

EDUCATING - To provide with knowledge or training in a particular area or for a particular purpose. **Education** is all about gaining theoretical knowledge in the classroom.

Normally you would be situated in a classroom environment...yes sitting behind a computer screen with headphones on listening to the same voice over and over. Or maybe being lectured by the SME rather than being engaged? So many times we miss the opportunity to engage employees simply because we are trying to meet an educational objective by a certain date or we have to get the new employee to the production floor quickly. Are we missing something? As I have heard before “open your ears we are coming in with a fire hose of information”! What will be retained? Have you really provided effective training? Don't take this the wrong way but we can always improve the effectiveness of our classroom. Keeping the classroom fun and engaging proves to be the best environment for retaining knowledge.

TRAINING - Organized activity aimed at imparting information and/or instructions to improve the recipient's performance or to help him or her attain a required level of knowledge or skill. **Training** refers to an act of inculcating specific skills in a person.

Oh yes...hands-on training on the floor! After a few hours/days/weeks; the new or job transfer employee leaves the classroom for the next phase. Whatever your training program may consist of, we put the new or job transfer employee with someone that “has experience”. In today's world that could be someone that has been on the job for a month. Then we depend on that experienced employee to show the other employee what and how to do the specifics of the job. In some cases, the experienced employee may say oh you do not have to do it that way...I know what you were taught in the classroom but that does not work in the real world. What have we just done to this new hire or job transfer employee? We must verify what is being communicated during the hands-on training to ensure the trainee has the skills to do their job safely and efficiently. The front line Supervisor must spend the necessary time to achieve this goal. First and foremost we must foster an environment for employee success not failure.

Continued on page 15

Continued from page 14

So that's where training differs from education; training gives you the skills to do something rather than just knowing about something. Training can be specific to your need, your vocation or your skills-gap.

Training is a way to develop specific skills, whereas **education** is a typical system of **learning**. **Education** is all about learning the theory. Traditionally, an education may reinforce knowledge in which that you already have a foundation.

Finally, at KTG (USA) Inc. – Memphis we have a couple of statements that captures the essence of keeping our employees safe. “Safely Produce!” and “Safety...for everyone, by everyone and in everything we do!”

The employees must see that we sincerely care about their safety every moment of every day!

References: *Elearning Industry Website & Webster Dictionary*



Kruger Products – Memphis: Antoinette Cotton is always looking for ways to promote Health & Safety by encouraging others to be involved. She created a poster that really says it all about employees being engaged and taking Health & Safety on as a responsibility to make things better for everyone. THANK YOU Antoinette for your contributions to Health & Safety!

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February 19, 2019 at 2:00 ET - HIP Webinar

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PPSA is planning a webinar around catastrophic emergencies preparedness and as well as planning to have presentations on this subject at this year's annual conference.





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Safety Alert– Recall on Eaton Heavy Duty 30A and 60A Safety Switches

Important Product Safety Bulletin Eaton Heavy Duty 30A and 60A Safety Switches

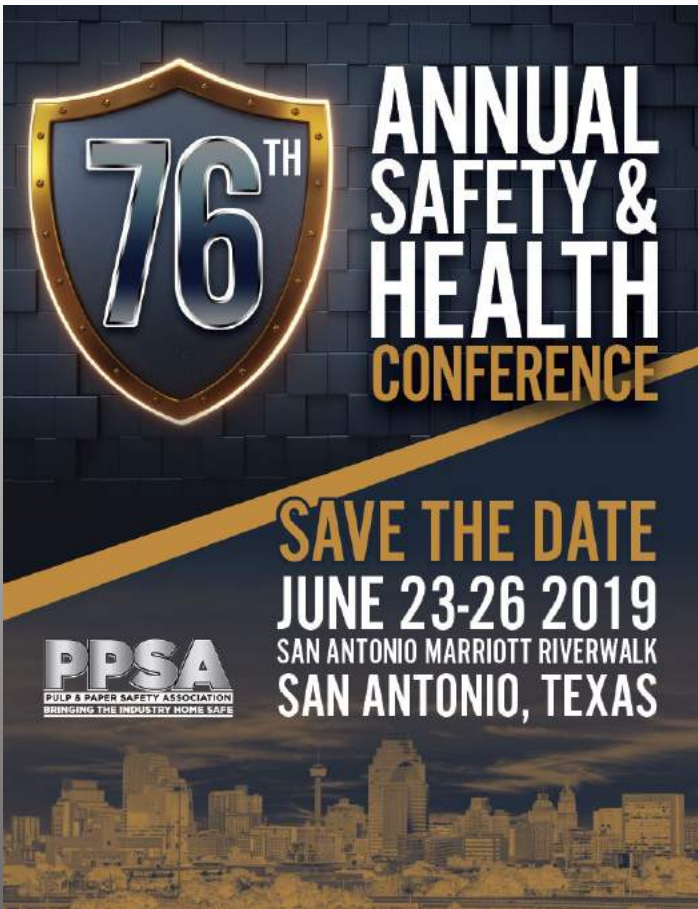
Eaton has identified a potential nonconformance with certain Eaton Heavy Duty 30A and 60A Safety Switches. The safety switch can potentially supply power when the handle is in the "off" position, subjecting the operator of the switch or any downstream equipment to risk of serious bodily injury or death.

This issue affects various configurations of 30A and 60A Heavy Duty safety switches manufactured between November 19, 2015 and January 23, 2018.

Electronic copies of the notice that may be downloaded and forwarded are available at www.eaton.com/hdss-advisorybulletin.

Consumer Contact:

If you need any assistance determining if your product is affected, please contact Eaton at HdssAdvisoryBulletin@eaton.com



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Near Miss or Great Catch

Bob Knoll

Safety Director

Green Bay Packaging Inc.– Green Bay Mill Division

Many safety professionals know “Near Miss” or “Near Hit” reporting is a critical approach to a proactive safety culture. What better system can be utilized to stop workplace injuries, fatalities and equipment damage situations before they occur.

While nothing bad happens with near-misses, they shine a light on processes or systems that aren't quite as safe as they should be. That's particularly true when the same types of near-misses happen repeatedly. If employees performing a task continue to encounter the same close calls with danger, it's probably time to reevaluate how to perform that task. In addition, a near-miss can often warn of an imminent incident that causes an injury or other loss. Most often, when a worker suffers an injury or there is substantial property damage, the investigation reveals that warning signs (near-misses) had been ignored.

What I am saying here is not a new concept in many organizations, including Green Bay Packaging Inc. What I am saying is, what if as an organizational safety group, we decided to share our Near Miss experiences beyond just our own divisions but, communicate the Near Misses across the organization? As safety professionals we all talk about the importance of learning from the past to protect the future. Why not take this same premise and learn from one incident within the entire company ?

We all know the best reinforcer for reporting a near miss is to know it helped others avoid getting hurt, or improved safety in some way. Publicizing the corrective actions that were taken or policies that were revised based on knowledge gleaned by near miss reporting may identify blind spots amongst the divisions that may be corrected before something more severe happens. The shared information may help identify and control risks before the accidents happen.

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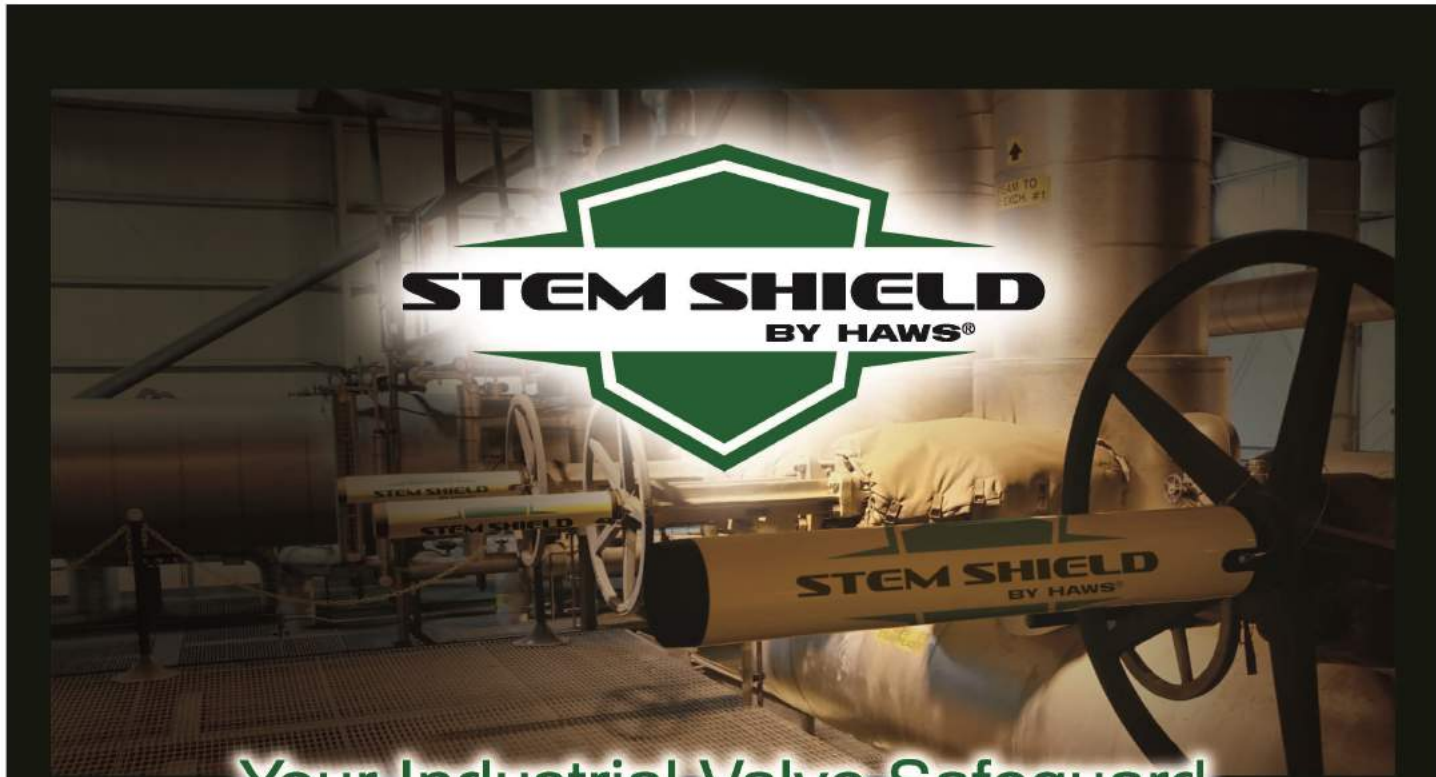


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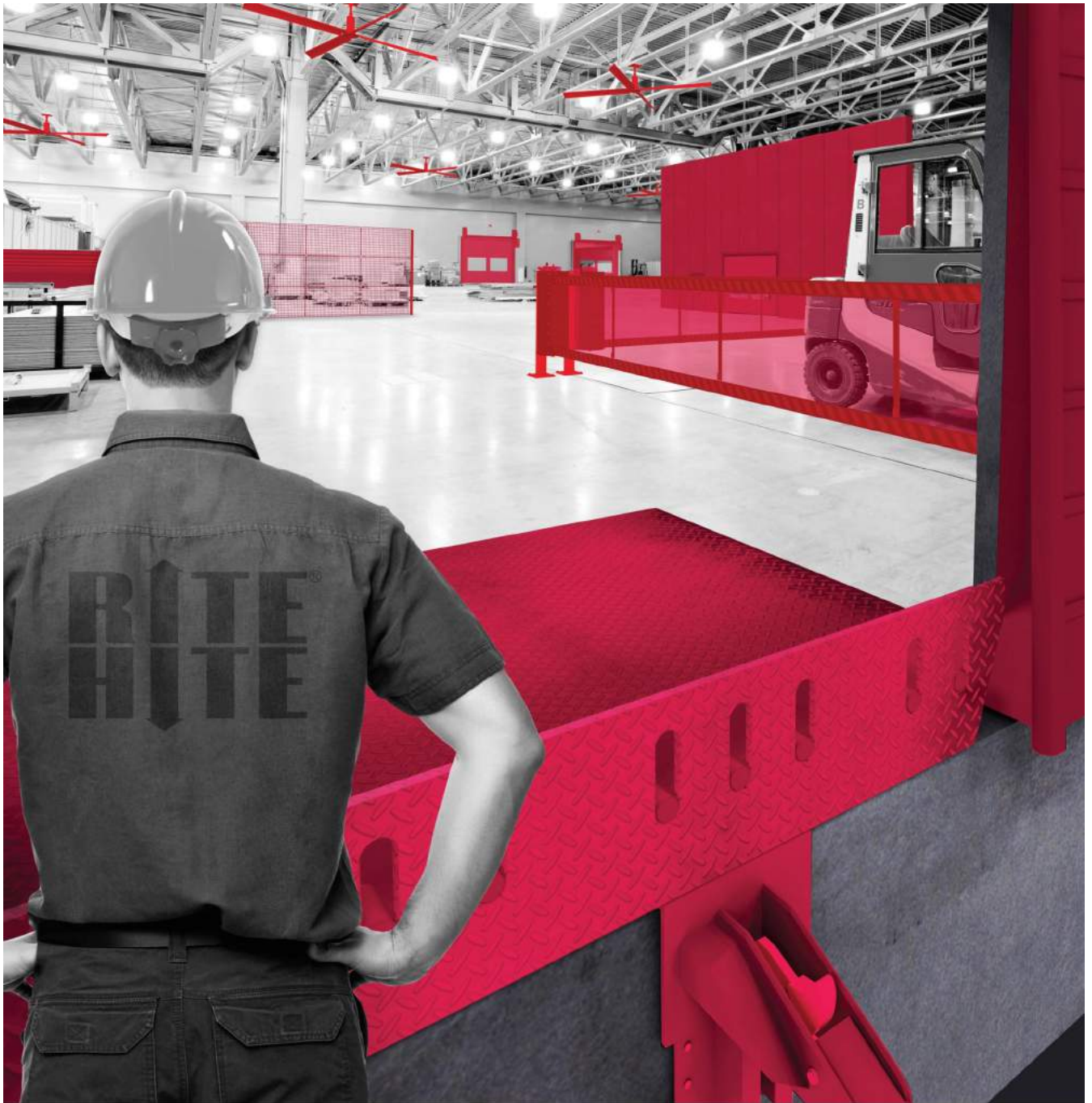


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PPSA Committees

Below is an update of the current Board members, roles and responsibilities of the PPSA Committees. Everyone on these committees volunteers their time to provide the most beneficial services for all members. The Association appreciates their dedication and support which could not be without the support of each of their companies. An asterisk (*) next to a committee member's name designates an association member serving on a committee.

Executive Committee - paul.bierley@domtar.com

The Executive Committee responsibilities include Financial Committee and reviewing PPSA's accounts and annual budgets.

Members: Paul Bierley, Domtar (Chair), John Deveau, WestRock, Steve Gearheart, New-Indy Containerboard, Randy Adams, Kruger, PPSA Staff

Current Activity: Reviewing the financial needs of the association to maintain overall stability. They continue ensuring the association operates within the current bylaws, and are evaluating bylaw modifications to sustain the effectiveness of the organization.

Conference Committee - steve.gearheart@new-indycb.com

The Conference and Sponsorship Committee is responsible for planning the annual professional development conference and managing the sponsorship for the conference.

Members: Steve Gearheart, New-Indy Containerboard (Chair), Paul Bierley, Domtar, John Deveau, WestRock, Tim Elizondo*, WestRock, Matthew Kanneberg, WestRock, Shawn Powell, Brady Corporation, Pete Masias, Green Bay Packaging, Randy Adams, Kruger, Emma Ragauskas, PPSA Staff, Ashley Westbrook, PPSA Staff

Current Activity: Evaluating and planning the conference agenda, securing speakers for selected topics and developing conference events.

Membership and Vendor Committee - randy_adams@ktgusa.com

The Membership and Vendor Committee is responsible for developing, tracking, and increasing both company and vendor PPSA membership.

Members: Randy Adams, Kruger (Chair), Paul Bucek*, Green Bay Packaging, Paul Bierley, Domtar, Sally Boven*, Reflective Apparel, John DeVeau, WestRock, Tim Kubly, Rite-Hite Corporation, Emma Ragauskas, PPSA Staff, Ashley Westbrook, PPSA Staff

Current Activity: This committee looks for ways to enhance member satisfaction and the overall value of a PPSA membership including providing our membership access to safety vendors with state-of-the-art technology, products and services. The committee is also currently working to attract more contractor companies to the association.

Educational Development - larry.warren@domtar.com

The Educational Development Committee is responsible for developing courses for PPSA members and non-members.

Members: Larry Warren, Domtar (Chair), Matthew Kanneberg, WestRock, Larry Kilian*, Haws Corporation, Shawn Powell, Brady Corporation, Dick Jackson, International Paper, Brian Bork*, CR Meyer, Jeff Dalto*, Convergence Training, Emma Ragauskas, PPSA Staff, Ashley Westbrook, PPSA Staff

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Current Activity: The committee is working on several initiatives:

- finalizing and publicizing the details for upcoming continuing education opportunities such as course offerings and webinars
- seeking opportunities to leverage the educational capabilities and efforts of PPSA across the industry

Awards and Nominations - pmasias@gbp.com

The Awards and Nominating Committee is responsible for executing the awards throughout the entire year. It includes but is not limited to, the Executive Eagle, Distinguished Service, and Safety Committee/Team awards. This committee will also be responsible for recruiting and vetting new Board Members.

Members: Pete Masias, Green Bay Packaging (Chair), Steve Gearheart, New-Indy Containerboard, Randy Adams, Kruger Products, George Kolesar, Sonoco, John DeVeau, Westrock, Emma Ragauskas, PPSA Staff, Ashley Westbrook, PPSA Staff

Current Activity: The committee is reviewing the criteria of the current awards recognized at the annual conference and working on the potential addition of two awards to increase recognition of our members and sites.

Communications Committee - joy.ausman@clearwaterpaper.com

This committee is responsible for providing content for the various publications and non-event content outlets.

Members: Joy Ausman (Chair), Clearwater Paper, John Deveau, WestRock, Steve Gearheart, New-Indy Containerboard, Curtis James*, Austin Industrial, Kyle Breiner*, Domtar, Emma Ragauskas, PPSA Staff, Ashley Westbrook, PPSA Staff

Current Activity: Reviewing the current Quarterly Report (QR) newsletter. They also have the responsibility for updating the website and soliciting articles for the next QR from members and vendors. We are looking at different means of social media to provide information and updates to our membership.

Contractor Committee - matt.kanneberg@westrock.com

This committee is responsible for providing content for the various publications and non-event content outlets.

Members: Matthew Kanneberg, WestRock (Chair), Dick Jackson, International Paper

Current Activity: Recruiting members for the committee and working to increase programming and representation of contractors within the association.

As a member of this association, you are encouraged to provide feedback to the committees either by contacting the chairs directly or contacting [staff](#). Please [contact](#) PPSA if you would like to join a committee as well.

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Homeland Security

Protect Your Pulp and Paper Production Chemicals from Use in a Terrorist Attack

From books and currency, to paper towels and food wrappers, paper and paper products are indispensable to our modern way of life. The pulp and paper industry that manufactures these essential paper products uses a variety of chemicals throughout the manufacturing process. When used properly, these chemicals assist in the production of the paper and paper products we use every day. In the wrong hands, however, terrorists can use some of these chemicals to do great harm.

What is CFATS?

The Department of Homeland Security (DHS) administers the Chemical Facility Anti-Terrorism Standards (CFATS) program by working with facilities to ensure they develop and implement security measures to reduce the risks of certain chemicals from being exploited in an attack.



Pulp and Paper facility. (Source: Paper Industry World)

Appendix A of the CFATS regulation lists more than 300 chemicals of interest (COI) and their screening threshold quantities (STQ). Facilities that meet or exceed the STQ for any COI must report these chemicals to DHS via an online survey called a Top-Screen. Facilities determined to be high-risk must submit and comply with a DHS-approved security plan tailored to their chemical holdings, security issues, and business processes. Regulated pulp and paper facilities may include: pulp mills, paper mills, paperboard mills, newsprint mills, specialty paper manufacturing, and a variety of converted paper facilities.

Chemicals Commonly Found in CFATS-Regulated Pulp and Paper Facilities

Pulp, paper, and paper conversion facilities use a wide variety of chemicals, many of which are regulated by CFATS for various security issues. DHS has identified these COI based on the belief that these chemicals—if released, stolen or diverted, and/or used as a contaminant—have the potential to create significant human life and/or health consequences. Some of the commonly reported COI among pulp and paper facilities include, but are not limited to:

- Aluminum (powder)
- Ammonia (anhydrous)
- Ammonia (conc. of 20% or greater)
- Chlorine
- Chlorine dioxide
- Cyclohexylamine
- Hydrogen peroxide (conc. of at least 3.5%)
- Hydrogen sulfide
- Methane
- Nitric acid
- Potassium permanganate
- Propane
- Sodium chlorate
- Sodium hydrosulfite
- Sodium nitrate
- Sulfur dioxide (anhydrous)
- Triethanolamine

What's Next?

Check your chemicals of interest. If your facility possesses COI in quantities that meet or exceed the STQ, you have 60 days from the time you come into possession to report your holdings to DHS. A facility must file a Top-Screen regardless of how long the facility is in possession of the COI, unless an extension or exclusion applies to them.

Exclusions and Extensions

Certain facilities are excluded from the CFATS regulation by statute if they are:

- Regulated by the Maritime Transportation Security Act of 2002
- A public water system, as defined in section 1401 of the Safe Drinking Water Act (42 U.S.C. § 300f)
- A treatment works, as defined in section 212 of the Federal Water Pollution Control Act (33 U.S.C. § 1292)
- Owned or operated by the Department of Defense or Department of Energy
- Subject to regulation by the Nuclear Regulatory Commission

Tools and Resources for Pulp and Paper Facilities

- Request a CFATS presentation at your facility: www.dhs.gov/request-ofats-presentation
- Request a Compliance Assistance Visit: www.dhs.gov/ofats-request-compliance-assistance-visit
- Visit the CFATS Knowledge Center for frequently asked questions (FAQs), articles, and more: csat-help.dhs.gov/
- The CSAT Help Desk provides support to chemical facility owners and operators. Call 1-866-323-2957 or email CSAT@hq.dhs.gov

Contact Information

For any questions, comments, or concerns, please contact CFATS@hq.dhs.gov or visit www.dhs.gov/chemicalsecurity.

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OSHA QuickTakes

December 19, 2019

Volume 17, Issue 24

Be Prepared to Protect Workers from Winter Weather-Related Hazards

As outdoor temperatures drop and winter storms approach, employers should take measures to keep their workers safe. OSHA's [Winter Weather webpage](#) provides information on protecting workers from hazards while working outside during severe cold and snow storms. This guidance includes information on staying safe while clearing snow from walkways and rooftops.

OSHA Launches Initiative in Southeastern States to Increase Awareness of Trenching Hazards and Solutions

Working in trenches and excavations can be hazardous, and trench collapses pose a great risk to workers. In October, OSHA updated its [National Emphasis Program on Trenching and Excavation](#) to continue support for compliance assistance and inspection programs to improve the safety of trenching and excavation operations. As part of the agency's focus on trenching safety, OSHA area offices in Alabama, Florida, Georgia, and Mississippi have launched an initiative to educate employers and workers on trenching safety practices. For more information, read the [news release](#).

OSHA Proposes Revised Beryllium Standard for General Industry

OSHA issued a [proposed rule](#) on Dec. 10 to revise the [beryllium standard](#) for general industry. The proposed changes are designed to clarify the safety standard and improve compliance. The proposed rule would amend selected paragraphs of the standard, and also replace Appendix A, Operations for Establishing Beryllium Work Areas. Comments on the proposed rule must be submitted by Feb. 9, 2019. For more information, read the [news release](#).

OSHA Promotes Young Worker Safety at Pennsylvania Vocational Conference

OSHA representatives addressed a recent conference in Pennsylvania attended by more than 100 school-to-career coordinators, counselors, school administrators, teachers and state Department of Education staff. Subjects included OSHA's Alliances with both the [Lehigh Career and Technical Institute](#) and the [Upper Bucks County Technical School](#). OSHA provides workplace safety guidance to both schools, and conducts outreach activities for students preparing for careers in welding, healthcare, construction, carpentry, and plumbing.

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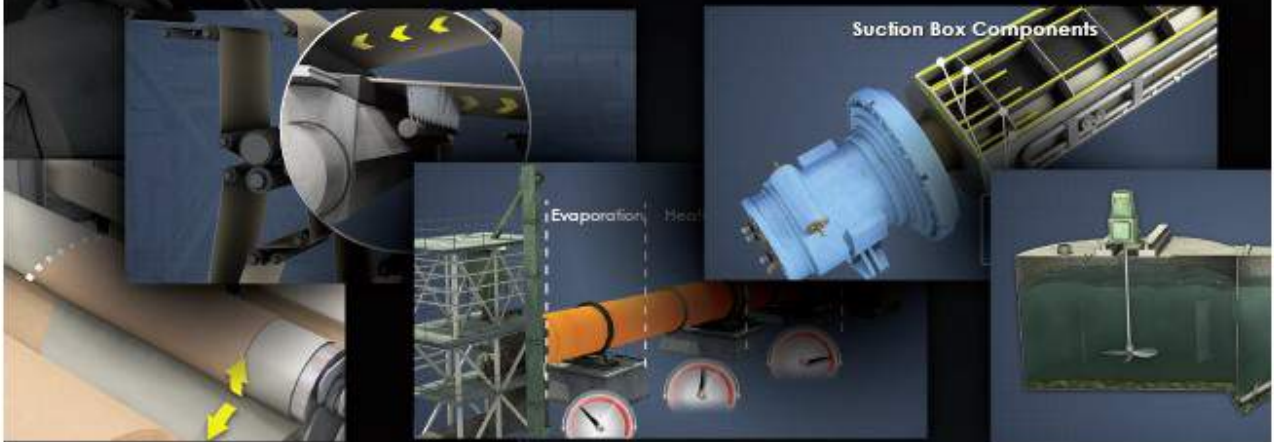
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The Potential Impact of OSHA 300 Recordkeeping on OSHA Inspections

By Lawrence P. Halprin, Keller and Heckman LLP

While the OSHA rulemaking process appears to be focused on remedying problems with existing rules, the Solicitor of Labor continues to test the limits of employers' 4th Amendment rights to be free from unreasonable searches and seizures, with the case of [Mar-Jac Poultry](#) illustrating what is at stake.

In February of 2016, a Mar-Jac employee incurred serious burn injuries from an arc flash incident, which Mar-Jac reported to OSHA. OSHA responded by sending a team of three inspectors (a safety officer, a health officer and the assistant area director) to the facility several days later to perform a comprehensive inspection. Mar-Jac consented to an inspection to be performed only by the safety officer and limited to the electrical accident site, the tools involved in the accident and the last three years of the site's records required by the OSHA Injury and Illness Recordkeeping Rule ("[OSHA 300 Records](#)").

OSHA conducted the limited inspection permitted by Mar-Jac and, on the basis of that inspection, identified potential violations of OSHA standards related to electrical safety, including the use of personal protective equipment, and the control of hazardous energy. Based on a review of the site's OSHA 300 Records, OSHA also concluded there was evidence of improper OSHA 300 recordkeeping and evidence of excessive employee exposure to five types of hazards allegedly common to poultry processing: (1) ergonomic hazards, (2) biological hazards, (3) chemical hazards, (4) struck-by hazards, and (5) slip, trip, and fall hazards.

Based on a presentation of that evidence, OSHA obtained an *ex parte* inspection warrant from a federal magistrate authorizing OSHA to conduct a broad-based inspection addressing the 3 hazards associated with the arc flash incident, the additional 6 areas suggested by the OSHA 300 Records review, and another 7 categories of hazards allegedly common to the poultry industry and identified in the then-existing Regional Emphasis Program for Poultry Processing Facilities for Region IV (the "REP").

The warrant application was based on two independent grounds. First, OSHA asserted that this specific evidence of suspected violations of OSHA requirements in 9

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¹ Amendment IV to the U.S. Constitution states:

The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no warrants shall issue, but upon probable cause, supported by oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized.

² United States of America v. Mar-Jac Poultry, Inc., No. 16-17745 (11th Cir. 2018 (unpublished decision)).

Continued from page 44

of the 16 areas identified in the REP as common to the poultry processing industry justified an inspection of all 16 areas. Second, OSHA asserted that the REP constituted a neutral administrative scheme justifying a comprehensive inspection because it stated: that “all unprogrammed inspections will be expanded to include all areas required by this emphasis program.”

Mar-Jac promptly filed an emergency motion to quash the inspection warrant. Had Mar-Jac simply filed a motion to quash the warrant, OSHA could have proceeded with the inspection, with the assistance of a federal marshal. By the time the motion was eventually briefed and heard, OSHA would have completed the on-site inspection, the case would have become moot, and the employer would have been left in the difficult position of pursuing a motion to suppress evidence before the Review Commission. The U.S. Supreme Court has stated that “a magistrate’s determination of probable cause should be paid great deference by reviewing courts.” *Illinois v. Gates*, 462 U.S. 213, 236 (1983)

The issuing magistrate judge held a hearing at which time OSHA introduced evidence beyond that initially included with the warrant application. Despite that additional evidence (which later caused a judge on the 11th Circuit to issue a concurring opinion stating that “the case is a close one”) the magistrate issued a Report and Recommendation, adopted by the district court, granting the motion to quash. The district court held that the specific evidence of suspected violations was only adequate to provide probable cause for a warrant limited in scope to the 3 hazards associated with the arc flash incident and OSHA 300 Recordkeeping. The district court also held that the REP was not a neutral administrative scheme. Despite the REP language stating that “all unprogrammed inspections will be expanded to include all areas required by this emphasis program,” there was other language in the REP that gave the Area Director the ability not to conduct an inspection or to limit its scope due to “significant resource implications.” The court found this flexibility akin to the unbridled discretion that the Fourth Amendment is designed to prevent. Rather than seeking a narrower warrant, OSHA chose to pursue an appeal. The 11th Circuit affirmed the district court’s order quashing the inspection warrant.

On appeal, OSHA asserted that the district court improperly quashed the inspection warrant with respect to the five hazards related to the OSHA 300 Records: (1) ergonomic hazards; (2) biological hazards; (3) chemical hazards; (4) struck-by hazards; and (5) slip, trip, and fall hazards. OSHA did not appeal the district court’s holding that neither of OSHA’s legal arguments supported a warrant that exceeded the scope of the electrical incident and the OSHA 300 Records.

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In the landmark case of *Marshall v. Barlow's, Inc.*, 436 U.S. 307 (1978), the U.S. Supreme Court held that the Fourth Amendment requires OSHA to obtain an administrative inspection warrant before entering an employer's facility to conduct an inspection over the employer's objection. The Court also held that probable cause necessary to obtain an administrative inspection warrant may be established by showing either: (1) specific evidence of an existing violation, which has been interpreted to mean "specific evidence sufficient to support a reasonable suspicion of a violation;" or (2) that reasonable legislative or administrative standards for conducting an inspection are satisfied with respect to a particular establishment.

In this case, OSHA initially attempted to rely on the absolute number of reported injuries allegedly involving ergonomic hazards, biological hazards, chemical hazards, struck-by hazards, and slip, trip, and fall hazards occurring over a period of three plus years at a facility with approximately 1,000 employees. It appears that, during the hearing, OSHA introduced additional evidence attempting to show the rate of these injuries at Mar-Jac's facility was higher than average. Future warrant applications can be expected to reflect more of that type of analysis, which suggests the time is ripe for a challenge to re-examine the expectation of privacy cases and OSHA's routine requests for OSHA 300 Records in the case of certain types of non-programmed inspections.

As the U.S. Supreme Court stated in *Barlow's*:

The critical fact in this case is that entry over Mr. Barlow's objection is being sought by a Government agent. Employees are not being prohibited from reporting OSHA violations. What they observe in their daily functions is undoubtedly beyond the employer's reasonable expectation of privacy. The Government inspector, however, is not an employee. Without a warrant he stands in no better position than a member of the public. What is observable by the public is observable, without a warrant, by the Government inspector as well. The owner of a business has not, by the necessary utilization of employees in his operation, thrown open the areas where employees alone are permitted to the warrantless scrutiny of Government agents. That an employee is free to report, and the Government is free to use, any evidence of noncompliance with OSHA that the employee observes furnishes no justification for federal agents to enter a place of business from which the public is restricted and to conduct their own warrantless search.

We are not aware of an employer that posts its OSHA 300 logs in a location open to the general public.

This article is intended to inform readers of recent developments and issues to consider in the field of workplace safety and health. It is not legal advice and may not be relied upon in determining whether a facility or activity is in compliance with applicable legal requirements.

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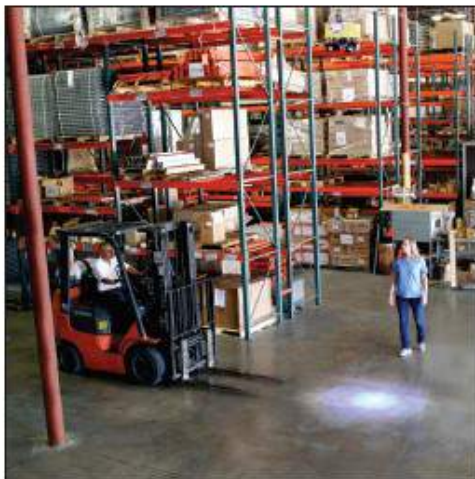
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About PPSA

PPSA is a non-profit, non-political, international organization, devoted to safety throughout the pulp, paper, and forest products industry. From forest products to paper mills, to converting plants, to recycle collections centers, our membership is grouped by category to ensure a fair and appropriate basis for comparison.

The association began in the 1940's as the Southern Pulp and Paper Safety Association, later changing the name to reflect our widening membership base. We currently have members throughout the United States, Canada and other countries. We work to promote safety, to set reasonable and attainable goals, to educate our members, and to give those members a forum for discussion.

Membership in the Association is categorized by operating facility, such as a paper mill, box plant, sawmill, woodlands, etc. Approximately 380 operating facilities are currently PPSA members. We also welcome supplier members to join PPSA and we plan on extending membership opportunities to contractors that provide services to the companies in our association.

Membership in the Association has many advantages:

- The Pulp and Paper Safety Association is the ONLY national organization exclusively concerned with accident prevention in the forest product industry.
- The Association is an excellent forum for keeping up with latest OSHA standards. In-depth information on specific subjects is increasingly available at regional seminars. The cost of these seminars is minimized by virtue of holding them on a regional basis.
- Participation in the Annual Health and Safety Conference and service as a member of the Board of Directors provides an opportunity for personal and professional growth.
- Participation in our webinars and training seminars.
- The annual Conference provides a great face-to-face networking opportunity.
- The Quarterly Report provides a way of bench-marking your own performance with others in similar operations.
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