



AMERICAN SOCIETY OF  
SAFETY PROFESSIONALS

Connecticut Valley Chapter

## JANUARY

### MONTHLY OBSERVANCES

Bath Safety Month  
Blood Donor Month  
National Soup Month  
Glaucoma Awareness Month  
International Human Trafficking  
Awareness Day (11th)  
Data Privacy Day (28th)

### Bath Safety

- Ditch your throw rugs. They are the No. 1 cause of household falls. If you just can't part with them, secure loose rugs with double-faced tape or slip-resistant backings.
- Put nonslip strips, mats or tiles in your tub and shower to help prevent falls. To combat tripping, secure any loose corners on mats.
- Be sure to keep the tub clean to counteract slippery soap scum or mold.
- Place grab bars or rails in or around the bathtub, shower and toilet. They'll help you balance as you stand or sit and give you something to hold on to if you do slip.

## Workplace Burnout

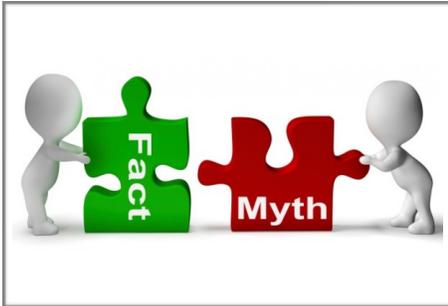
Burnout impacts us on multiple levels. Personally, people struggle with the physical and psychological symptoms. Organizationally, burnout prevents engagement, teamwork, productivity and employee longevity. However, this doesn't have to be the case: Burnout is avoidable, and if employees are already there, it's reversible.

The cost of burnout to the organization is seen in increased turnover and lower productivity. While estimates vary on the impact to productivity, there is clearer research about how burnout impacts turnover. First, voluntary turnover, according to the U.S. Bureau of Labor Statistics, was 26.9 percent in 2018. According to Josh Bersin, an independent analyst and founder of Bersin by Deloitte, the cost to replace an employee is somewhere between 1.5 and 2 times their annual salary. That means that the average cost for voluntary turnover in an organization is somewhere between 40 and 54 percent of the organization's payroll. Burnout only increases this cost.

Because burnout comes from a gap between expectations and results, it can occur in any area of life in which demands exceed personal agency or where expectations and perceived results are not in alignment—in other words, not just at work.

A parent dealing with a child struggling in school or with addiction can become burned out in his or her





## Resolution Myths

**Myth 1:** You know exactly what you want to change. FALSE. We should focus on the reasons why we are trying to change, instead of focusing on the actual thing that needs to be changed.

**Myth 2:** Big goals are better than little ones. FALSE. We are more likely to achieve goals that are broken into small, specific steps, and we should celebrate these small steps along the way to meeting our big goal.

**Myth 3:** It is easy to make one small change. FALSE. Changing anything takes commitment and time. A habit forms from a behavior that is repeated for three months straight.

**Myth 4:** I can change on my own. FALSE. Allow others to hold you accountable. Going public with your goals makes you more likely to succeed.

**Myth 5:** A lack of willpower is to blame for our bad habits. FALSE. Many of our behaviors are not guided by self-control. Half the tasks we perform daily are things we do without thinking. Studies show that people with high levels of self-control aren't constantly battling temptation — they're simply relying on good habits to exercise.

personal life, and the effects will be seen at work. Employees who are passionate about a community cause can become burned out when they realize that their hard work isn't resulting in the change they had hoped for, and their frustration and cynicism about the situation may impact their relationships with others at work. That's one of the reasons Perry engages all the resources at her disposal, including the organization's employee assistance program, to help combat burnout.

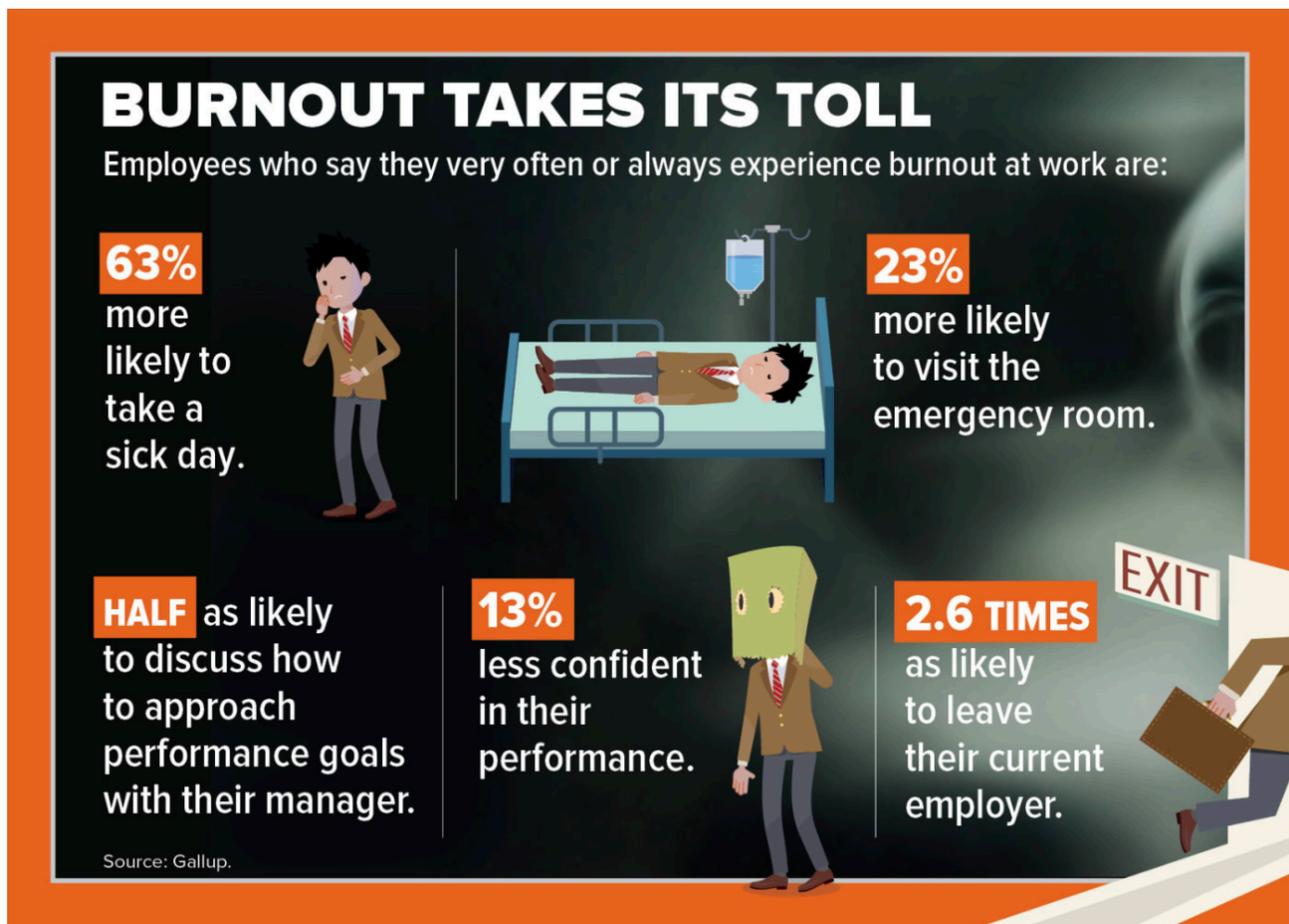
Recently, the World Health Organization (WHO) added diagnostic information to its list of ICD 11 codes that medical professionals, public health organizations and insurance companies use to identify the conditions they see. Burnout was added as an "occupational phenomenon"—not a medical or mental health diagnosis.

The distinction the WHO made is that burnout refers to work only. This makes sense in the context of its ability to code the condition as an occupational phenomenon. However, many people encounter burnout outside the context of work.

Historically, burnout has been assessed by the Maslach Burnout Inventory and its variants for different professions. More recently, a public domain test, the Copenhagen Burnout Inventory, has been used as well. In most cases, however, clinicians and HR professionals see the characteristic exhaustion, cynicism and inefficacy, and assume that burnout exists without an official diagnosis.

Rather than focusing on the diagnosis of burnout, organizations may find it more effective to look for employees reporting feelings of inefficacy or exhaustion. Others may find that the degree of an employee's cynicism has risen. In these cases,





whether burnout is present or not, organizations can address the symptoms that indicate burnout without concern for the actual diagnosis.

The burnout that employees experience may not be related to their jobs at all. However, by changing expectations and behaviors of the organization in ways that help prevent burnout, companies can provide a safe haven that allows employees to recover from burnout in other areas of their lives.

Are you burned out at work? Take this quiz: <https://extinguishburnout.com/tests/quiz-cbi-work/> Seven questions, one answer, helpful tips included.





While the rankings for OSHA's Top 10 most cited violations typically vary little from year to year, it is important to refresh on this critical information. Fall Protection – General Requirements (1926.501) tops this year's list for the ninth consecutive year. Meanwhile, Eye and Face Protection (1926.102), a newcomer to last year's list, remains in the No. 10 spot.

A more in-depth look at the Top 10 violations for 2019 will be published in the December edition of Safety+Health magazine, a National Safety Council publication.



## FUN FACTS

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- The average adult human has two to nine pounds of bacteria in his or her body.
- The total weight of all the ants on Earth is greater than total weight of all the humans on the planet.
- Seahorses are monogamous life mates and travel in pairs, holding each other's tails.
- Jousting is the official sport of the state of Maryland.
- A mosquito has 47 teeth.
- The USA is an older country than Germany.
- The longest interval between the birth of twins is 87 days.
- Half of all humans who have ever lived have died from malaria.
- Cookie Monster's real name is Sid.
- Just before the Nazis invaded Paris, H.A. and Margret Rey fled on bicycles. They were carrying the manuscript for Curious George.
- You replace every particle in your body every seven years. You are literally not the same person you were 7 years ago.
- Tigers have striped skin not just striped fur. The stripes are like fingerprints and no two tigers have the same pattern.
- Alligators will give manatees the right of way if they are swimming near each other.
- 'Digging a hole to China' is theoretically possible if you start in Argentina.
- Elephants make friends, bury their dead, travel for 'funerals', speak to each other, and show extreme intelligence.

## CAPTION CONTEST

The object of the contest is to write the funniest "safety related" caption to accompany the Safety Photo of the Month.

The winner for the December caption contest is John Turbeville: "You're in (urine) for a world of hurt!"



The January photo in need of a caption is :

Submissions should be emailed to Laura Casey and place "Caption Contest" in the subject : [casey@safeconsolutions.com](mailto:casey@safeconsolutions.com)

The 2019 year end winner will be announced in the February 2020 Newsletter. Judging will take place during January for all the 2019 monthly winners. PRIZE & BRAGGING RIGHTS FOR 2020!!! Join Us!



### **The Bottom Line - By Ed Zimmer**

Hello fellow CT Valley members. Whew, what a year 2019 has been for me. I hope you all made it thru 2019 unscathed.

Our Chapter remains strong with 392 current members and four that have had their membership expire in the last 30 days. We also have approx. \$38,000 in the bank, thanks to Walt's supervision. We will have a new President this July. Both he and the new(er) Secretary are already working on a succession plan for 2021.

I apologize for the lack of a Christmas meeting this year. We tried to have something but the stars just would not align. However if you check the website, you will see that we have a meeting on 31 January in Enfield at Lego and one ONE week later on 7 February in West Hartford at Legrand. Both meetings are lunch meetings. I would like to see more than the usual turnout of 17+ members.



Some members have a concern with meetings being held in the Central/Northern CT area. We were in Ridgefield this past April and had 14 show up. We had a meeting in Colchester this past July and had 19 members show up. So location has the same number of members and usually the same members regardless of location.

Maryanne Steel has monthly meetings with OSHA in the Amherst MA area. We get a great turnout at these morning events. The usual turnout is 25+ "flannel wearing" workers...the precise group we need to reach with Safety messages.

If you have a site or a lead on a speaker, please feel free to share it with me (edzimmer.csp@gmail.com). Lunchtime meetings seem to have the more consistent turnout and usually cost less.

Meeting photos and minutes are on the website as well, so visit <https://ctvalley.assp.org/> regularly to stay up to date on your Chapter news.

Bottom line: We remain a strong Chapter and seek your input to remain relevant in the new decade.

## CHAPTER OFFICERS & COMMITTEE CHAIRS

<b>PRESIDENT</b> Ed Zimmer MS, CSP	<b>VICE PRESIDENT</b> Chip Darius OHST, CET
<b>PRESIDENT ELECT</b> Kevin Galotti	<b>TREASURER &amp; GOVERNMENT AFFAIRS CHAIR</b> Walt Tucker
<b>SERETARY</b> Elizabeth Velky	<b>MEMBERSHIP CHAIR</b>
<b>COMMUNICATIONS CHAIR, SCHOLARSHIP CHAIR &amp; HISTORIAN</b> Nathan Fague MS	<b>NOMINATIONS CHAIR &amp; PAST PRESIDENT</b> Maryanne Steele
<b>WESTERN MASSACHUSETTS CHAIR</b> Maryanne Steele	<b>AWARDS &amp; HONORS CHAIR</b> David Butterfield
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<b>NEWSLETTER WRITER / EDITOR</b> Laura Casey CSP, CHST, EMT-P	

