

RESOURCES

Your NJEA UniServ Office

Region 1 Vineland *Cape May, & Cumberland counties*
856 696 2670

Region 2 Woodbury *Gloucester & Salem counties*
856 628 8650

Region 3 Voorhees *Camden County East*
856 782 1225

Region 4 Camden *Camden County West*
856 964 2800

Region 5 Moorestown *Burlington County*
856 234 2485

Region 6 Galloway Twp. *Atlantic County*
609 652 9200

Region 7 Toms River *Ocean County*
732 349 0280

Region 8 Lawrenceville *Mercer County*
609 896 3422

Region 9 West Long Branch *Monmouth County*
732 403 8000

Region 11 Edison *Middlesex County North*
732 287 4700

Region 12 Monroe Twp. *Middlesex County South*
609 860 0771

Region 13 Flemington *Somerset & Hunterdon counties*
908 782 2168

Region 15 Cranford *Union County*
908 709 9440

Region 17 Parsippany *Morris County*
973 515 0101

Region 19 West NY *Hudson County North*
201 861 1266

Region 20 Jersey City *Hudson County South*
201 653 6634

Region 21 South Orange *Essex County*
973 762 6866

Region 23 Emerson *Bergen County East*
201 265 6200

Region 25 Hasbrouck Heights *Bergen County West*
201 292 8093

Region 27 Wayne *Passaic County*
973 694 0154

Region 28 Stanhope *Sussex & Warren counties*
973 347 5717

Region 29 Hamilton Square *Higher Education*
609 689 9580

For More Information

New Jersey Healthy School Facility Environments

www.state.nj.us/health/healthyschools
Access to the online resources of seven New Jersey state agencies and two federal agencies on such issues as indoor air quality, mold, hazardous substances, and construction dust and noise.

EPA Healthy School Environment Resources

<http://cfpub.epa.gov/schools/index.cfm>
Healthy School Environment is a gateway to online resources to help facility managers, school administrators, architects, design engineers, school nurses, parents, teachers, and other staff to address environmental health issues in schools.

New Jersey Education Association (NJEA)

180 West State Street, PO Box 1211
Trenton, New Jersey 08607-1211
609 599 4561
www.njea.org For Healthy & Safety, click on Issues

National Education Association (NEA)

1201 16th Street, NW
Washington, DC 20036-3290
202 833 4000
www.nea.org
<http://www.neahin.org/> click on Health & Safety

PEOSH

NJ Dept of Health and Senior Services
(Health hazards complaints)
PO Box 360
Trenton, NJ 08625-0360
609984 1863
www.state.nj.us/health/eoh/peoshweb/

PEOSH

NJ Dept. of Labor and Workforce Development
(Safety hazards and discrimination complaints)
PO Box 386
Trenton, NJ 08625-0386
609 633 3896/800 624 1644
http://lwd.dol.state.nj.us/lssse/employer/Public_Employees_osh.html

New Jersey Work Environment Council (WEC)

(Labor, community, environment coalition)
142 West State Street, Third Floor
Trenton, NJ 08608
609-695-7100
E-mail - info@njwec.org
www.njwec.org



For Bus Drivers

ERGONOMICS

VIOLENCE

Bus drivers often work with students whose behavior puts them, other students, and staff at risk of harm. Drivers must also contend with the stress of conflicting demands: keeping the bus on schedule while monitoring student behavior and, in some cases, helping to resolve conflicts. Bus drivers share in the responsibility for the safety of children under their supervision. That responsibility extends to protecting or reducing the severity of potential student injuries, including those from fighting or assaults. Physical intervention is not required if it would create a physical danger to you. However, common sense and reasonableness require the use of steps such as:

- Calling for assistance or calling 911 if the altercation is out of control.
- Dispersing the crowd. By removing the audience, the motivation to fight may be reduced.
- Removing or pushing aside items from the area. This will reduce the risk of further injury due to falls. It will also keep students from using these objects as weapons.
- Insisting that administrators assist with difficult or violent situations.

You can protect yourself and minimize the risk of assault through your local association by:

- Seeking inservice training on topics such as:
 - Intervening safely in student fights and conflicts.
 - Reducing staff victimization.
 - Handling angry parents.
 - Weapons awareness.
- Joining or helping to form an association health and safety committee to work on these issues by:
 - Insisting the district follows procedures outlined in state law (N.J.S.A. 18A:37-2.1) – Assaults upon school employees and state law (N.J.S.A. 18A:37-2.2) – Assaults with weapons upon school employees.
 - Ensuring that any school safety plan puts the full responsibility on the district for protecting employees, and involves administration and law enforcement.

Ergonomics is the study of the interaction of equipment and tools with employees who work with them. Drivers work with a standardized piece of equipment - the bus. Badly designed buses can often cause injuries.

The Injury Problem

The U.S. Department of Labor and the National Safety Council rate the transportation field one of the four most dangerous areas of employment in terms of injury and death. The predominant injuries reported are to the back, neck, and shoulders. But drivers report injuries to almost all parts of the body ranging from chronic and severe headaches to cumulative trauma disorders of the foot.

School bus driving is repetitive and involves long periods of time sitting in awkward and uncomfortable positions. This and other factors can lead to cumulative trauma disorders (CTDs).

Prevention is possible and cost effective. Ergonomic injury begins with the relatively minor strains and sprains. These early disorders, untreated and aggravated year after year by a badly designed bus, too often spiral into chronic illness, possibly resulting in permanent disability. The risk factors that initiate this dangerous and expensive cycle are identifiable and widely recognized in industry. The causes of the risk factors lie in design elements within the buses which can be changed.

What is the PEOSH Bloodborne Pathogen Standard?

PROBLEM	INJURY	SOLUTION
Nonadjustable seats	Lower back pain	Fully adjustable seats with proper back support
Door openers requiring too much force	Neck, back, and shoulder injuries	Power-assisted door openers
Whole body vibration caused by diesel engines	Sciatica and lower extremity disorders	Sufficient damping to isolate engine vibration
Nonsupportive accelerator	Lower extremity problems	Wide articulated pedals with heelrests
Incorrectly placed mirrors	Overstretching and straining	Consultations with drivers on safe placement of mirrors
Excessive noise caused by engines and students	Hearing loss and voice strain	Sound barrier ceilings and microphones

BLOODBORNE PATHOGENS

Bus drivers often risk on-the-job contact with blood and other body fluids in their work with students. These materials may contain pathogens, organisms that can cause serious disease. The Bloodborne Pathogen Standard was created to protect employees with anticipated occupational exposure to these organisms.

What is the PEOSH Bloodborne Pathogen Standard?

In 1991, the federal OSHA adopted the Bloodborne Pathogen Standard that protects workers in the private sector who come in contact with blood or other body fluids that may cause serious disease. *Of major concern are:*

- Hepatitis B virus (HBV)
- Hepatitis C virus (HCV)
- Human immunodeficiency virus (HIV), the cause of Acquired Immunodeficiency Syndrome (AIDS)

In 1993, the federal OSHA Standard was adopted under the New Jersey Public Employees Occupational Safety and Health (PEOSH) Act to protect public employees in New Jersey.

What are the major requirements?

- The employer must provide an exposure control plan that includes:
 - Job classifications of those responsible for clean-ups.
 - Job classification task and procedures in which employees have occupational exposure.
 - Schedule and methods for implementing the requirements of the standard.
 - Procedures for documenting the circumstances surrounding an employee's exposure.
- The plan must be accessible to employees and updated at least annually.
- Methods to prevent exposure:
 - Universal precautions (such as employer provided gloves, masks, and eye protection) require the handling of all potentially infectious materials as if they were contaminated.
 - Engineering controls used to contain or remove hazardous materials such as puncture resistant containers or splash guards.
 - Work practice procedures and the equipment to implement them.
- Hepatitis B vaccinations for all employees who have anticipated exposure to blood or other bodily fluids.
- Medical evaluation and follow-up for all employees who are exposed.
- Employee training for all employees with the potential for exposure.
- Confidential records about employee exposures must be kept for the length of employment plus 30 years.

WHAT YOUR ASSOCIATION CAN DO

- Form a health and safety committee to monitor conditions in the workplace and negotiate health and safety contract language.
- File grievances regarding unsafe conditions using existing contract language.
- See that training is provided through inservice days.
- In cases involving violence, insist that the police be contacted immediately.
- Assist you in filing the Vandalism, Violence and Substance Abuse reports, assuring that the district accurately reports incidents to the Department of Education.
- File and keep accurate copies of incident reports. Review them annually and analyze how each incident was handled by the administration.
- Insist that the district use appropriate specifications when seeking bids for the purchase of new buses.
- Ensure that all employees with potential exposure:
 - Are offered Hepatitis B vaccinations.
 - Are provided with medical evaluation and follow-up.
 - Receive training.
- Review the PEOSH annual log of reported injuries and illnesses.
- Work with parent and community groups to eliminate and/or prevent hazardous conditions.

IF YOU ARE INJURED

- Contact your association representative immediately. Your local or the NJEA UniServ office can help you with Workers' Compensation. You are entitled under state law (N.J.S.A.18A:30-2.1) "*...to full salary without loss of sick days for up to one year...*" and all medical treatment.
- Record the time of the incident and document the facts.
- Report all injuries to the school nurse and complete an accident report.
- Ask for medical diagnosis and treatment.
- Fill out an incident report, if appropriate.

We would like to thank USWA Local 8751, Boston Public School Bus Drivers, for its resources on buses and ergonomics.