

## RESOURCES

### Your NJEA UniServ Office

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

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

Region 3 Voorhees  
856 782 1225 *Camden County East*

Region 4 Camden  
856 964 2800 *Camden County West*

Region 5 Moorestown  
856 234 2485 *Burlington County*

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

Region 7 Toms River  
732 349 0280 *Ocean County*

Region 8 Lawrenceville  
609 896 3422 *Mercer County*

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

Region 11 Edison  
732 287 4700 *Middlesex County North*

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

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

Region 15 Cranford  
908 709 9440 *Union County*

Region 17 Parsippany  
973 515 0101 *Morris County*

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

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

Region 21 South Orange  
973 762 6866 *Essex County*

Region 23 Emerson  
201 265 6200 *Bergen County East*

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

Region 27 Wayne  
973 694 0154 *Passaic County*

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

Region 29 Hamilton Square  
609 689 9580 *Higher Education*

### New Jersey Healthy School Facility Environments

[www.state.nj.us/health/healthyschools](http://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](http://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.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  
609-984-1863  
[www.state.nj.us/health/eoh/peoshweb/](http://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/lss/employer/Public\\_Employees\\_osh.html](http://lwd.dol.state.nj.us/lss/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](mailto:info@njwec.org)  
[www.njwec.org](http://www.njwec.org)



# HEALTH & SAFETY

New Jersey Education Association  
**HEALTH & SAFETY** *njea*

## For Food Service Employees

## LIFTING

Food service employees hold positions that involve frequent manual lifting and pulling that can have damaging health effects.

**Hernias** can be caused by straining to lift an object due to increased pressure in the abdomen.

**Back Problems**, although common among the general population, can be more severe and longer in duration among those who perform strenuous or repetitive work. Lifting related injuries can occur because of a number of factors: the weight of the load, the size and bulk of the load, the position of the load, and the frequency of lifting. Strain on the back caused by frequent lifting can lead to changes in the structure of the spine. These problems can be minimized by ensuring that employees are matched to jobs for which they are physically suited and that lifting is done in the proper manner.

### What You Can Do

- Keep the work environment safe. Floors should never be slippery. Trafficked lanes should be clear of objects.
- Employees should be discouraged from straining against a load. While they may have the muscular strength to overcome an excessive load, straining could lead to devastating long-term effects.
- Employees should rest when they are tired. Tired muscles are less coordinated and the employees may not be able to safely perform even light tasks.
- The use of mechanical lifting devices, such as hand trucks should be used to assist the worker whenever possible.
- Two employees should perform lifting and carrying which is too difficult for one.
- Employees should be offered training in exercises for lower back pain.
- Materials should be stored above floor level and below shoulder level.

### What is the PEOSH Bloodborne Pathogen Standard?

## BLOODBORNE PATHOGENS

Food Service Employees 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.

*The following are of major concern:*

- 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.

## SLIPS AND FALLS

Slips and falls are common accidents among food service employees. The injuries caused by slips and falls can be costly, especially in terms of health effects. They can result in permanent disability or death.

The major causes of slips and falls are hazardous conditions such as:

- Wet floors, icy walkways, and muddy walkways.
- Food spills.
- Uneven surfaces.
- Raised edges or lips-curbed or raised edges of rugs, runners, mats.
- Poor lighting near steps and ramps.
- Walking with wet or slippery shoes, illness, or fatigue.

### Prevention

- Management should provide time to keep floors, steps, and ramps clear of spills. If water collects, a platform should be installed to avoid it.
- Freshly mopped or waxed surfaces should be blocked off to allow time to dry.
- Nonslip surfaces or mats should be provided in frequently wet areas. Employees should be provided with nonslip shoes.
- Floors, working areas, and passageways should be kept free from fluids and any other obstructions.
- Safe clearance for foot traffic should be provided in areas where food handling equipment is used.
- Steps and ramps should have guards.
- Drawers should be kept closed.
- Trash should be disposed of properly.
- Electrical wires should not run across areas where people could trip.
- If you do fall, try to minimize injury by “falling correctly.” There are two ways to do it: One way is to roll with the fall; the other is to bend your elbows and knees so your legs and arms absorb the fall. Report all accidents to management and get medical attention immediately.

## WHAT YOUR ASSOCIATION CAN DO

- Form a health and safety committee to monitor conditions in the workplace.
- Negotiate health and safety contract language.
- File grievances regarding unsafe conditions using existing contract language.
- See that training is provided through inservice days.
- Ensure that all employees with potential exposure:
  - Are offered Hepatitis B vaccinations.
  - Are provided with medical evaluation and follow-up.
  - Receive training.
- Ensure that your district complies with the N.J. Public Employee Occupational Safety and Health (PEOSH) Act and 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.