

APWU Summary of OSHA's Denver Ergonomic Evaluation Report

Report Evaluated: ERRP (Ergonomic Risk Reduction Process)
 DBCS – Ergonomic Risks

Recommendations to the ERRP Core Team

1. Improve management leadership
2. Complete initial training and schedule refresher training.
3. Improve MSD (Musculoskeletal Disorders) evaluation – data evaluation and evaluation of tasks – post data review/survey
4. Re-evaluate how the goals and successes of the ERRP are determined.
5. Share lessons learned and seek input from other ERRP committees for suggestions and implementation options for engineering controls, administrative, work method controls.
6. Continue to send suggestions to the appropriate engineering, design, or safety and health staff for consideration in future designs, modifications, or decision making activities.

General Recommendations - Directed at the EWG (Ergonomic Work Group).

1. To determine the full extent of the musculoskeletal injuries occurring at the Sweeper and Feeder tasks on the DBCS machines, an evaluation of the Feeder and Sweeper tasks should be considered. This evaluation should assess these tasks on different DBCS machines and different tours to determine potential physical hazards due to static and dynamic postures, force, frequency, and duration risks present during various rotation schedules, sweeping patterns, mail volume, mail categories, run time, machine through-put and performance expectations. This evaluation should include employee anthropometrics, employee work methods and operation methodology.
 - i. Explore a method that would allow mail to be moved from the mail tray to the jogger without manually lifting it.
 - ii. Continue to assess the method for visual verification and reaching into the rear of the pockets.
 - iii. Continue to refine cost analysis data of DBCS musculoskeletal injuries.
2. Studies should be conducted to determine the duration that the clerk can spend on higher volume machines
3. Conduct an ergonomic assessment to determine why the practice of stacking the loaded trays on top of the pie carts over two high occurs.
4. Develop administrative control methods to avoid this practice and provide viable alternatives to avoid stacking loaded mail trays over two high on top of the 1226 pie cart.

Recommendations to DBCS Operators

1. Consider using the “rolling” method to transfer mail from the trays onto the jogging table.
2. If a neutral wrist posture can be consistently used, “Flipping” may be appropriate for some employees. In determining if this method would be effective, it would be necessary to determine if the jogging equipment could withstand repeated jarring.
3. Use the current jogging shelf for storage only.
4. Alternate body postures when sweeping the mail:
 - a. Change the sweeping pattern
 - b. Consider sweeping alternating right hand sweep versus left hand sweep
 - c. Consider taller stature workers to sweep the top level tiers and the shorter stature workers to sweep the bottom level tiers.
5. To reduce the risk present to the lower back and to the shoulders, adhere to the established 30 minute rotation schedule between the Sweeper and the Feeder as recommended in the DBCS/DPS Methods and Support Equipment Guide. Additional ergonomic studies may reveal other appropriate rotation schedules and sweeping methods.
6. The final sweep appears to be the critical period from a frequency standpoint. If other workers in the area are at a point where they can assist, this could reduce the frequency of lifting.

General Comments on the Report

1. Injury/Illness Data Evaluation and comparison to available information/records.

Year	OSHA II - Report	OSHA II – APWU Records	MSD’s Report	MSD’s- APWU Records	Handling /Lifting Report	Non – Handling Lifting
2004	103	181	94	106	69	25
2005	100	130	40	74	28	12
2006	104	n/a	36	n/a	6	30
2007	93	n/a	Not reported	n/a	Not reported	

In summary – APWU records, received from the Postal Services present a difference in the total number of Injuries/Illnesses and MSDs – we have brought this difference to OSHA’s attention and will work with them to reconcile the numbers.

Training on Ergonomics (ERRP) and DBCS:

1. The site has trained a significant number of workers and managers at the site; however, the site has not completed the required ergo training courses. The site also has not adhered to an annual refresher training schedule
2. DBCS mail process requires yearly training using six videos

Evaluation of the Ergonomic Risk Reduction Process:

1. The facility has an excellent Core Team:
2. Knowledgeable of ergonomic hazards and developing corrective actions
3. Does excellent job of tracking ergonomic related data e.g. injury and illness charts and graphs
4. Good mix of crafts, each craft well represented
5. Maintenance representative on team is beneficial
6. Very supportive Field Coordinator
7. Site Core Team Leader very passionate, has respect of peers and upper management.
Excellent “champion” for ERRP.
8. There is a good working relationship between the site core team and the Joint Labor Safety and Health Committee (JLSHC).
9. While top management was very supportive of the ERRP Site Core Team, supervisors rarely attended “Monthly All Core Team” meetings.