

## EXERCISE 14.3

### The Development of a Health and Safety Policy

#### Overview

Chapter 14 discusses the role of OSHA inspectors in pursuing violations of the 1970 OSHA Act. This exercise has you consider the implications of health and safety regulation for managerial activities.

#### Learning Objectives

After completing this exercise, you should be able to

1. Understand the steps that should be taken under OSHA regulation.
2. Know the rights that employers and employees have with regard to OSHA regulation.

#### Procedure

##### Part A: Individual Analysis

Read the following scenario before class. You have been retained as a consultant to implement compliance with OSHA. As a consultant, how would you approach the problem, and what kind of advice and help would you give? Complete Form 14.3.1 and bring it to class.

##### Part B: Group Analysis

In class, groups should review the completed 14.3.1 forms of individual members and attempt to reach consensus on all three aspects of the report. One group member should report the consensus recommendations to the rest of the class.

#### Scenario

Dynamic Duo, Inc., opened its manufacturing plant several months ago. The company is owned and operated by two enterprising business students, Jack Richter and Drew Saline, from Poedunk University in Poedunk, U.S.A. The company has 75 employees, most of whom work on the floor of the plant and handle the heavy equipment needed to manufacture widgets. One supervisor is in charge. Dynamic Duo, Inc., is concerned about safety, but the owners know almost nothing about OSHA.

Before you have had a chance to advise Dynamic Duo, the plant is visited by a compliance officer who simply enters the plant and conducts a tour, unaccompanied by either management or employees. At the end of the tour, the compliance officer presents Dynamic Duo with two citations. The Dynamic Duo owners call you in as a consultant and ask you what they should do next. The citations concern scaffolding and ergonomics problems.

Unfortunately for Dynamic Duo, soon after the compliance officer's visit, five employees are injured or become ill, all on the same day. One is seriously injured, having caught his hand in a conveyor. Another person fell off some scaffolding. Another has become mysteriously ill, and three others have suffered minor cuts. The owners call you in again and ask you whether they need to inform anybody of the accidents and the illness or to record them somehow. What else should you tell Dynamic Duo?

