

Occupational Health & Workforce Safety Programs

Ergonomics for Repetitive Motion & Muscular-Skeletal Injury Prevention

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In-Person & Virtual Training

Ergonomics & MSD Prevention Training

Days and Times Scheduled Based On Your Needs

This 1/2-day interactive workshop focuses on preventing Musculoskeletal Disorders (MSDs), which are among the most common and costly workplace injuries. Whether your employees are performing heavy manual labor on a construction site, operating machinery, or working at an office desk, ergonomic injuries are a leading cause of long-term disability and lost time. This course provides participants with practical strategies to adapt their workspaces and workflows to reduce physical stress.

The training covers the Fed/OSHA General Duty Clause requirements for ergonomics and the highly specific Cal/OSHA Title 8 Section 5110 for Repetitive Motion Injuries (RMI). This proactive training is an important part of keeping your company compliant, actively reducing costly workers' compensation claims, and providing your key people with the information and resources they need to work comfortably and safely throughout their careers.

Training Topics Include:

- Understanding Biomechanics and How MSDs Develop
- Identifying Ergonomic Risk Factors (Force, Repetition, Posture, Vibration)
- Recognizing Early Symptoms of Sprains, Strains, and Carpal Tunnel
- Office Ergonomics: Proper Desk, Chair, and Monitor Adjustments
- Industrial Ergonomics: Safe Lifting Techniques and Power Zones
- Tool Selection and Minimizing Hand-Arm Vibration
- The Importance of Micro-Breaks, Stretching, and Muscle Recovery
- Conducting Ergonomic Workstation and Job Hazard Assessments
- Company Procedures for Reporting Pain and Symptoms Early

In-Person Training Location or Virtual Zoom Training Based On Your Needs

Includes a Practical Walk-Through of Workstations or Job Tasks to Identify Potential Ergonomic Issues and Improvements.

Presented by

SAFE - Safety Associates for Employers, LLC

Call: 775-843-8318, Email: Larry@safety4employers.com

Website: <https://safety4employers.com/>

Hearing Conservation Audiometry Services

Hearing Conservation Audiometry Services

In-Person Training & On-Site Testing Services

Hearing Conservation Program & Audiometric Testing

Days and Times Scheduled Based On Your Needs

This comprehensive training and testing program is designed for employees who are exposed to occupational noise levels at or above the 8-hour time-weighted average of 85 decibels. Noise-induced hearing loss is cumulative, permanent, and entirely preventable. This program combines the mandatory annual employee education with the required baseline and annual audiometric testing services directly at your facility or job site.

The training and testing rigorously meet the requirements of the Fed/OSHA 29 CFR 1910.95 and Cal/OSHA Title 8 Section 5097 Occupational Noise Exposure standards. Combining these services is an important part of keeping your company compliant with the strict medical surveillance rules of a Hearing Conservation Program and providing your key people with the information and resources they need to protect their hearing for life.

Training & Service Topics Include:

- On-Site Baseline and Annual Audiometric Testing (Hearing Tests)
- Understanding the OSHA Permissible Exposure Limit (PEL) and Action Level
- The Anatomy of the Ear and How Noise Damages Hearing
- Recognizing a Standard Threshold Shift (STS) in Hearing Exams

- Purpose, Advantages, and Disadvantages of Various Hearing Protectors
- Proper Selection, Fitting, Use, and Care of Earplugs and Earmuffs
- Understanding the Noise Reduction Rating (NRR) and De-rating
- Off-the-Job Hearing Protection Awareness
- Management Recordkeeping and Notification Requirements

In-Person Training Location Based On Your Needs

Includes Interactive Hands-On Earplug Insertion Training and Coordination of On-Site Audiometric Testing.

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Respiratory Protection Program with Pulmonary Function & Fit Testing

Respiratory Protection Program with Pulmonary Function & Fit Testing

In-Person Training & On-Site Testing Services

Respiratory Protection Training & Fit Testing Services

Days and Times Scheduled Based On Your Needs

This comprehensive, all-in-one program covers the mandatory training, medical evaluation, and proper fit testing required for employees who must wear respirators on the job. Whether workers are using N95 filtering facepieces, half-mask elastomeric respirators, or full-face units, an employer cannot simply hand out masks. Workers must be medically cleared, formally trained, and properly fit-tested to ensure the equipment actually protects them from airborne contaminants like toxins, silica, lead, hazardous gases, and chemical vapors.

The training and testing protocols are strictly aligned with Fed/OSHA 29 CFR 1910.134 and Cal/OSHA Title 8 Section 5144. This comprehensive service is an important part of keeping your company compliant with one of OSHA's most heavily enforced standards and providing your key people with the information, testing, and resources they need to breathe safely in

hazardous environments.

Training & Service Topics Include:

- Medical Clearance and Pulmonary Function Testing (Spirometry) Overviews
- Qualitative and/or Quantitative Mask Fit Testing Requirements
- The Nature of Respiratory Hazards (Dusts, Fumes, Mists, Gases, Vapors)
- Proper Selection of Respirators and Cartridges based on Hazards
- Calculating Cartridge End-of-Service-Life (Change-out Schedules)
- Proper Donning, Doffing, and Adjusting of the Respirator
- Conducting Mandatory Positive and Negative User Seal Checks
- Cleaning, Disinfecting, Storing, and Inspecting Respirators
- Recognizing Medical Signs and Symptoms that Limit Respirator Use

In-Person Training Location Based On Your Needs

Includes Hands-On Mask Inspections and Individual OSHA-Compliant Fit Testing Services for Your Crew.

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Heat Illness & Cold Stress Prevention

Heat Illness & Cold Stress Prevention

In-Person & Virtual Training

Environmental Extremes & Exposure Prevention Training

Days and Times Scheduled Based On Your Needs

This 1/2-day training program is vital for outdoor workers, construction crews, and supervisors

operating in extreme seasonal temperatures. Environmental stress can rapidly become life-threatening if the warning signs are ignored. This course trains workers to recognize the physiological signs and symptoms of temperature extremes, understand the critical importance of acclimatization, and execute immediate emergency responses before an incident becomes a serious medical emergency or fatality.

The training thoroughly covers the Fe/OSHA National Emphasis Program (NEP) for Outdoor/Indoor Heat Hazards and the highly stringent Cal/OSHA Title 8 Section 3395 Heat Illness Prevention standard, alongside cold stress best practices. This training is an important part of keeping your company compliant with evolving environmental safety regulations and providing your key people with the life-saving information and resources they need to manage the elements safely.

Training Topics Include:

- Implementing a Written Heat Illness Prevention Plan (HIPP)
- The Crucial Role of Acclimatization for New and Returning Workers
- Recognizing Heat Exhaustion vs. Life-Threatening Heat Stroke
- OSHA Requirements for Water, Rest, and Shade
- High-Heat Procedures and Mandatory Supervisor Communication Protocols
- Identifying the Signs of Cold Stress, Hypothermia, and Frostbite
- Proper Layering, Clothing, and PPE for Environmental Extremes
- The Effects of Personal Risk Factors (Medications, Diet, Age)
- Emergency Response, First Aid, and Rapid Cooling Techniques

In-Person Training Location or Virtual Zoom Training Based On Your Needs

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Drug Testing – DOT / Pre-Employment / Post-Accident / Random

Drug Testing – DOT / Pre-Employment / Post-Accident / Random

In-Person & Virtual Training

Supervisor Reasonable Suspicion & Drug-Free Workplace

Days and Times Scheduled Based On Your Needs

This comprehensive compliance program provides management, HR, and front-line supervisors with the required training to identify workplace impairment, alongside the logistical framework for actual substance testing. Navigating workplace drug and alcohol policies requires strict adherence to privacy laws, testing protocols, and immediate action when an employee is suspected of working under the influence.

The program covers the requirements of the Drug-Free Workplace Act and strict Department of Transportation (DOT) 49 CFR Part 40 testing regulations, including the mandatory 60/60 rule (60 minutes on alcohol / 60 minutes on controlled substances) for supervisor reasonable suspicion training. This program is an important part of keeping your company compliant with federal mandates, protecting your workforce from impaired operators, and providing your leadership with the strict legal information and administrative resources they need to enforce your substance abuse policies.

Training Topics Include:

- Recognizing Physical, Behavioral, and Performance Indicators of Impairment
- Executing "Reasonable Suspicion" Interventions and Documentation
- Managing Pre-Employment, Random, and Return-to-Duty Testing Pools
- DOT vs. Non-DOT Post-Accident Testing Triggers and Time Limits
- Chain of Custody (CCF) Forms and Medical Review Officer (MRO) Processes
- Navigating Refusals to Test and Adulterated Samples
- Supervisor Communication and Conflict De-escalation Strategies
- Understanding Legal Complexities (e.g., Prescription Drugs, State Marijuana Laws)
- FMCSA Drug and Alcohol Clearinghouse Requirements

In-Person Training Location or Virtual Zoom Training Based On Your Needs

Includes Interactive Case Studies and Supervisor Role-Play Scenarios for Reasonable Suspicion

Confrontations.

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