

Sí Se: Salud y Seguridad en el Trabajo
Health and Safety Education for Forest Workers

What if I get hurt on the job?



**Alliance of Forest Workers and Harvesters
Labor Occupational Health Program, U.C. Berkeley**

**Funded by
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Occupational Safety and Health Administration (OSHA)**

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About this training guide

Introduction to the promotora

This flipchart book is your training tool for teaching forest workers about what to do if they are injured on the job, and what their rights are regarding medical care and payment for lost time. The information is tailored for workers in Oregon, but most of it is relevant for forest workers throughout the U.S. To teach this session, stand the flipchart up with the illustrations or photos facing toward the workers you are training. On the other side are the instructions for what to say and do during the session.

Instructions for the promotoras will be in red.

Answers to questions will be in shaded boxes. Wait for participants to give answers based on what they know, and then add any missing points or clarify any information needed. Flip the page to the next page when you are done.

Learning objectives for this session

By the end of this session, participants will know:

- Why it is important to treat wounds or other injuries right away.
- First aid steps they can take if someone is injured, including “dos and don’ts.”
- The right to medical care and payment for lost time if they are hurt on the job.
- Steps they can take to report an injury and get medical care.
- Resources they can go to for help if they are injured.

Materials needed for this session

Besides this flipchart book and the booklet,¹ you will need blank paper and post-it pages to cover the statements and answers on p. 22 (“Myths and Facts”). Before you start the workshop, go to page 22 in the flipchart. Cover each TRUE or FALSE answer with a post-it page. Use a large blank piece of paper to cover all but the top statement.

Time for this session

The total time for this session is approximately 2 hours. These are the main activities, with estimates for how long they will take.

Welcome and “Pre-test”	20 minutes
Crispín’s Story/Small groups meet	15 minutes
Report Backs	
• No treatment/How infection happens	20 minutes
• First Aid/Myths and facts	20 minutes
• Report to supervisor/Your rights	20 minutes
• What can you do as a community?	10 minutes
Wrap-up and Evaluation	15 minutes

¹ The booklet is entitled *Staying Safe at Work and Your Rights on the Job*. References to page numbers for other resources in this flipchart are to pages in the booklet.

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Health and Safety Education for Forest Workers

What if I get hurt on the job?

**A joint project of the
Alliance of Forest Workers and Harvesters
and the
Labor Occupational Health Program, U.C. Berkeley**

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Welcome the participants, including family members, and introduce yourself. Explain that while the workshop will focus on what forest workers can do to stay safe at work, we also know that families are an important resource and source of support, to help workers stay safe. Have participants introduce themselves, or do some kind of activity or “ice breaker” that helps people relax and get to know each other.

Say: Today we’re going to talk about what to do if you get hurt on the job. We are going to start with a few questions.

Ask the “pre-test” questions for this unit, following the script.

Ask: Have any of you been injured on the job? What happened?

Let a couple of people share their experiences.

Say: What’s most important is to prevent injuries from happening in the first place. But it’s also important to know what to do if you do get hurt, so that it doesn’t end up making you sicker. During this workshop, you will learn:

- A little bit about first aid.
- Why it’s important to get treatment when you get hurt.
- What your employer is supposed to provide (including medical care and payment for lost time.)
- Where you can go for medical treatment or other help if you need it.

What if I Get Hurt on the Job?



Say: I am going to read a story about a forest worker who was injured while working. Then we'll talk about different ways he could deal with that situation.

Crispín was working with a crew of six guys. They were a long way from the crummy—a half an hour's walk. They were cutting brush, working fast and sweating. Suddenly, Crispín's saw hit something hard and kicked back into his leg, cutting him badly across the shin. The gash was as long as his finger and the skin was chewed up. The blood ran freely and filled his boot. He had to do something.

Say: We will talk about how to prevent injuries like these in our other workshops. For this workshop, we are going to focus on what you can do if you or one of your co-workers is injured.

Ask: What do you think Crispín will do?

Let a couple of people share their ideas. If they don't suggest "report it to the boss" or "go get medical help" ...

Ask: Is there anything else he *could* do?

Crispín's Story



Say: We're going to talk a little bit more about some of these possibilities, and what might happen if this is what Crispín does. I am going to divide you into groups of 3-4 people. Each group will talk about one of these approaches, and what you think about it.

Review each of the pictures. Make sure everyone understands the approach being illustrated.

Ask: What is happening here?

1. Crispín keeps working (bandana and T-shirt around wound). No first aid.
2. Workers clean the wound, providing good first aid. Crispín keeps working.
3. Crispín reports the injury to his supervisor. (The small group should discuss what the supervisor might do, from worst—firing?—to best—take for medical care and even workers comp?)

1. Is this what you or your co-workers would do? Why or why not?

2. What might happen next?

Divide the group into small groups of 3-4 people each. Assign one “approach” to each group. Give them 5-10 minutes to discuss.

What will Crispín do?



- 1. Is this what you or your co-workers would do? Why or why not?**
- 2. What might happen next?**

Say: OK, let's come back together. Let's start with the group who discussed this approach (Crispín keeps working.)

Ask that small group to report: Is this what you or your co-workers would do? Why or why not?

Let the group report, and then make sure the following points get made.

Yes: Many forest workers report that they just keep working when they get injured. They do this because:

- They don't want to slow down the work.
- They are worried they will be fired.
- They don't want to be yelled at.

No:

- Crispín needs help right away.
- His wound might get infected if it's not taken care of well.

Ask: What might happen next?

- Crispín may not be able to work the whole day.
- Crispín's wound may get infected.

Ask the rest of the group: How many of you would use this approach?

Crispín keeps working



- 1. Is this what you or your co-workers would do? Why or why not?**
- 2. What might happen next?**

Say: A wound can become infected if there is any kind of dirt or germs that are not cleaned out. The kinds of wound that are most likely to get infected are:

- Dirty wounds or wounds made with dirty objects
- Large wounds with severe mashing or bruising
- Puncture wounds and other deep wounds that do not bleed much
- Wounds made where animals are kept (corrals, pig pens, etc.)
- Bites, especially from pigs, dogs, wild animals, or people

Wounds can also get infected if you don't keep them clean. You need to change the gauze or bandage every day, and look for signs of infection.

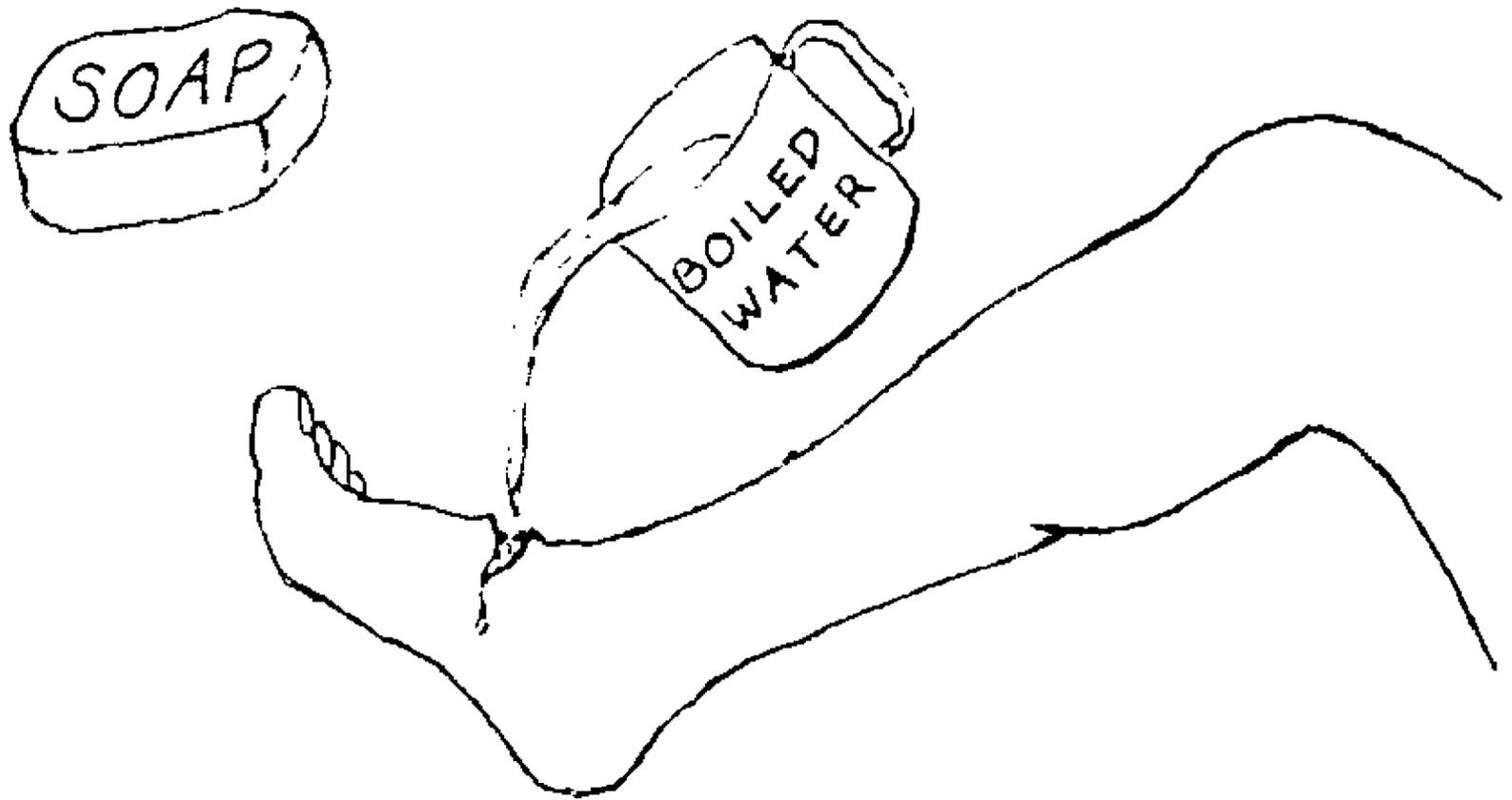
Ask: What are signs of infection?

A wound is infected if:

- It becomes red, swollen, hot, and painful
- It has pus
- Or if it begins to smell bad.

Say: You should see a doctor if any of these things happen.

How can you tell if a wound is infected?



Say: OK, let's hear from the group who discussed this approach (Crispin gets first aid.)

Ask: Is this what you or your co-workers would do? Why or why not?

Let the group report, and then make sure the following points get made.

Yes:

- Will help prevent future infection, and lead to quicker healing. (less lost work time overall)

No:

- Many forest workers may not know how to provide first aid, **even though Oregon OSHA requires all workers employed in forest activities to be trained in first aid and CPR. New employees must receive this training within 6 months of being hired.** Have any of you been trained?
- No first aid kit available. (For example, left in the truck or crummy, which is too far away.)
- Workers may be concerned about exposure to blood.
- Doing this will take several people off the crew while they are doing it.

Ask: What might happen next?

- If the wound is too serious, Crispín may not be able to work the whole day anyway.
- Supervisor may yell at or punish crew for slow-down.
- Supervisor may take Crispín for treatment. (Save discussion of this for 3rd group.)

Ask the rest of the group: How many of you would use this approach?

Ask: What can you actually do on site to help with a wound like this?

Let people respond to the question. Then flip to the next page to review.

Co-workers help Crispín clean his wound



- 1. Is this what you or your co-workers would do? Why or why not?**
- 2. What might happen next?**

Say: Here are some basic things to keep in mind when someone is badly cut.

How to Control Bleeding from a Wound

1. Raise the injured part.
2. With a clean thick cloth (or your hand if there is no cloth) press directly on the wound. Wear gloves or plastic bag if possible to protect yourself.
3. Keep pressing until the bleeding stops. This may take 20 minutes or sometimes an hour or more. This type of direct pressure will stop the bleeding of nearly all wounds.
4. You can maintain pressure by binding the wound tightly with a bandage or a piece of clean clothing.

Cleaning the wound

1. Wash the wound well with clean water (not from a stream) and soap. Remove all pieces of dirt, blood clots, and dead or badly damaged flesh. If possible, squirt out the dirt using a syringe or suction bulb.
2. After the wound has been cleaned, apply a thin layer of antibiotic cream like Neosporin. Then place a piece of sterile gauze or cloth over the top. It should be light enough so that the air can get to wound.
3. Get medical care. Make sure the person gets a tetanus shot within two days if they have not had one in the past 10 years. Your doctor may want to give you a booster shot even if it has been less than 10 years.

Precautions:

- Do not use a tourniquet, rope, or wire to stop the bleeding.
- **Never** use dirt, kerosene, lime, or coffee to stop bleeding.
- **Never** put alcohol or iodine directly into a wound.
- When bleeding or injury is severe, raise the feet and lower the head to prevent shock.
- Keep blood from getting into any cuts or sores on your skin.

Ask: What equipment would you want in a first aid kit?

Let people respond to the question, and then flip to the next page.

First aid tips

How to Control Bleeding from a Wound

1. Raise the injured part.
2. Press directly on the wound until bleeding stops.



Clean the wound.

1. Wash the wound well with clean water.
2. Apply antibiotic cream.
3. Place a piece of sterile gauze on the wound.
4. If possible, bind lightly, unless it is still bleeding.
5. Get medical care.

Precautions:

- Do not use a tourniquet, rope, or wire to stop the bleeding.
- **Never** use dirt, kerosene, lime, or coffee to stop bleeding.
- **Never** put alcohol or iodine directly into a wound.
- When bleeding or injury is severe, raise the feet and lower the head to prevent shock.
- Keep blood from getting into any cuts or sores on your skin.

Say: Here are some of the things that a first aid kit should contain.

Required by Oregon OSHA for forest work:

- 8 gauze pads (4x4 inches)
- 2 large gauze pads (8x10 inches)
- One box of adhesive bandages
- One package gauze roller bandage at least 2 inches wide
- 2 triangular bandages
- Cleansing agent/soap and antibiotic towelettes to disinfect
- Scissors
- One stretcher (if there are 3 or more workers)
- Two blankets (one must be a wool blanket, or equally warm and strong)
- Latex gloves
- Mouth barrier
- Tweezers
- Adhesive tape
- Two elastic wraps
- Splint material

Other useful items:

- Antibiotic ointment to prevent infection
- Eye wash solution to flush the eyes or as general decontaminant
- Thermometer
- Aspirin or other pain reliever
- Bulb or syringe for flushing wounds
- Calamine lotion
- Epinephrine shot (“epi pen”) for allergic reactions

Ask: Is your employer required to have a first aid kit available?

Say: Yes. The employer is required to have first aid supplies for the kinds of injuries that could occur in forest work. The kit needs to be close to where the employees are working.

For forest work, first aid kits must contain:



- 8 gauze pads
- 2 large gauze pads
- One box of bandages
- One package gauze roller bandage
- 2 triangular bandages
- Cleansing agent/soap and antibiotic towelettes to disinfect
- Scissors
- One stretcher
- Two blankets
- Latex gloves
- Mouth barrier
- Tweezers
- Adhesive tape
- Two elastic wraps
- Splint material

[The illustrated flipchart on page 22 should have a sheet of paper covering all but the top statement, and a post-it page over each "TRUE/FALSE" answer.]

Say: A wound like this is not the only kind of thing that can happen when you are working. Before we hear from our last group, we are going to do a short activity, to share a few other first aid tips that might help you.

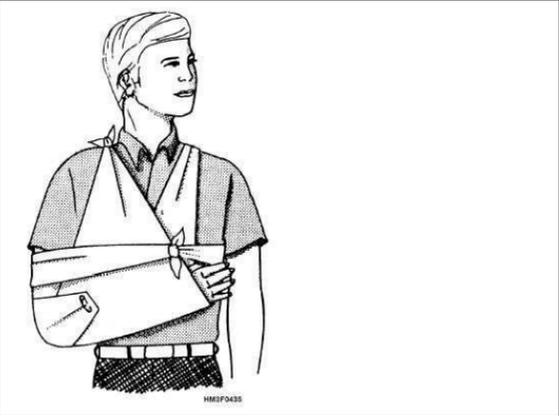
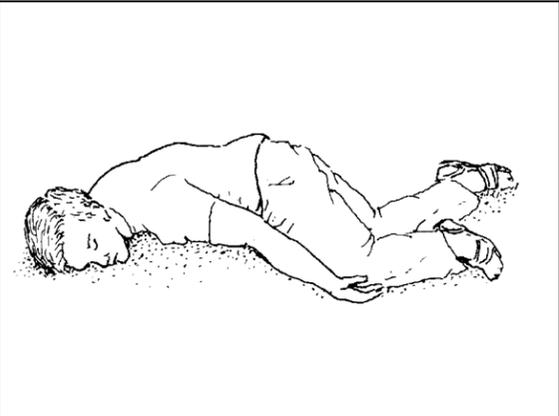
Ask: What other kinds of injuries can happen when you are out working in the forest?

Let people respond to this question.

Say: I am going to read a statement about a possible injury or something that may happen to you when you are working. Then I am going to ask you to stand up if you think the statement is TRUE, or to stay seated if you think it is FALSE.

Read the first statement. Ask everyone who thinks the statement is TRUE to stand up. Then uncover the answer, and add the following information about each statement.

First Aid Myths and Facts

	<p>If you are bitten by a rattle snake, someone should make a cut at the site of the bite and suck out the poison.</p>	
		
		
		
		
		

Answers for the promotora:

1. If you are bitten by a rattle snake, someone should make a cut at the site of the bite and suck out the poison.

FALSE. You should help the person remain calm. Get medical attention as soon as possible (call 911 or local Emergency Medical Services). If you cannot get the victim to a hospital right away, have him rest with the bite below the level of the heart. Wash the bite with soap and water. Cover it with a clean, dry dressing. DO NOT slash the wound or suck the poison with your mouth. It is critical to get the person to a hospital, but also to stay calm. Rattle snake bites are rarely fatal.

2. If someone is suffering from heat stroke, you should move him to the shade and cool him off by soaking his clothing with cool water.

TRUE. After calling 911 and telling the supervisor, you should cool the worker by soaking his clothes with water, spraying, sponging, or showering him with water, and fanning his body. Little by little, give him water. Get him to medical care.

3. If someone breaks a bone, you should splint the area without trying to “fix” the bones.

TRUE. Use any straight rod or stick, and gauze pads and bandages from the first aid kit. Unless circulation is obviously damaged (part of body is numb or turning blue), do not try to move the bones, but “splint them as they lie.” Make sure the body part is well padded. Provide pain medication and medication that helps prevent swelling, such as ibuprofen. Get to medical care.

4. If someone is knocked unconscious, you should carry them out right away.

FALSE. If someone is knocked unconscious, do not move them. If they are unconscious for less than 30 seconds, they may be ok. Watch for any changes (drowsiness, lack of coordination.) Anyone who has been unconscious for more than 2 minutes should be taken for medical care. If they do not regain consciousness, get trained medical emergency help.

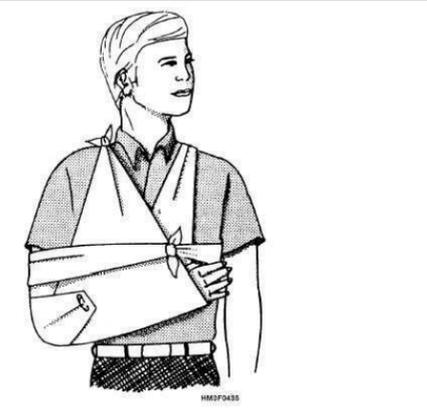
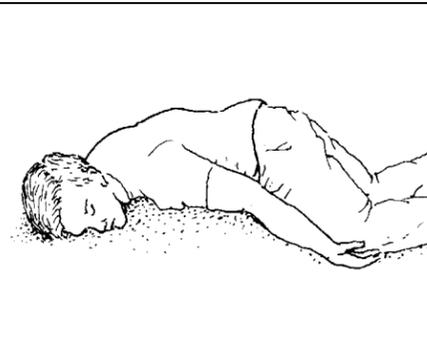
5. If someone becomes “hypothermic” (body temperature dangerously cold and can’t warm up), you should remove their wet clothes and help warm the core of their body.

TRUE. A person may develop hypothermia if their clothes are not warm enough for the weather, or their clothes get wet. They may start to shiver uncontrollably, become disoriented, or say they can’t get warm. What you should do: Move the person to a warm place. Take off their wet clothing. Warm the center of their body with skin to skin contact, under a loose layer of blankets or clothing. If conscious, give them warm drinks, BUT NOT ALCOHOL. Get them to medical care.

6. If someone has an asthma attack, you should provide mouth to mouth resuscitation or CPR.

FALSE. You should ask the person if he has an inhaler and help him use it. Have him sit upright in a cool area. If he is in shock, give epinephrine shot (in the first aid kit).

First Aid Myths and Facts

	<p>If you are bitten by a rattle snake, someone should make a cut at the site of the bite and suck out the poison.</p>	<p>FALSE</p>
	<p>If someone is suffering from heat stroke, you should move him to the shade and cool him off by soaking his clothing with cool water.</p>	<p>TRUE</p>
	<p>If someone breaks a bone, you should splint the area without trying to “fix” the bones.</p>	<p>TRUE</p>
	<p>If someone is knocked unconscious, you should carry them out right away.</p>	<p>FALSE</p>
	<p>If someone becomes “hypothermic” (body temperature dangerously cold and can’t warm up), you should remove their wet clothes and help warm the core of their body.</p>	<p>TRUE</p>
	<p>If someone has an asthma attack, you should provide mouth to mouth resuscitation or CPR.</p>	<p>FALSE</p>

Say: OK, let's hear now from the group who discussed this approach (Crispín reports to the supervisor.)

Ask that small group to report: Is this what you or your co-workers would do? Why or why not?

Let the group report, and then make sure the following points get made.

Yes:

- The supervisor needs to know.
- This is the only way you may get necessary medical treatment.

No:

- Supervisor may yell at or punish you.
- You may be fired/not hired back again.

Ask: What might happen next?

- Crispín may be told to just keep working or be given some first aid.
- Supervisor may take Crispín for treatment.

Ask: Who will pay for this?

- Supervisor may pay.
- Crispín may pay (deduction from pay check.)
- May be charged to workers' compensation insurance.

Ask the rest of the group: How many of you would use this approach?

Ask: Do you know who is required to pay under the law?

- The **employer** must carry workers' compensation insurance that will cover your medical care if you are hurt on the job.

Ask: What else is the employer required to provide if you are injured?

Let people respond to the question. Then flip to the next page to review.

Crispín reports the injury to his supervisor.



- 1. Is this what you or your co-workers would do? Why or why not?**
- 2. What might happen next?**

Say: All employers are required to carry workers' compensation insurance.

This insurance will cover:

- Medical care for your injury, whether or not you miss time from work
- Payments if you lose wages for more than three days (usually 2/3 of your average weekly wage). (Your health care provider has to authorize your absence from work.)
- Other benefits if you become permanently disabled, such as ongoing payments, or retraining for different work. These payments are usually very small.

You have a right to benefits no matter who was at fault for your job injury. The employer cannot say "it was your fault, so I don't have to pay."

You don't have to be a legal resident of the U.S. to receive benefits.

Even if your employer has workers' compensation insurance, he or she may tell you not to report the injury, because he doesn't want his insurance costs to go up. This is not legal, but it does happen.

Your right to workers' compensation if you are hurt on the job:

- **Medical care for your injury, whether or not you miss time from work.**
- **Payments if you lose wages for more than 3 days.**
- **Other benefits if you become permanently disabled.**



- **You have a right to benefits no matter who was at fault for your job injury.**
- **You don't have to be a legal resident of the U.S. to receive benefits.**

Ask: What steps do you need to take if you are injured, to get workers' compensation?

Let the group report, and then make sure the following points get made.

- Tell your supervisor right away.
- Get medical treatment if needed. (You can choose where to get medical care. Your employer cannot choose your health care provider for you.)
- Request a claim form (Oregon Form 801: Report of Job Injury or Illness) from your employer if he or she does not give you one.
- Fill out the claim form and give it to your employer. Keep a copy.
- Tell your health care provider that you were injured at work. They will fill out and provide you with "Form 827: Worker's and Health Care Provider's Report for Workers' Compensation Claims" which you will fill out and return to your employers.

If you are injured:

- **Tell your supervisor right away.**
- **Get medical treatment if needed.**
- **Request a claim form (Oregon Form #801, “Report of Job Injury or Illness”) from your employer if he or she does not give you one.**
- **Fill out the claim form (Oregon Form #801) and give it to your employer. Keep a copy.**
- **Fill out the second claim form (Oregon Form #827, “Worker’s and Health Care Provider’s Report for Workers’ Compensation Claims”) from your health care provider and give it to your employer. Keep a copy.**



Ask: Can your employer fire you for reporting your injury?

Say: This is not legal, but it can happen, and it may be hard to get your job back. You can talk to one of the resources listed here to help you.

Ask: What if your employer doesn't provide medical care?

Say: Here are places you can go for free or inexpensive medical care.

Point to the clinics on the flipchart (see next page).

Say: If you want to get help trying to get workers' compensation, here are some places that can help you.

Discuss the resources on the flipchart (see next page).

Say: If you look in your booklet, you will find fact sheets with the information we have talked about today. We also have copies of a more detailed brochure available.

Point out the page numbers on the flipchart.

Provide the brochure, *What happens if I'm hurt on the job?*, from the Oregon Department of Consumer & Business Services.

What if your employer does not provide medical care?

Getting access to medical care

- Community Health Center
541-773-3863
- La Clinica
541-535-6239
- Siskiyou Community Health Center
541-471-3455
- Emergency Rooms: Required by law to treat you
 - Providence Medford Medical Center
 - Rogue Valley Medical Center
 - Three Rivers Community Hospital

Where else can you get help?

- Alliance of Forest Workers and Harvesters
1-866-850-1110 or 1-541-734-9117
- Oregon Ombudsman for Injured Workers
1-800-927-1271
- Workers' Compensation Compliance Section
1-800-452-0288

Resources in your booklet

(Staying safe at work and your rights on the job)

- What to do if you are hurt on the job...page 24

Ask: What can we do as a community to help make sure injured workers get the medical care they need, when they need it?

Have participants come up with a community action plan. Possibilities include:

1. Spread the word! Tell your family members, friends and neighbors what you've learned about the importance of getting treatment, and where to go for help.
2. Encourage workers to ask for treatment when they are injured. Always bring someone else with you when talking to the supervisor.
3. Think of ways your local community can take action to help injured workers get the medical care they need.

Say: Thank you. We would like to ask you to fill out a short evaluation form to see what you think you learned, and what you thought of the training. I will read each question out loud, and if there are answers to choose from, I will read those as well. You do NOT need to put your name on this.

Pass out the worker evaluation for this lesson. Ask participants to write the date and training location. Then read each question, if there are answers to choose from, read those as well.

What can we do as a community?



Acknowledgments

Many thanks to the worker advisory committee in Medford, OR, and to members of the Alliance of Forest Workers and Harvesters for their feedback, input and support of this project.

Credits

Photos:

p. 4 and cover: http://www.koonz.com/workers_compensation_information.html

p. 12: <http://www.finlay-online.com/photoquiz6.htm>

p. 18 <http://www.locks4schools.com/safetysupplies.htm>

p. 20/22: http://www.fish.state.pa.us/water/amprep/snake/00snake_photos.htm

<http://www.utahpreppers.com/2011/02/hypothermia-signs-and-symptoms-treatment/>

p. 10, 12, 20: Lomakatsi Restoration Project

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p. 12, 16, 20/22, Hesperian Foundation, *Where There is No Doctor*

p. 20/22, 26, 28, 32: Maryanne Zapalac, for UC Berkeley Labor Occupational Health Program

p. 20/22: http://en.labs.wikimedia.org/wiki/Adventist_Youth_Honors_Answer_Book/Health_and_Science/First_Aid,_Standard