



# HUMAN RESOURCES

ADVANCING THE MANUFACTURING AND SMALL BUSINESS COMMUNITIES

APRIL 2017

## Key provisions of OSHA's new rule on walking/working surfaces, fall protection

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Although an overwhelming majority of general industry accidents stem from slips, trips and falls, Subpart D of General Industry Standards, "Walking-Working Surfaces," adopted in April 1971, was inadequate, inconsistent, and unclear, but efforts to update were continually thwarted. Finally a new rule, 513 pages long, went into effect January 17, 2017 and updated requirements for ladders, stairs, dockboards, and fall and falling object protection for general industry. It applies to all general

industry workplaces and covers all walking-working surfaces, which include horizontal and vertical surfaces such as floors, stairs, roofs, ladders, ramps, scaffolds, elevated walkways, and fall protection systems. It also addresses training requirements and inspections of surfaces and equipment. [Read More>>](#)



### TELL US WHAT IS IMPORTANT TO YOU!

Here at SMC Business Councils we are trying to best understand your professional development needs... **SO PLEASE TELL US!** Please take a few minutes to complete this on-line training needs survey.

Thank you for your valuable input. If you have any concerns or questions about this survey, please contact Denise R McKeown, HR Director at 412-342-1604.



## New Law Permits Employers to Reimburse Employees For Individual Health Insurance Premiums



To learn more about our Employee Benefits practice, please visit our Employee Benefits/ERISA page.

On December 13, 2016, President Obama signed the 21st Century Cures Act into law. The new law will allow small employers that do not offer any group health plan to their employees to adopt a Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) to reimburse employees for premiums they pay for individual insurance policies. The new law is effective January 1, 2017. [Read More>>](#)

Want to lighten the load on your heart? Eating fewer calories and being more active each day, over time, will do the trick... ounce by ounce, brick by brick. [Read More>>](#)

## Did you know?

UPMC HEALTH PLAN

COACH'S CORNER

### Have you ever picked up a brick?

One weighs about 5 pounds. If, like most people, you have an extra 5, 10, 25, or even 50 pounds you'd like to lose — imagine its equivalent in bricks. You're carrying that weight around every day, everywhere you go!

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