

# TOOL BOX TALKS

## Please follow Safety Rules

Safety programs and safety rules are created for one purpose, and one purpose only – they're there to keep you and your fellow workers safe. What is our goal? Get home each night safe and sound. What safety rules do you follow? Eye protection? Seat belts? Fall protection? Being free from the effects of drugs and alcohol? Safety rules depend on you to follow them. Have you ever worked with someone that broke safety rules? What could happen if safety rules are broken, and an accident happens?

### WORKSAFE TIPS

SAFETY RULES ARE CREATED TO HELP YOU STAY SAFE AND PROTECTED.

Have you signed a policy? When the company requires a signature, make sure you follow that rule!

Missouri workers compensation laws now put more burden on the employee to follow safety rules. Why?

Think about workers that – no matter how many safety meetings they go to – no matter how much safety gear is issued to them – simply refuse to follow safety rules? This rule is for those workers.

But what if you break a safety rule, and a co-worker gets hurt? Would you want that on your conscience?

Think about safety rules, and your benefits: If a workplace accident happens, and it's found that you broke a safety rule, your workers compensation benefits could be slashed 25-50 percent!

How can you help feed the family or pay the bills, when your benefits are cut 50 percent?

Know safety rules that your company expects you to follow.

Encourage others to take their time and follow safety rules.

Safety rules are meant to protect you, and make sure you get home every day safe and sound.

IF YOU BREAK A WRITTEN COMPANY SAFETY RULE, AND YOU SUSTAIN AN INJURY ON THE JOB, YOU MAY BE SUBJECT TO A PENALTY.

What happens if an employee is injured because of the employee's failure to use safety devices provided by the employer or failure to obey a reasonable safety rule of the employer? (Section 287.120.5 RSMo)

Under the current law, if an employee has an injury caused by the employee's failure to use safety devices provided by the employer or failure to obey a reasonable safety rule of the employer, the compensation and death benefits are reduced at least twenty-five, but not more than fifty percent.

However, it must be shown that the employee had actual knowledge of the employer's safety rule and the employer had made a reasonable effort to make sure that the employee used the safety device or obey the safety rule.

The new law repeals the requirement for an employer to post the rule in a conspicuous place on the employers premises. The safety changes will encourage employees to use the safety devices provided by the employer and follow the safety rules adopted by the employer.

The document "*How the Changes in the Workers' Compensation Law Affect You*" (Document WC-137 (05-05) AI) can be obtained through:

MO Division of Workers' Compensation  
PO Box 58  
Jefferson City, MO 65102

REFER TO YOUR COMPANYS' SAFETY PROGRAM FOR MORE INFORMATION.

**WorkSAFE**

Smart, Accident-Free Environments

