

# Wholesale and Retail Trade: NORA Sector Council Bulletin: January 2011, Volume 1, Issue 4



We are listening!

## In This Issue

1. Aging and Diverse Workforce
2. NIOSH and Industry Update
3. Inside the MMH Workshop Planning Committee
4. High Risk Subsectors Data System

## Inside MMH Workshop Planning Committee

### Manual Materials Handling (MMH) Workshop

NIOSH *e-News* Press Release: January, 2011

The NORA Wholesale and Retail Trade Sector Council and the Transportation, Warehousing and Utilities Sector Council are jointly planning a workshop for October, 2011. The main goal is to stimulate-through discussions among manufacturers/vendors of MMH equipment, trade and warehousing employers, insurers, researchers, and others--the wider adoption of current, effective MMH equipment and practices, and the development of the next generation of MMH equipment. Workshop planners include the Warehousing Education and Research Council ([www.werc.org](http://www.werc.org)) and a number of large companies. For more information about NORA or this workshop, contact [noracoordinator@cdc.gov](mailto:noracoordinator@cdc.gov).

### New Year Resolution and MMH

Our goal for the new year is to find new ways to provide information to key trade associations, such as the Retail Industry Leaders Association (RILA) and the Food Marketing Institute (FMI), to support the WRT organization's outreach efforts related to workplace safety and health.

### High Risk Subsectors Data System:

Do you know the incidence rates of injury and illness of your business?

## Aging and Diverse Workforce

### Older Workers in the Wholesale and Retail Trade



"The issue of healthy aging is critically important as the U.S. economy is revitalized. As we go forward in time, the demand for workers will grow but fewer workers will be entering the workforce and a larger proportion of the workforce will be older. This is a simple reality of demographics," said National Institute for Occupational Safety and Health (NIOSH) Director John Howard, M.D. "Having a healthy, productive workforce will help sustain economic growth in the decades ahead. We must take steps now to help all workers stay safe and healthy at work as they age. We must also take steps to address the special needs of older workers who, more and more, will be staying on the job past traditional retirement age." (NIOSH, <http://www.cdc.gov/niosh/updates/upd-12-01-09.html>)

More than ¾ quarter of a million older workers (18%) are employed in the WRT industry. The retail trade industry accounts for the largest share of injury and illness cases (23.1%) for older workers. Sales and related jobs are the second highest choices for older workers (15.1%).

**There are numerous stereotypes about older workers that simply aren't true:**

**1. Myth: Older workers can't or won't learn new skills.**

Reality: Those over 50 are proving their ability to learn new skills by

The Office of Safety and Health Statistics at the Bureau of Labor Statistics (BLS) provide data on occupational injury and illness. BLS programs tabulate annual counts and rates of nonfatal occupational injuries and illnesses from the Survey of Occupational Injuries and Illnesses (SOII) and fatal workplace injuries from the Census of Fatal Occupational Injuries (CFOI). Much of the BLS data are accessible from their webpage at <http://www.bls.gov/iif>.

You can create tables like the one below using the BLS online profiles tool (<http://data.bls.gov:8080/GQT/servlet/InitialPage>). Please select the case and demographic incidence rates (the second radio button) for the days away from work data in your industry. We chose "Home Centers" for this example.

Table. Incidence rates of nonfatal occupational injuries and illnesses involving days away from work by selected worker and case characteristics and industry, all U.S., private industry, 2009. Rates based on 10,000 FTE workers.

| Source of injury illness:           | Private Industry | Home Centers |
|-------------------------------------|------------------|--------------|
| Chemicals chemical products         | 1.6              | 0.7          |
| Containers                          | 12.6             | 28.4         |
| Furniture fixtures                  | 4.3              | 11.2         |
| Machinery                           | 6.3              | 11.3         |
| Parts and materials                 | 9.4              | 26.6         |
| Worker motion or position           | 14.4             | 17.9         |
| Floor ground surfaces               | 21.5             | 28           |
| Hand tools                          | 4.8              | 3.3          |
| Vehicles                            | 9                | 14.7         |
| Health care patient                 | 5.7              | -            |
| All other                           | 14.8             | 18.6         |
| Event or exposure:                  |                  |              |
| Contact with object equipment       | 28.1             | 40           |
| Struck by object                    | 14.3             | 24.7         |
| Struck against object               | 7.1              | 9.9          |
| Caught in object equipment material | 4.8              | 4            |
| Fall to lower level                 | 7                | 15.5         |

becoming the fastest growing group of Internet users. And career-changers in their 40s and 50s are taking courses to enhance their skills.

**2. Myth: Older workers don't stay on the job long.**

Reality: Workers between 45 and 54 stayed on the job twice as long as those 25 to 34, according to the BLS.

**3. Myth: Older workers take more sick days than younger workers.**

Reality: Attendance records are actually better for older workers than for younger ones.

**4. Myth: Older workers aren't flexible or adaptable.**

Reality: Because they've seen many approaches fail in the workplace, they are more likely to question change. But they can accept new approaches as well as younger workers can as long as the rationale is given.

**5. Myth: Older workers are more expensive**

Reality: The costs of more vacation time and pensions are often outweighed by low turnover among older workers and the fact that higher turnover among other groups translates into recruiting, hiring, and training expenses.

([http://www.quintcareers.com/older\\_worker\\_myths.html](http://www.quintcareers.com/older_worker_myths.html))

[READ MORE](#)

**NIOSH and Industry Update: Letter of Agreement**

NIOSH is pleased to announce the signing of a Letter of Agreement with the Retail Industry Leaders Association (RILA). A Joint News Release is being developed.



Industry Leaders Association (RILA) recognize the benefits of a collaborative relationship to improve safety and health conditions in the retail industry. The Retail Industry Leaders Association (RILA) is the trade association of the world's largest and most innovative retail companies. RILA promotes consumer choice and economic freedom through public policy and industry operational excellence. Its members account for

|                                     |             |             |
|-------------------------------------|-------------|-------------|
| <b>Fall on same level</b>           | <b>15.6</b> | <b>15.6</b> |
| <b>Slips trips</b>                  | 3.6         | 5.8         |
| <b>Overexertion</b>                 | <b>25</b>   | <b>63.6</b> |
| <b>Overexertion in lifting</b>      | <b>12.8</b> | <b>40.7</b> |
| <b>Repetitive motion</b>            | 3.4         | 1.3         |
| <b>Exposed to harmful substance</b> | 4.7         | 1.4         |
| <b>Transportation accidents</b>     | 4.6         | 4.6         |
| <b>Fires explosions</b>             | 0.2         | -           |
| <b>Assault violent act</b>          | 2.5         | 0.7         |
| <b>by person</b>                    | 1.7         | 0.6         |
| <b>by other</b>                     | 0.8         | -           |
| <b>All other</b>                    | 11.6        | 14.3        |

more than \$1.5 trillion in annual sales, millions of American jobs and more than 100,000 stores, manufacturing facilities and distribution centers domestically and abroad.

RILA represents more than 200 retailers, product manufacturers, and service suppliers, and develops and promotes policies, programs and forums supporting its members, their customers and supplier partners, and other industry stakeholders in the areas of: government relations, food and product safety and defense, education, industry collaboration and networking, research, health and wellness, social, environmental and sustainability programs, and communications. RILA provides leadership to retailers and wholesalers of food and consumer products, as well as to their supplier partners, by fostering their growth and promoting their role in feeding families and enriching the lives of their customers.

NIOSH and RILA hereby form a partnership to use their collaborative efforts and expertise to advance the protection of workers, promote best practices, and encourage employers to develop and utilize safety and health management programs and effective prevention strategies and technologies.

NIOSH and RILA will work cooperatively to provide outreach, communication, and professional development opportunities regarding occupational safety and health, and facilitate the transfer and implementation of effective workplace injury prevention measures. (January 2011).

[READ MORE](#)

About NIOSH: As part of the Centers for Disease Control and Prevention, NIOSH is the Federal agency responsible for conducting research and making recommendations to prevent work-related illnesses and injuries. To receive NIOSH documents or more information about occupational safety and health topics, please contact NIOSH at 1-800-CDC-INFO (1-800-232-4636) TTY: 1-888-232-6348 Email: [cdcinfo@cdc.gov](mailto:cdcinfo@cdc.gov) Website: [www.cdc.gov/niosh/](http://www.cdc.gov/niosh/)

National Institute for Occupational Safety and Health (NIOSH)  
 4676 Columbia Parkway  
 Cincinnati OH 45226  
 513-533-8319

[VAnderson@cdc.gov](mailto:VAnderson@cdc.gov)  
[www.cdc.gov/niosh/DraftWRT](http://www.cdc.gov/niosh/DraftWRT)

DISCLAIMER: The findings and conclusions in this presentation have not been formally reviewed by the National Institute for Occupational Safety and Health and should not be construed to represent any agency determination or policy.