

**RED LODGE  
MOUNTAIN**

## **Red Lodge Mountain Safety and Wellness Program:**

“It is the policy of RLM to ensure a safe, healthful workplace for all its employees. RLM has an effective Safety and Wellness program that involves all its employees in the effort to eliminate workplace hazards.”

# RLM Safety Policy:

- Unsafe behavior is prohibited.
- Unauthorized use of equipment, facilities, or materials is forbidden.
- Report all safety hazards, defective/broken tools and equipment immediately.
- Report all workplace injuries immediately.
- Know emergency procedures.
- Bringing dangerous or unauthorized materials, such as guns, knives, explosives, or chemicals onto company property could result in injury or death and **is prohibited**.

# **Injury and Illness Prevention Program**



Red Lodge Mountain has an Injury and Illness Prevention Program. This program includes your duties and responsibilities as employees, the importance of employee trainings, the Safety Committee's responsibilities and commitments, enforcement of safety policies, hazard identification, and the RLM Safety Manual.

The IIPP is available to all employees for referencing. It can be helpful in understanding RLM's commitment to keeping our employees safe and healthy. Be sure that you know its location within your department.



# Red Lodge Mountain Safety Program

Red Lodge Mountain holds quarterly safety meetings to discuss the following topics:

- Recent injuries, what happened and how they could have been prevented
- Near misses and how we can correct or communicate hazard to prevent injury
- Any potential hazards identified, safety concerns or issues
- Departmental needs to keep employees safe and healthy
- Review and audit weekly safety meetings held within departments

The safety committee consists of one representative from each department who either is selected or volunteers to participate. All employees are responsible for communicating concerns to your department representative.

It is vital that all employees follow RLM's Code of Safe Practices and utilize the Safety Program as necessary.



# ACL Awareness



Please watch and learn from ACL awareness video. Remember how to read terrain, how to fall and how difficult it is to recover from an ACL injury. Keep yourself healthy by strengthening preseason, staying fit throughout the season and always be sure to stretch before and after skiing or riding.



# Please Watch this Video



# Things to remember to prevent injury

## Avoid High Risk Behavior:

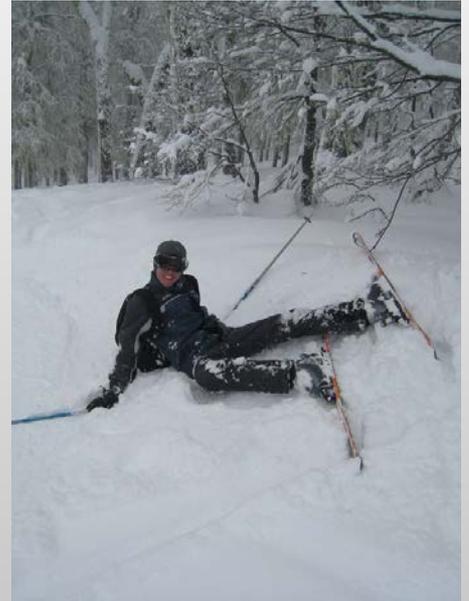
- Don't fully straighten your legs when you fall. *Keep your knees flexed.*
- Don't try to get up until you've stopped sliding. *When you're down--stay down.*
- Don't land on your hand. *Keep your arms up and forward.*
- Don't jump unless you know where and how to land. *Land on both skis and keep your knees flexed.*

## Routinely Correct Skiing Technique:

- Maintain balance and control.
- Keep hips above knees.
- Keep arms forward.

## Recognize Potentially Dangerous Situations:

- Uphill arm back.
- Off-balance to the rear.
- Hips below the knees.
- Uphill ski unweighted.
- Weight on inside edge of downhill ski tail.
- Upper body generally facing downhill ski



# Injury Prevention



# Prevent Slips, Trips, and Falls

Be aware of conditions and actions that could potentially lead to slips and falls. A few basic precautions will keep your feet firmly on the ground and save your season.

- Wear slip-resistant well-fitted footwear. Take extra care when walking in ski boots. Use handrails.
- Remove your sunglasses when entering a low-light area.
- Look before you step. Make sure your pathway is clear.
- Getting in and out of vehicles can create great risk, look before getting in or out of a vehicle.
- Use three-points of contact when getting in and out of Snow cats.
- Keep a bucket of Snow Melt (or similar product) near potentially slick spots.
- If you slipped or fell someplace, chances are someone else will, too. Find a shovel, find some "Snow- Melt" and fix a dangerous situation before someone gets hurt.
- Report potentially dangerous spots immediately and take steps to fix them if possible.

**All slips, trips and falls, with or without injury, should be reported.**

**Riding and skiing are not the only ways ACL injuries can occur.**

**Check your footwear and mind your step. Don't miss this winter season**



# Repetitive Motion Injuries Prevention

If you perform the same movements over and over on the job, you may suffer the consequences of repetitive motion injuries. You may experience: aching, numbness, weakness and pain in the affected part of your body or limbs.

## What can you do about repetitive motion injuries?

- Use correct posture
- Adjust your work so you can keep your shoulders, hips and feet in alignment.
- Use hand tools that are the right width, size and shape for you.

## Give your body a break

- Pause and shake out your hands. Let them dangle.
- Get up and walk around if you've been sitting
- Stretch

## Exercise

- Good physical fitness is vital to protect yourself from repetitive motion or cumulative trauma injuries.
- Exercise should be part of your daily routine to keep your body healthy.
- Walking is an excellent form of exercise.



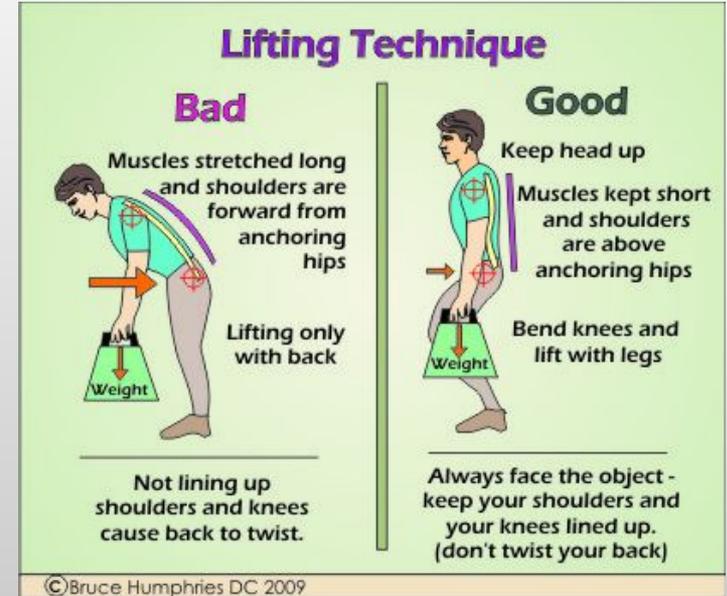
Protect yourself from repetitive motion injury. The best time to start is before symptoms begin.

# Proper Lifting



# Lifting Technique

- Can you think of even one job or occupation where you never have to lift an object? I can't. Lifting of objects can range from very light objects such as a piece of paper, a pin or a pen to very heavy objects like loads of boxes. Lifting is very much a part of our every day jobs. And, because it is something we do so often, we tend to do it without thinking, or at least we do until we strain a muscle, or worse, hurt our backs.
- Lifting incorrectly can result in a variety of injuries. Back strain is a very common one. It results from over-stretching certain muscles, but it can be avoided by practicing safe lifting techniques. A hernia is another injury associated with lifting. A hernia does not generally result from a single lifting effort. It is usually the result of continued extreme exertion, especially done contrary to the structure of body.

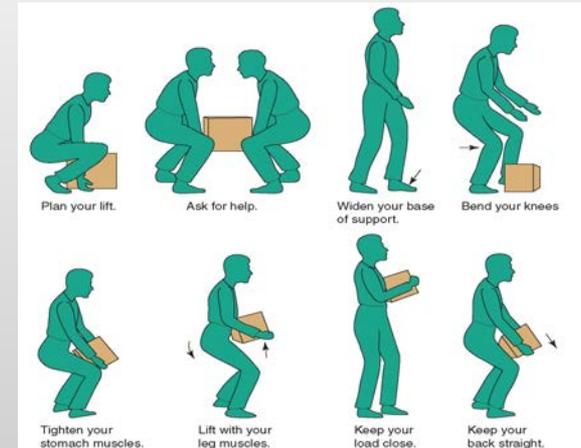


# Lifting Technique Continued

- Don't underestimate the importance of being in good physical condition. Years of poor posture, overeating, lack of exercise, stress and improper lifting can catch up with you. Learn how your back works and what you can do to keep it strong. Ask for your physician's recommended stretching, warm-up, and reconditioning exercises; then practice them regularly.
- Safe lifting plays an important role in keeping your back healthy. Although there doesn't seem to be just one right method to lift an object, there are lifting techniques that take strain off the low back area. These techniques have several steps in common. They recommend you **"size up the load"**. That is, look it over. Decide if you can handle it alone or if you need help. When in doubt, ask for help. Moving a box or other object that is too heavy for one person is not worth strained and sore back muscles. You should also **"size up the area"**. Look over the area where you are carrying the object to, and make sure it is clear of obstacles before beginning to carry the object.
- For that period of time spent lifting, the load becomes a part of your body. You support and propel the object while it is attached to you. This attachment should be firm and sure. Get a good grip. Attaching yourself to a load will change your balance. To keep this change of balance to a minimum, keep the load close to your body, to your normal center of gravity between the legs, between the shoulders.

# Lifting Technique Continued

- Good foot position allows you to keep your balance and bring into play the full power of your leg muscles. Leg muscles are more powerful and more durable than back muscles. Let your leg muscles do the work. Again, footwork is important once you avoid twisting your upper body. Use your feet to change direction. Don't twist your body. Twisting compounds the stress of the lift and affects your balance.
- When you have someone helping you lift an object, teamwork becomes important. If you're going to be carrying the load to another point, both of you should decide in advance how it is to be handled. Check the route and clearance. One person should be the leader and be in a position to observe and direct the other. Lifting and lowering should be done in unison. Don't let the load drop suddenly without warning your partner.



# Lifting Technique Continued

Everyone has a way of lifting that seems most natural. Examine yours to see if you are using lifting techniques that reduce strain on your lower back. As the employee making the lift, you're being counted on to make lifts that are safe and comfortable for you based on the items we've discussed:

- Stay in shape
- Size up the load; ask for help, if needed
- Get a good grip
- Keep the load close
- Keep your balance with footwork
- Let your leg muscles do the work
- Don't twist your body
- **Think before you lift!**



# Fire Safety



# Fire Extinguishers!!!

The best time to think about fire safety is before a fire starts. In an emergency you probably won't have time to figure out how your fire extinguishers work or where the nearest exit is. Learn the location of fire escape routes. Learn the location of and how to activate any fire alarms.

- Know where fire extinguishers are located and how to use them.
- Fire needs three ingredients: heat, fuel and oxygen. When fuel, such as wood or flammable gas is heated by a spark or other source of heat, it combines rapidly with oxygen and bursts into flame. If you're certain that a small fire poses no immediate threat, you can put it out by removing its fuel, heat or oxygen.
- **Cool It:** Remove Heat: Wood, paper and cloth fires are best cooled with water, but other types of fires require special chemicals to reduce heat and flame. Extinguishers are clearly marked according to the type of fires they can put out.
- Never use water on grease, electrical or flammable liquid fires.
- **Starve It:** Remove Fuel: A fire's fuel might be paper, wood, grease, solvents or gas.
- **Smother It:** Remove Oxygen: Covering a pan of flaming food or closing an oven door cuts off the oxygen supply and smothers the flames.

## How to use a fire extinguisher:

**P**ull the pin

**A**im at the base of the fire

**S**queeze the top handle

**S**weep from side to side until the fire is completely out



# Confined Space



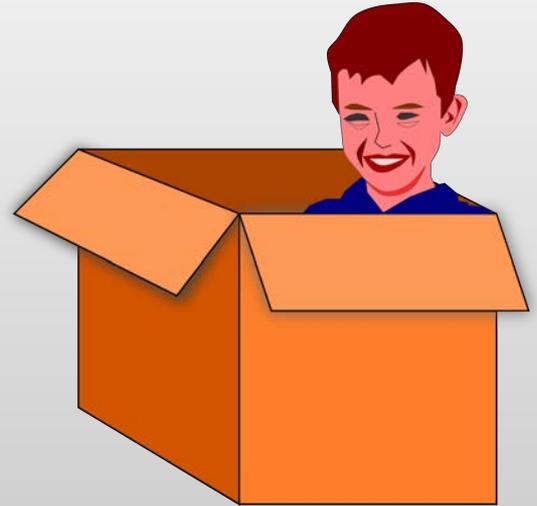
# What is Confined Space?

A confined space does not necessarily mean a small, enclosed space. It could be rather large, such as a ship's hold, a fuel tank or a pit.

One of the first defining features of a confined space is its large enough to allow an employee to enter and perform work.

The second defining feature is it has limited means of entry or exit. Entry may be obtained through small or large openings and usually there is only one way in and out.

The third defining feature is that confined spaces are not used for continuous or routine work.



# Permit or Not

All confined spaces are categorized into two main groups: non-permit and permit-required. Examples of Non-Permit confined spaces are: equipment closets, crawl spaces under houses, machinery cabinets, ventilated tunnels, and drop ceilings. Permit-required confined spaces must have signs posted outside stating that entry requires a permit. In general, these spaces contain serious health and safety threats including:

- Oxygen-deficient atmospheres
- Flammable atmospheres
- Toxic atmospheres
- Mechanical or physical hazards
- Loose materials that can engulf or smother

Although the danger in a confined space is obvious, the type of danger often is not. For example, a confined space with sufficient oxygen might become an oxygen-deficient space once a worker begins welding or performing other tasks.

These are some of the reasons confined spaces are hazardous

- Lack of adequate ventilation can cause the atmosphere to become life threatening because of harmful gases.
- The oxygen content of the air can drop below the level required for human life.
- Sometimes a confined space is deliberately filled with nitrogen as a fire prevention technique. Nitrogen cannot sustain human life, so you must use respiratory protection.
- Many gases are explosive and can be set off by a spark.
- Even dust is an explosion hazard in a confined space. Finely-ground materials such as grain, fibers and plastics can explode upon ignition.
- Confined spaces often have physical hazards, such as moving equipment and machinery.
- Tanks and other enclosed confined spaces can be filled with materials unless the flow process for filling it is controlled.

Before entering any confined space you must test the atmosphere to determine if any harmful gases are present. There must also be radio contact with an attendant outside the confined space and a rescue team at the ready in case of an emergency.

“What confined spaces do we have around our workplace? Which are permitted?”

# Cold Exposure



# Hypothermia

Exposure to cold temperatures can cause serious or even life-threatening health problems. Protect yourself from hypothermia and frostbite. If you have sustained a cold-weather injury, report the injury to a supervisor and seek medical attention.

## **Cold Exposure and Hypothermia**

- Normal body temperature averages 98.6 degrees. Hypothermia occurs when your core body temperature drops below 95 degrees.
- When the balance between the body's heat production and heat loss tips toward heat loss for a prolonged period (cold exposure), hypothermia can occur.
- Hypothermia can happen even in warm weather depending on a person's age, body mass, body fat, overall health, or if you are cold and wet too long.
- Certain medical conditions such as diabetes and thyroid conditions, some medications, severe trauma, or using drugs or alcohol all increase the risk of hypothermia.
- The brain works to raise body temperature by triggering processes that heat and cool the body. During cold temperature exposure, shivering is a protective response to produce heat through muscle activity. In another heat-preserving response -- called vasoconstriction -- blood vessels temporarily narrow.
- Symptoms of hypothermia: slow shallow breathing, confusion, uncontrollable shivering, weakness, drowsiness, slurred speech, disorientation, a slow weak pulse, unconsciousness without signs of breathing or a pulse.

# What to do!

When hypothermia strikes:

- Remove any wet clothes, hats, gloves, shoes, and socks.
- Protect the person against wind, drafts, and further heat loss with warm, dry clothes and blankets.
- Move gently to a warm, dry shelter as soon as possible.
- Begin rewarming the person with extra clothing. Use warm blankets.
- Offer warm liquids, but avoid alcohol and caffeine, which speed up heat loss. Don't try to give fluids to an unconscious person.



# Preventing Hypothermia

- Keys to preventing hypothermia are:
  - Layering
  - Staying dry
- Remember acronym **COLD**
  - Keep it **C**lean
  - Avoid **O**verheating
  - Wear it **L**oose and in **L**ayers
  - Keep it **D**ry



# Frostnip

- Frostnip" usually affects skin on the face, ears, or fingertips.
- Frostnip may cause numbness or blue-white skin color for a short time, but normal feeling and color return quickly when you get warm.
- No permanent tissue damage occurs.

# Frostbite

- Frostbite occurs when tissues freeze. This condition happens when you are exposed to temperatures below the freezing point of skin.
- When your brain senses that you are in danger of hypothermia it permanently constricts the blood vessels of the extremities in order to prevent them from returning cold blood to the internal organs. When this happens, frostbite has begun.
- In superficial frostbite, you may experience burning, numbness, tingling, itching, or cold sensations in the affected areas. The regions appear white or ashen and frozen, but if you press on them, they retain some resistance. Areas most susceptible are around the nose, cheeks, ears, fingers and toes.
- If you recognize signs of frostbite, return indoors and report to a supervisor.
- Do not rub the affected area since this can cause further damage.
- Gently rewarm the area by placing it against a warm part of the body or running lukewarm water over the area.
- If the skin tingles and burns as it warms, your circulation is returning. The skin may turn red, but should not blister or swell. If the skin does not seem to warm, if it remains numb, or if it does blister or swell, seek immediate medical attention.

# Sun Safety/ Heat Related Illness



# Eye Protection

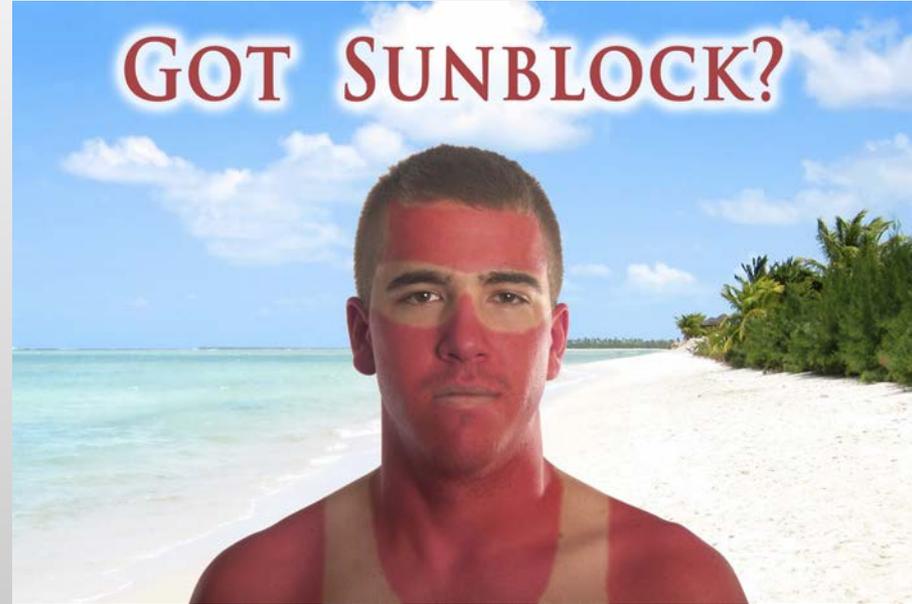
When faced with a hot, sunny day at the beach, most of us recognize the need for sunglasses and sunscreen. We must be equally conscious of our need for sun protection when working in the outdoors. We can get distracted by our jobs and forget that we need to protect ourselves from those harmful rays.

- When it comes to your eyes, the sun can be blinding – literally. Summer sun reflecting off water or objects around us can be blinding. If bright enough, it can easily cause temporary, but very painful conditions when the surface of the eye is sunburned. Other types of eye damage have been linked to overexposure such as growths, cancers, and cataracts.
- Dark lenses alone do not ensure protection from the sun. You need to protect your eyes from ultraviolet radiation, not just the sun's brightness. Wear UV-absorbent shades. Sunglasses don't have to be expensive, but they should block 99 percent of UVA and UVB radiation.



# Sunscreen

- Wear protective clothing such as light colors and long sleeves. Did you realize that a wide-brimmed hat can cut in half the amount of UV radiation that reaches your eyes? There is also special protective clothing available that will filter out all of the sun's harmful rays.
- Overexposure to sunlight will give you a sunburn. Sunscreen will filter out the harmful rays and allow you to work in the sun without threat of sunburn. A sunscreen with a SPF rating of 15 or higher should be suitable for most skin types. Use a lip balm with at least SPF 15. Remember that even on cloudy days you need to apply and reapply sunscreen.



# Heat Can make you ILL!

- Heat-related illness is a spectrum of disorders due to environmental heat exposure. It includes minor conditions such as heat cramps, heat syncope, and heat exhaustion as well as the more severe condition known as heat stroke. Heat stroke is defined as a body temperature of greater than 40.6 °C (105.1 °F) due to environmental heat exposure with lack of thermoregulation. This is distinct from a fever, where there is a physiological increase in the temperature set point of the body. Treatment involves rapid physical cooling!
- Heat exhaustion symptoms include heavy sweating, rapid breathing and a fast, weak pulse.
- Heat stroke symptoms include dry skin, rapid, strong pulse and dizziness.
- **Most importantly!!!!** Drink plenty of liquids, before you get thirsty, to replace fluids lost from sweating. Thirst is not a reliable sign that a person needs fluids. A better indicator is the color of urine. A dark yellow color indicates dehydration.
- Drink plenty of water before you get thirsty and take breaks as needed!

Protecting your eyes and skin and paying attention to your body will ensure that you don't overheat or cause long-term damage. Best of all, it will allow you to enjoy your time in the sun.

# GHS and SDS



# Why does this apply to us?

Hazardous chemicals are often used in the workplace. Cleaners, solvents, dishwashing chemicals, pesticides, refrigerants, solvents, fuels, paint, are just a few of the hazardous chemicals you may encounter while working this season. Globally Harmonized System (GHS) is OSHA's new Hazard Classification System (HCS) that consists of new label elements, new Safety Data Sheets (SDS), hazard identification and pictograms to keep you informed about the chemicals you use and instruct you on how to use them safely. Your employer must have an available SDS for each hazardous chemical you use and they must provide proper training.

## What you can learn from an SDS?

- Product identification, manufacturer and distributor info
- Hazardous ingredients, their amounts & physical and chemical characteristics
- First-aid measures
- Fire-fighting measures
- Accidental Release measures
- Handling and Storage
- Exposure Control & Personal Protection
- Toxicological Information
- Date of Preparation and Last Revision



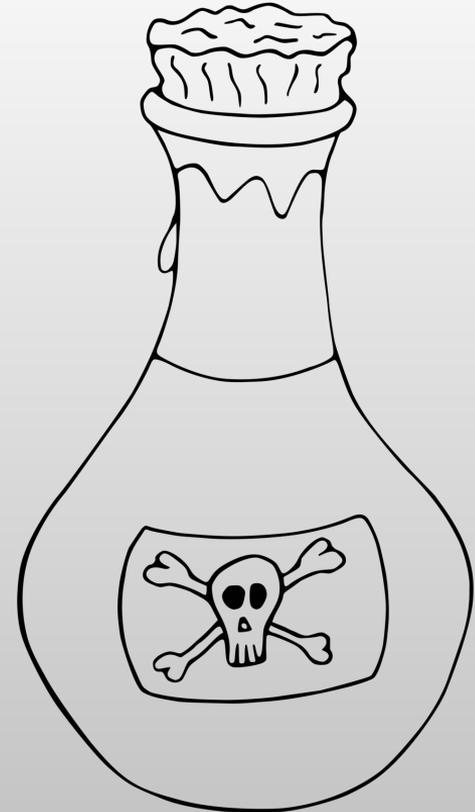
# ALWAYS and NEVER!

## Always

- Read the label and SDS for every chemical you work with
- Check that every container you use has a label
- Report missing or damaged labels so they can be replaced
- Put labels on portable containers
- Be familiar with your company's emergency procedures of chemical spills, fires and exposure

## Never

- Use a container that isn't labeled
- Cover labels so they can't be read
- Ignore label warnings.



# Skier Responsibility Code



# The Code

Guests and employees at RLM use a variety of alpine, snowboard, telemark, and other specialized snowsports equipment. Regardless of how you decide to enjoy the slopes, all those who use the ski area are required by law to adhere to the Skiers' Responsibility Code as follows:

- Always stay in control and be able to stop or avoid other people or objects.
- People ahead of you have the right of way. It is your responsibility to avoid them.
- You must not stop where you obstruct a trail, or are not visible from above.
- Whenever starting downhill or merging into a trail, look uphill and yield to others.
- Always use devices to help prevent runaway equipment.
- Observe all posted signs and warnings. Keep off closed trails and out of closed areas.
- Prior to using any lift, you must have the knowledge and ability to load, ride and unload safely.



# Pop Quiz!

**We want to make sure you  
retained all this great information  
so now it's time for a POP QUIZ!!!**

<https://goo.gl/forms/oww2zcsdIxvJUhzc2>