

Strategies for Preventing Dealership Ice and Snow Injuries

Ice and snow account for a large number of overall injuries that occur to dealership employees, bringing with them *staggering* costs and effects to your Workers' Compensation expenses.

Preventing slips and falls on ice largely depends on the commitment you and your managers are willing to take. Intentionally and consistently implementing precautions during actual or forecasted inclement weather can have a dramatic impact on injuries that occur. Suggested strategies include:

- ✓ Pre-weather checks. Check conditions of sidewalks, stairways and other walkways. Look for downspouts or other wet areas for discharge across walking areas that might freeze. Consider where employees have to park and walk and pre-plan any changes needed.
- ✓ Have a solid plan for snow and ice removal. Check conditions on sidewalks and other walkways hourly during inclement weather.
- ✓ Make sure tiled floors are kept clean and dry. Put mats by doorways, have a plan to check regularly.
- ✓ Improper shoes worn by employees during inclement weather is *the largest cause of slips and falls on ice and snow*, especially to Sales Personnel. Prevention begins with awareness:
 - ✓ Have Sales Managers remind Sales staff during staff meetings about inclement weather and to wear appropriate shoes, *not leather-soled dress shoes*. Allow snow shoes or boots to be worn during bad weather.
 - ✓ Consider allowing "casual" clothes days during inclement weather days.
- ✓ Buy traction devices for employees to wear outside. These slip-on devices are inexpensive and can prevent a catastrophic fall. You can buy them on Amazon for \$5 to \$10 up to about \$20. Buy one for each Sales Person. Yaxtrax, Ergodyne and Crampons are just some brands available.
- ✓ Discuss how to safely walk or work *when necessary* on snow and ice with employees during staff meetings. Stress the importance of walking diligently and intentionally, not hurrying or running.
- ✓ **Communication is important!** Raise awareness of employees about inclement weather:
 - ✓ Signs or posters that remind employees to be safe on ice or snow.
 - ✓ A memo sent to all employees when inclement weather is forecasted reminding them to be diligent and to weather the proper type of shoes/boots.
 - ✓ Subscribe to a weather alert service. Make sure to pass on the alerts received to affected employees. Many offer email or text alerts and cover your local area. A recommended list of these services is provided with this flyer.

MADA spends an average of almost **\$600,000** a year in ice and snow related WC claims, most of which are completely preventable. It's YOUR money and YOUR fund. Don't allow needless claims that can be prevented by some forethought and planning. Help us protect YOUR WC premiums.

