



OCA

**OHIO
CEMETERY
ASSOCIATION**

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forward
together

JOURNAL

Publication of the Ohio Cemetery Association

PRESIDENT'S MESSAGE

Dear Members,

As we step into this new year, I am filled with gratitude and optimism for the journey ahead. Our work is more than a profession; it is a calling to honor the past, serve the present, and inspire the future. Together, we uphold the dignity and legacy of those who have come before us, ensuring their stories remain a part of our shared heritage.

This year, we aim to build on our strong foundation by fostering collaboration, embracing innovation, and deepening our commitment to excellence. Whether through educational initiatives, community engagement, or the preservation of our sacred spaces, we will continue to lead with integrity and purpose.

Let us also take a moment to reflect on the profound impact of our work. Each headstone, each memorial, and each carefully tended plot is a testament to the lives lived and the love shared. It is a privilege to be stewards of such meaningful places, and I am honored to serve alongside you in this meaningful profession.

As we look to the future, I encourage each of you to share your ideas, your passion, and your dedication. Together, we can achieve great things and ensure that our association remains a beacon of respect and remembrance.

Thank you for your unwavering commitment. Here's to a year of growth, unity, and continued success.

Warm regards,
Scott Harmon
President, Ohio Cemetery Association



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UPCOMING EVENTS



Annual Convention / Field Day & Trade Show

August 4, 5, 6
Youngstown, Ohio
Doubletree by Hilton Downtown Youngstown
44 East Federal Plaza



Field Day at Tod Homestead Cemetery

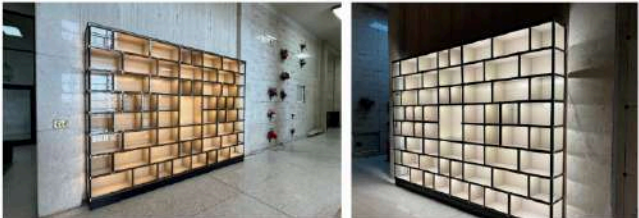
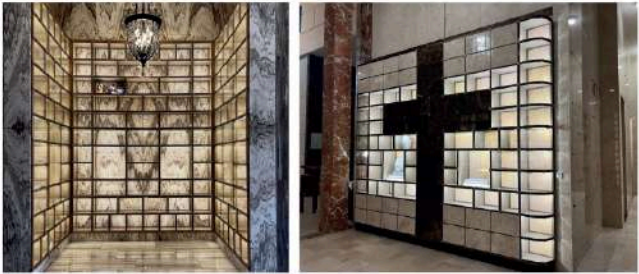
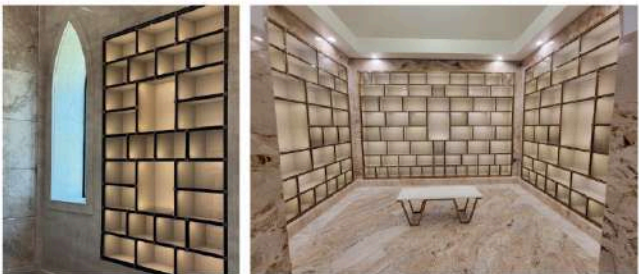
Tod Homestead Cemetery
2200 Belmont Ave,
Youngstown, OH 44505



Fall Maintenance Seminar

October 2
Preble Memory Gardens
West Alexandria, Ohio

More information to be provided later



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EVENT RECAP

On February 15, the OCA recognized the top sales, rookies and employees from Ohio cemeteries. This event is an excellent opportunity to recognize your outstanding employees. With new categories set-up, all cemeteries can participate. Fun was held by all at the "casino" after the ceremony. I even learned how to play craps, while raking in quite a few "chips"! Please see the following note from President Scott Harmon and enjoy the photos. Thank you to Dave England and Coldspring for their support.

Hope to see you next year!

OHIO CEMETERIES AWARDS BANQUET: CELEBRATING EXCELLENCE

We are thrilled to recognize and congratulate the outstanding individuals and organizations who were honored at the recent Ohio Cemeteries Awards banquet. Their dedication, hard work, and commitment to excellence have made a significant impact on our community and the cemetery industry as a whole.

AWARD WINNERS

Category #1- Total Interments Less Than 100

Jennifer Miller- Sherwood Memorial Gardens, \$266,396
Kristi Woodward- Sherwood Memorial Gardens, \$255,170

Category #2- Total Interments 101-300

Ann Eckhardt- Sherwood Memorial Gardens, \$302,232
Bria Wasson- Sherwood Memorial Gardens, \$301,878
Josh Heiney- Sherwood Memorial Gardens, \$271,997

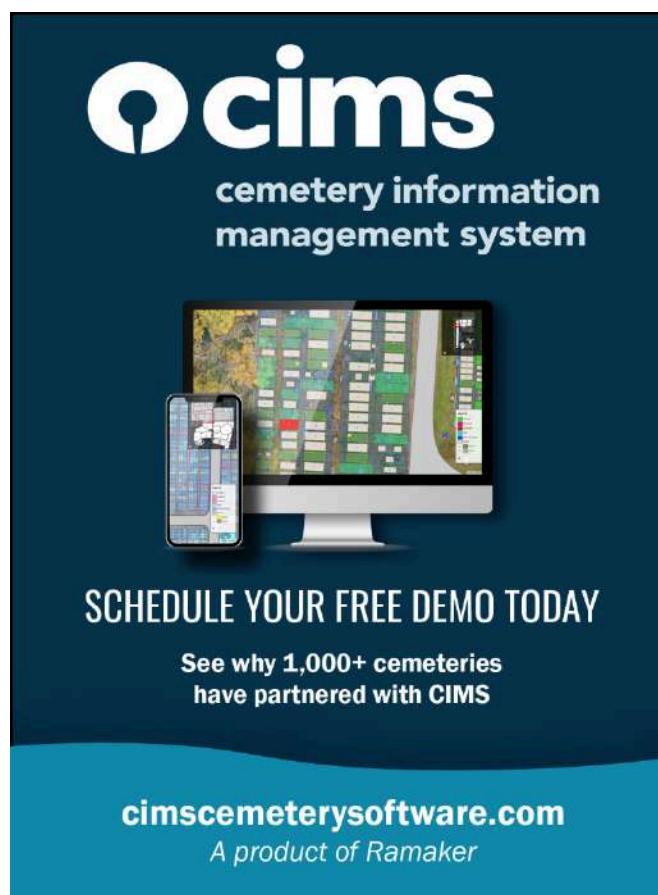
Category #3- Total Interments 301-800

Russ Smith- Lake View Cemetery, \$1,638,186
Tess Sherick- Calvary Cemetery, \$1,637,404
Jeff Brack- Lake View Cemetery, \$1,336,803
Anna Fero- Lake View Cemetery, \$1,332,257
Douglas Tinsman- Calvary Cemetery, \$1,284,000
Petronilla Ragland- Lake View Cemetery, \$834,178
Scott Wright- Calvary Cemetery, \$788,449

Rookie

Petronilla Ragland- Lake View Cemetery
Jessica Murray- Ft. Stevens Burial Estates
Gary Zide- East Lawn Memorial Park

These award winners have demonstrated exceptional service and have set a high standard for others to follow. Their achievements are a testament to their unwavering dedication and passion for their work.



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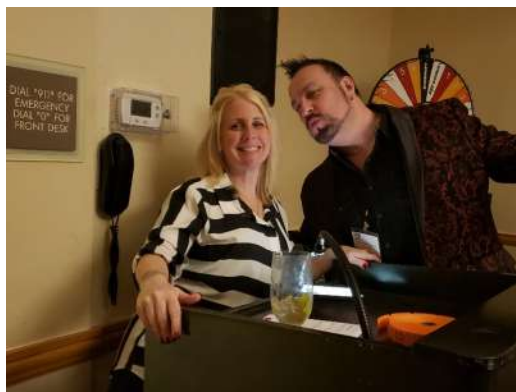
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EVENT RECAP CONTINUED...

As we celebrate these remarkable individuals and organizations, we also encourage greater participation in future events. The Ohio Cemeteries Awards banquet is an excellent opportunity to recognize and honor the hard work and dedication of those in our industry. By participating, you not only celebrate the achievements of your peers but also contribute to the growth and development of our industry. Let's continue to strive for excellence and support one another in our efforts to make a positive impact. Congratulations once again to all the award winners, and we look forward to seeing even more participation and recognition in the future.

Scott Harmon, City of Dover Cemeteries
2025 OCA President



LEGAL/STATE NEWS

Since 2021, I have been a member of the Ohio Cemetery resolution committee and we basically are a committee that meets 4 times a year and we hear complaints from families throughout the whole state of Ohio. Our job is to try to have all parties find peace and settle any complaints or disputes they are having. Sometimes we are successful, sometimes we are not.

We cannot force anything or award anything such as funds refunded to families or any kind of settlements. A lot of people get a misunderstanding on exactly what we can do. We are limited to that. We are here to try to get both parties to come up with something that satisfies everyone. It is not always satisfactory for the family's part or cemetery's part, but it is the best solution for the circumstances.

I have heard multiple cases, and I believe most of the other members of the committee will agree with me on these next few sentences. I have a few suggestions for the funeral home, cemetery, monument company if this is a corporation or just a small township cemetery with very few staff.

1. **Communication.**

This is by far the most important part of these complaints. Both parties need to communicate with each other. Not answering calls or emails and putting the family off IT IS NOT THE ANSWER! Whether you want to deal with them or not that is not the question. It is your responsibility to follow up with these complaints, simple calls or emails. When you tell someone for example, I will call you back tomorrow or in a couple of days after I have talked to my manager or my corporate manager or superintendent or township trustees. Do that because there is nothing more aggravating than someone who does not do what they say. These families expect a return call or email even if you have not got an answer back. Call or email and say sorry I am still working on this, be patient and I will get back to you as soon as possible. Believe it or not this works and helps!! They at least know you are not ignoring them and just avoiding them. BECAUSE IGNORING THEM JUST ADDS FUEL TO THE FIRE!

2. **Action.**

If you tell a family for example, the complaint may be potholes in the cemetery roadways need filled. Most of the cemeteries must call around and get bids from contractors to do this work. Some cemeteries have the capability to do this work on their own. If you need to get a bid for the project, email or call your family and say I have managed to get some bids to repair the potholes. I am just waiting on which contractor we are going with for the work. This is ACTION and COMMUNICATION. Trust me, this will help. It will not please everyone, but it will make such a difference.

If there are multiple complaints, go with the easiest one to correct that will get done in a timely manner and let them know that this project has been done. It shows you are making progress. Keep in mind I am not saying the family is always right in the complaints but if these complaints are legitimate, you can do this in steps. They want to see ACTION.

3. **Accepting responsibility.**

No one likes to admit they made a mistake. It happens we are all human. Mowers accidentally hit markers and damage them, the wind blows and decorations go flying around the cemetery sections and employees pick them up and do not know where they went originally, and they throw them away. It has been a very wet spring, and you do not have a lot of staff, and you are behind in mowing and trimming around the headstones. It happens with all cemeteries. My grass is not coming up. There are weeds in my grave because maybe we had a dry spring or fall, and weeds came up instead of grass. I could go on and on with just some of the most common complaints. YOU SAY I AM SORRY ACCEPT RESPONSIBILITY. I once had a family come in and were upset the marker was not set at gravesite yet. It had been over 6 months since they ordered it. It was a simple flush 24 x 12 x 4 marker. I had forgotten to fill out a foundation order and have a foundation put at the gravesite. The monument company was waiting on an indication that we had poured the foundation. The family was upset but I apologized, and I told them the truth of what I did, and I refunded them the foundation fee. This still does not solve the problem. But I admitted that I made a huge mistake, and they were still angry, but they also did not get false answer like oh the granite is taking longer than we thought or the monument company is way behind on orders. Just own up to your errors and be honest with them.

4. **Results.**

The bottom line is they want results. It may take several days, weeks, months to get complaints accomplished. Sometimes both parties cannot come to an agreement and the matter goes further through the court system. Some cemeteries have very little funds and do not have blacktop roads, only gravel and have very limited staff and it is very difficult to keep up with daily operations. This is a constant challenge for any cemetery of any size. Sometimes you are not able to fulfill all the complaints but trying to accomplish some instead of none is a result! You will never make every family happy it just cannot be done. And not every family is right! Sometimes their complaint is more of anger and grief that they have lost a loved one and they need to take it out on someone, and the cemetery is there and the logical choice.

The bottom line is practicing these 4 steps will make a world of difference. Some of these complaints will go away with no further action needed. One final thought, if you have rules and regulations in your cemetery post them on signs throughout the cemetery, on your website on social media the more you have out there the more you protect yourself from a lot of these complaints.

Sincerely,

Jimmie J. Blevins

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GROUND S MAINTENANCE

What Every Cemetery Needs to Know About Climate Change

Jill Golden, The Davey Tree Expert Company



Whether you've noticed the effect of climate change on your cemetery's landscape or not, there's something you should know: Climate change is affecting gorgeous trees, turf, and landscape of today's cemeteries.

Even more important, unless you're proactively planning for how to deal with the impact, you could be putting your cemetery grounds—and business reputation—at risk.

The Science of Climate Change

"Climate change has created a constant, unabated rate of warming that's having a direct effect on vegetation," says Dr. Daniel Herms, Vice President of Research & Development at The Davey Tree Expert Company. "Between 1901 and 2020, global temperatures have risen over 2°F. But that's only one aspect of climate change. We're seeing substantial increases in the frequency and intensity of storms; changes in the susceptibility of trees to insects, disease, and drought; and unusual patterns related to the growing season and growth rate of all types of vegetation."

Suffice it to say that changes in weather patterns are creating new and different vegetative environments. So, as the earth warms, both trees and cemeteries will feel the heat.

"Trees are racing to adapt," explains Doak Marasco, an ISA Board Certified Master Arborist, American Cemetery & Cremation Innovator, and Manager of Strategic Partnerships for Davey. "Some will thrive, and some won't. Either way, climate change is impacting trees right now and, as a result, impacting cemetery landscapes."

This, then, begs a few questions. How hot will it get? Will trees be able to adapt to the changes? And, most importantly, what effect will climate change have on the health and longevity of the trees that are essential to preserving a cemetery's park-like atmosphere?

The Impact of Climate Change on Cemetery Landscapes

Nobody has to tell a cemeterian that a cemetery is a place for the living. Nor that the landscape is a big piece of the overall mission. But climate change is having its own say in the matter.

“A lot of cemeteries were established 100 plus years ago,” says Doak. “As the years have gone by, landscapes have undergone major transformations, moving from original designs to mature and sometimes over-mature entities. Watching big trees decline or die out naturally is difficult enough, but, for cemeterians, having to deal with the effects of climate change on top of that can feel overwhelming.”

This is all the more reason for cemeterians to seek a better understanding of how vegetation is (and isn't) responding to changing conditions. It's also reason for cemeterians to become more proactive in planning for and managing their landscapes.

The truth is, changes in climate are going to exacerbate the challenges cemeterians already know about, as well as ones they've yet to encounter. For example, some plants are moving northward because they can thrive in places they've not be able to. For others, the struggle just to survive is real.

But plants aren't the only living things having to contend with the impact of climate change. Pests are, too. As they also migrate to different regions, insect populations that once were not an issue have suddenly become a big problem.

In fact, so much is going on as a result of climate change that cemeterians need to develop an awareness of what is actually happening right now. They also need to know what's likely to happen in the future so they can take action to mitigate the effect on their natural assets.

“We're seeing weather extremes all the time now. Swings from 70°F to 30°F is our new normal,” says Doak. “All the forecasts and scientific data that we have are pointing to the need for cemeterians to be better prepared and to act sooner rather than later.”

Storms, Drought & Pests

Climate change is already having a far-reaching effect on cemeteries.

Hermes, whose research focuses on the ecology and management of trees and climate, says that some parts of the U.S. are and will continue to experience extreme drought conditions, whereas in other parts of the country, there is and will continue to be an overabundance of rain.

Both of these conditions will have a direct effect on how visitors experience the cemetery. For example, when visitors come through the gates, the first thing they typically notice is the turf. If the turf is well maintained, they think nothing of it. If, however, there's been too little rain and the turf has browned out or is dead, they definitely take notice—and that can become an image management issue.

Of course, too much rain is also a problem for turfgrass. Besides the potential for fungus, oversaturation of soil can lead to erosion. Then, thanks to erosion and one big gust of wind, and healthy, mature trees simply topple, pulling their entire root systems out with them.

“As cemeterians know, trees, especially those in decline, are potential hazards,” says Doak. “Now with climate change scientifically proven to have an impact on the natural environment, they can expect to see unwanted changes in tree health, such as increases in pests and diseases. This can leave otherwise healthy trees vulnerable to environmental stress, which is why it’s important to assess and address an issue long before it can become a significant hazard.”

The Cost of Climate Change

Trees, turf, and landscape are not just amenities for cemeteries. They’re business assets and, as such, must be well-maintained. Add that to the fact that a cemetery’s duty of care means providing a reasonably safe space for visitors and it’s easy to see why an increase in weather-related events is of concern.

“Reactive storm cleanup is very expensive,” says Doak. “It’s difficult to get people to respond on short notice because there’s such a high demand, not to mention the higher maintenance costs associated with hazardous conditions. But being proactive with trees, especially those with defects, allows cemeterians to stage things out over time, making it easier to better manage the budget.”

Here’s a look at some of the cause-and-effect business impacts that climate change is having on cemetery landscape management:

- Disruption to routine maintenance and the need for new or expanded mitigation strategies due to more frequent tree-damaging storms and changes in pest populations.
- Higher tree mortality rates due to increased storms, drought, and pests.
- Destruction of irreplaceable tree canopies due to storms, disease, and pest infestations.
- Changes in trimming cycles due to an increase in tree growth rates and invasive/migratory species.

What Can Cemeteries Do?

Climate model projections are clear in showing that climate change is altering our nation’s patterns of precipitation. That means wetter areas will continue to get wetter and drier areas will continue to get drier. Given these facts, cemeterians need to employ strategies that will help them face the future with confidence.

“It’s important to look out to these impacts 20 or 30 years from now and start climate adaptation planning today,” says Doak. “It goes back to the old saying, ‘You can’t manage what you don’t know.’”

Doak recommends that anyone managing a system level of trees to start with an assessment or inventory. An assessment is a snapshot in time of what the current state of the tree canopy is in terms of condition and defects. An inventory is more dynamic because it can and should be updated periodically. This makes an inventory an effective real-time decision-making tool, as well as useful for long-term sustainability and resiliency planning. Plus, it helps simplify proactive tree management and scheduling of work assignments.

Both of these strategies can help inform proactive maintenance programs so cemeterians can better manage and mitigate the risk of property and personal damage.

Another strategy is to implement a pest and disease environmental impact monitoring program. This involves having a skilled plant healthcare technician come out three to five times a year to walk the grounds, inspect plant material, record observations, and develop a response plan. A proactive program allows for both forecasting various scenarios and prioritizing projects based on risk and budget.

Why 'Do Nothing' Is Not Ideal

Of course, doing nothing is always an option. However, not responding to certain disease or pest conditions like the Emerald Ash Borer (EAB) or Asian Longhorn Beetle (ALB) can increase the risk of losing valuable tree canopy.

"There's a science behind understanding pests," says Doak. "You have to know what to look for, for starters. You also have to understand the signs and symptoms of different types of infestations. And, you have to know the differences between invasive, exotic, and beneficial insects."

Of course, there's science behind understanding tree and turf diseases, too. Again, training is essential in helping identify an issue as fungal, bacterial, or viral.

Tips for Being Proactive

Of course, not everyone can hire out for this type of expertise. So, here a few things cemeterian can do if they want to be proactive yet also do some of the work themselves:

- Train in-house groundskeeping staff on the fundamentals.
- Recognize that decision makers have as much of a role to play in the landscape as the grounds team.
- Get out of the office and drive or walk the grounds regularly.
- Encourage everyone to say something if they see something unusual, such as yellowing or dropping leaves during the growing season.
- Call in a certified expert to assess cracks, splits, and holes in tree trunks.



Conclusion


Without question, the effects of climate change will continue to intensify. Which is why, at Davey, our science-informed tree care experts are focused on monitoring climate change and its changing effect on vegetation.

For climate-concerned cemeterians looking to increase their understanding of climate change, Davey.com/climate provides research-based information on adaptation strategies, including regional tree care and planting recommendations.

So, whether you work with a partner like Davey or create your own in-house plan, it's essential to develop a proactive plan right here and right now. Because those who do have best chance of mitigating risks (and perhaps even avoiding) the impacts of climate change.






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SUPPLIER SPOTLIGHT

Cremation Corner: A View from a New Guy

Matt Benson

Matt Benson is the Director of Client Development for the Tribute Companies based in Hartland, Wisconsin. He can be reached at (262) 367-9991 or mattb@tributeinc.com to discuss your next cremation garden project.



I started with The Tribute Companies in March 2023 knowing nothing about the deathcare profession. Less than nothing when accounting for the misinformation I needed to unlearn. Nearly two years later, I am still learning about new aspects of what we do all the time. One fantastic thing about our profession is the abundance of wisdom available from gracious people who have been doing this work for a long time. The easy acceptance of a new person into the community makes the transition from a different career path infinitely easier. Maybe that gracious acceptance of new people is why it has been strange for me to see how challenging it has been for many of our colleagues to embrace the changes in the profession brought by the increased cremation rate in most – if not all – of our communities.

I worked in the restaurant industry for twenty years. One lesson I learned well while operating restaurants was to listen to our guests. Certainly, suggestions were made that I smiled and listened to happily knowing there was zero chance of being effective. A favorite experience with this was when a bachelorette party enthusiastically encouraged me to add a champagne list at a cheeseburger focused restaurant where throwing peanut shells on the floor defined the ambiance. More importantly, the daily conversations with our guests where they shared what they loved, (sometimes) loathed, and what they hoped to experience in our restaurants helped us stay focused on keeping our quality in line with expectations and staying creative in our offerings to encourage repeat visits.



When coaching restaurant managers, I often shared that the difference between a challenge and an opportunity is perspective. Our profession too often focuses on the challenge that families choosing cremation present rather than on the opportunity to serve new communities at our cemeteries. Like a fantastic restaurant server, especially one that makes an impression that may last forever, we need to listen to the families for whom we care and guide them towards the best possible experience we can offer. Our perspective needs to change.

Cemetery Design – Start with planning the space you will be showing to your families. We have all been to restaurants where the table layout looks and feels haphazard; typically, we do not return to these restaurants. Families are going to be more attuned to your guidance about their services if the space you have created for cremation interment feels thoughtful and encourages visitation. Unlike a restaurant, we have the advantage of time on our cemetery grounds. Successful restaurants have their ambiance dialed in on day one. On our grounds, we can construct our cremation gardens in phases that make sense in the space around them. While phase one needs to be visually saleable and aesthetically pleasing, the future phases can be brought in over time in a sensible way, complementing the area's size and the cemetery's budget.

Display Options – As we strategically plan our cemetery space to better accommodate families choosing cremation for their final disposition, we need to recognize that every family has a different idea of what is right for them. To steal another page from my restaurant background, we need to create an excellent menu from which to serve. This is not the time to emulate a restaurant that serves a little bit of everything, though. The smorgasbord approach might be great for large groups with varied tastes or families with picky eaters, but the best restaurants have tight menus with purposeful options that can be prepared excellently. Work with your design team to create guidelines for the development that allows family memorialization choices while creating a timeless, serene garden to be enjoyed forever. Excellence, I think, can be a goal we all share.



Good cremation garden design creates a plan allowing diverse types and looks to memorials spread throughout the garden, but only featuring a few distinct monuments. Some gardens are developed with the monuments pre-placed creating the final look to the garden from the day it opens and allowing families to choose their memorial from what is available. A different approach would be to show on a sales map what memorial styles are allowed in the different available spaces. However the goal is accomplished, a streamlined set of excellent options creates a better experience for your families than a garden with an anything goes approach that will lead to a disorderly garden. Developing a curated, intentional aesthetic for your cremation garden requires clear guidelines for memorialization options because of the vast options for memorization available.



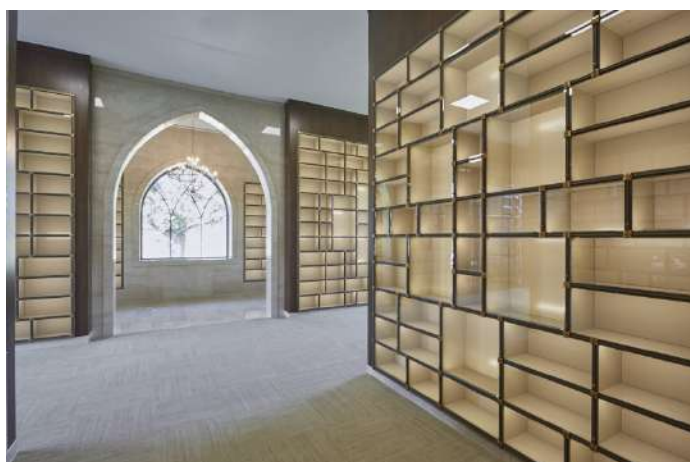
Remembrance Service – A beautiful garden design with thoughtful memorialization options, like a great restaurant's ambiance and delicious food, will only elevate our cemetery's standing in our community so far. Our most crucial offering - the one that will be remembered far longer - is how well we take care of those we serve. Guiding families through a grieving and remembrance process that allows them to say goodbye takes work, training, and caring on our part but creates a lifetime of good grace. The way our staff communicates, dresses, greets and follows up with families, and handles delicate matters makes a tremendous impact on the overall impression.

A fantastic restaurant team will guide their guest through the dining process. The host might suggest a favorite appetizer while bringing you to your table, then your server suggests a cocktail that pairs well with that appetizer. The culinary team offers nightly specials. A manager checks in to thank you for dining here and suggests a dessert that compliments the dinner you are enjoying. This becomes the place you choose for family events in the future and insist your friends try it immediately. A spot up the street may have slightly better food and a spot across town may offer a better view, but it never feels like those restaurant team are taking care of you.

We can create a similar experience for our cremation consumers. Our professional team should offer choices to the families we serve. The families may kindly refuse if they do not see the benefit to the services. However, without our suggestions, our families will never know about the “specials” we offer or the “pairings” that can be made for a cremation remembrance. We cannot forget about the personalized memorialization options, cremation keepsakes, jewelry or other experiences that can be given to the cremation consumer. One of the worst ways we fail our cremation consumers is to assume they do not want anything extra or special. Our families cannot create the occasion they seek without being offered the way.

The difference between a fantastic and a mediocre restaurant experience can be found in how well a staff cares for guests even when they know what to expect from a restaurant. How much impact will your caring, informative process have on families planning an event with which they have limited experience? When we use our professional skills empathetically to assure that every family with whom we work has the best possible funeral experience, our whole surrounding community will know about it.

Perspective Shift – Cremation is here to stay. The families we serve learn more about their options for memorialization and remembrance from us than ever before. The number of outlets where our families can share their good experiences has grown exponentially. Every person we help who has a smart phone has the equivalent of a megaphone through which they can announce to their community how well they were cared for by your cemetery. We need to seek these opportunities out within our community. The rewards for doing this work well will be myriad.



By creating serene spaces with curated memorials and guiding families through the planning of meaningful remembrance services, the value of our facilities becomes self-evident. By hiring and training the right people who believe there are wonderful ways to make cremation services and memorialization options special and meaningful, the revenues will follow.

Cremation is an emerging area of excellence for us. Like a successful restaurant adjusting their menu and service style to changing tastes, we must adapt to our communities new and evolving expectations. By leveraging our earned experience, we can do that better than anyone, if we choose to.

IN THE NEWS

Substance Use Prevention & Recovery Program (SUPR) formerly Drug Free Safety Program (DFSP)

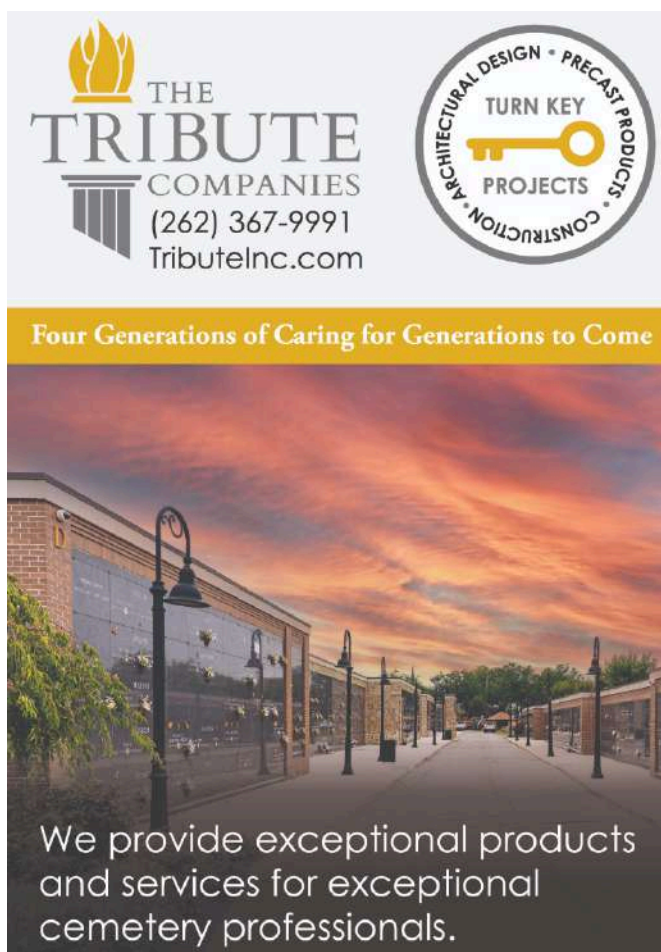
The Ohio Bureau of Workers' Compensation is merging the Drug Free Safety and Substance Use Recovery programs into a new, streamlined program called Substance Use Prevention & Recovery Program (SUPR). BWC made the changes to enhance and simplify overlapping programs into one integrated, unified program. The goal is to reduce customer confusion, increase program utilization, reduce customer paperwork, improve internal administrative efficiencies and streamline processes for both customers and BWC.

An overview of the changes include:

- DFSP Safety grants are replaced entirely with SUR grants
- DFSP participants are automatically eligible to request SUR grants
- Expands reimbursable expenses to include substance use assessments for employers with "second chance" policies
- Switches from a limited enrollment window to year-round rolling enrollments with the ability to earn pro rata premium bonus
- Eliminates requirements to file the Safety Management Self-Assessment (SH-26) and Safety Action Plan (DFSP-5) forms and requires filing of the Accident Report (DFSP-1) only for lost-time injuries
- Integrates the enrollment processes for DFSP and SUR into one application
- Moves SUR grant requests to an online format
- Creates an online "as-you-go" format to allow employers to upload annual report documents throughout the program period
- Provides an online employee and supervisor training option through BWC's Learning Management System

The SUPR effective date for private employers is July 1, 2025. The effective date for public employers is January 1, 2026. For more information on the SUPR program, click [here](#).

If you have any questions, contact our Sedgwick program manager, Rejeana Woolum-Napier, at (614)359-2403 or rejeana.woolum-napier@sedgwick.com.



OSHA TOP 10 VIOLATIONS (PART 2)



In last month's article, we discussed OSHA's Top Ten violations for fiscal year 2024 focusing on violations 1 through 5. In this month's article, the goal is to focus on 6 through 10. The objective is to identify what OSHA sees in the workplace during their inspections and compare that to your organization as an opportunity to find any gaps or deficiencies within your safety process. This is a great way to develop goals and objectives in 2025 and compare your safety program to OSHA's Top Ten Violations List.

As we discussed, OSHA publishes a top ten list every fiscal year which runs from October to September. For fiscal year 2024, OSHA identified the following on their list:

1. Fall Protection—General Requirements ([1926.501](#)): 6,307 violations
2. Hazard Communication ([1910.1200](#)): 2,888 violations
3. Ladders ([1926.1053](#)): 2,573 violations
4. Respiratory Protection ([1910.134](#)): 2,470 violations
5. Lockout/Tagout ([1910.147](#)): 2,443 violations
6. Powered Industrial Trucks ([1910.178](#)): 2,248 violations
7. Fall Protection – Training Requirements ([1926.503](#)): 2,050 violations
8. Scaffolding ([1926.451](#)): 1,873 violations
9. Personal Protective and Lifesaving Equipment – Eye and Face Protection ([1926.102](#)): 1,814 violations
10. Machine Guarding ([1910.212](#)): 1,541 violations

As a reminder, the full text of OSHA's regulations can be found in the Code of Federal Regulations (CFR): <https://www.osha.gov/laws-regs/regulations/standardnumber> or by clicking on the hyperlinks included above for the specific topics.

General Industry Regulations are found [in Part 1910](#) and Construction Industry Regulations are found [in Part 1926](#). Agriculture Regulations can be found at <https://www.osha.gov/laws-regs/regulations/standardnumber/1928>.

Let's look into some of the specific findings OSHA uncovered for violations 6 through 10.

#6 - Powered Industrial Trucks ([1910.178](#))

Powered Industrial Trucks are extremely useful for moving material. The OSHA standard includes not only forklifts, but any Powered Industrial Vehicle (PIV) that operates by battery or engine and can be sit down, stand up or walk behind. There has been a significant increase in the use of PIV's over the past 12 years which is resulting in a surge of injuries. During their inspections, OSHA found that employees are not being trained and certified prior to operating the vehicle. Whether they are used outdoor or indoors, operators must be appropriately trained prior to use. Additionally, employers are not retraining employees after an unsafe incident or re-certifying them at least every three years, which are required in the standard. OSHA also finds that pre-operation inspections are not being completed and documented. Finally, trucks needing repair are not taken out of operation, but instead, are being used, which not only can result in a violation, but also lead to potential injuries in the workplace.

#7 - Fall Protection – Training Requirements ([1926.503](#)):

Last month's article identified Fall Protection – General Requirements as the number one violation. Fall Protection shows up a second time, however in this instance, it references training requirements. Employers cannot give employees fall protection and expect them to go to work safely without proper training. Violations include failure to train employees on recognizing fall hazards in the workplace and the knowledge to identify and resolve those hazards. Employers are also not properly certifying their training with the required information including the name, or other identity of the employee trained, the date(s) of training and signature of the person conducting the training. Additionally, the employers are not ensuring each employee is trained by a competent person. According to OSHA, a "competent person" is defined as "one capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees and who has authorization to take prompt corrective measures to eliminate them".

#8 - Scaffolding ([1926.451](#))

Scaffolding is useful in the workplace, but can be dangerous if not used correctly. Guidelines for proper installation of scaffolding are very specific and must be followed to prevent accidental tip over, falls or collapse. According to OSHA, employers are not erecting scaffolds per manufacturers' guidelines. Scaffolding is being built on inadequate foundations causing a potential tip over. Planks and decks are not being used between the front uprights and the guard rail supports causing a potential fall hazard. The OSHA standard states that scaffolds shall be erected, moved, dismantled, or altered only under the supervision and direction of a competent person qualified in scaffold erection. Therefore, the employer must either ensure they have properly trained and authorized employee(s) to oversee this work or use a professional outside installer.

#9 - Personal Protective (PPE) and Lifesaving Equipment ([1926.102](#)):

Number 9 on the list is PPE and Lifesaving Equipment that focuses on eye and face protection. OSHA requires employers to perform a PPE hazard assessment of the jobsite to determine appropriate protection for all body parts. However, OSHA is finding that employers fail to identify hazards to the eyes and face within the workplace. Some of the findings include not performing a hazard assessment, employees not wearing approved PPE and employees wearing prescription lenses not designed or rated for the work environment. Remember, PPE is the last line of defense for employees, so before PPE is issued, determine if the hazards can be eliminated using the [Hierarchy of Controls](#). If not, then OSHA allows the use of PPE.

#10 - Machine Guarding ([1910.212](#)):

Performing an assessment of machinery and assuring guards are installed is key to preventing serious injuries such as being caught in, amputations and death. According to OSHA, employees must be protected from machine hazards created by point of operation, ingoing nip points, rotating parts, flying chips and sparks. The OSHA inspections uncovered that many types of machines were not properly guarded to protect employees, guards were missing or not being used, and certain types of machines were not anchored to prevent walking or tipping. In addition, OSHA found improper guarding for operations that include revolving drums, barrels and containers. The employer must ensure that all equipment and machinery is guarded properly and is maintained in place.

This article is intended to be a high-level summary of violations 6-10 of OSHA's most frequently cited standards for fiscal year 2024. It is important that you review the regulations thoroughly in order to identify other parts of the standard to achieve and maintain compliance. Having a

successful safety program starts with understanding what the standard requires, identifying gaps in your program and making the appropriate changes. Once those changes are made, don't forget to retrain employees where necessary. If you are new to the safety world or looking to increase your knowledge of safety, consider online training classes, brochures, pamphlets, reputable online sources, consulting organizations, your Sedgwick Safety Representative or the Bureau of Workers Compensation Division of Safety & Hygiene.

For more information, please contact Sedgwick's Andy Sawan at 330.819.4728 or andrew.sawan@sedgwick.com.





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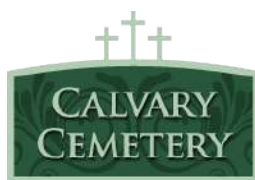
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CREATING COMMUNITIES AND CELEBRATING LIFETIMES SINCE 1872



The Calvary Cemetery Association's Board of Trustees is pleased to introduce Scott Wright as the Executive Director of Calvary Cemetery, Dayton OH effective April 1, 2025. Scott Wright succeeds Rick Meade as Executive Director upon his retirement on March 31, 2025 after 35 years of service to Calvary Cemetery.

Scott has been in the cemetery industry since 2016, previously serving as Calvary Cemetery's Community Outreach Director. He has served as the President of the Ohio Cemetery Association, and Secretary/ Treasurer of the Catholic Cemeteries of Ohio. A graduate of the Catholic Cemetery Conference's School of Leadership and Management Excellence and ICCFA College of Leadership, Management, and Administration, he is a Certified Catholic Cemetery Executive. Scott is a graduate of the Pontifical College Josephinum (B.A.) and the Athenaeum of Ohio (M.Div).

"I am thankful for the trust and confidence placed in me by the Calvary Cemetery Board" said Wright. "I have a lifelong connection to Calvary as many of my own family members are buried at Calvary Cemetery. As I embark upon this new ministry, I hope to lead with the Gospel mission of love, caring for all those buried at Calvary as if they were my own family."

Calvary Cemetery would also like to thank Rick Meade for his dedicated service. During Rick's tenure he oversaw many cemetery expansions, including the St. Kateri Preserve for Natural Burial and Garden of Peace Columbarium. According to Meade, "It has truly been a blessing and privilege to serve the Calvary Cemetery Association; Calvary is a wonderful asset in our community serving as a haven of peace, rest and tranquility while providing 200 acres of natural beauty. Congratulations and best wishes to Scott Wright, the Calvary Board of Trustees and the entire team."

For more information, please contact Scott Wright at scottw@ccadayton.org or 937-293-1221

OCA NEW WEBSITE UPDATE

OCA leadership has been working on a new website upgrade. The following are some of the changes:

- Paid cemetery members may have multiple individual logins
- Each individual member will have their own unique login
- Ability to pay for events and membership dues online
- Members will have the ability to ask questions with visible answers, submit articles or photos and submit any news
- Non-members will have access to some information on the OCA



We will need everyone's name and email address that want to have access to the website so we can send out login directions. A separate email will be sent in the near future to each member cemetery for this information. Look for the new OCA website coming soon!



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