

 SAFESTART[®] FORUM
FOR HUMAN FACTORS PRACTITIONERS

2025

CINCINNATI, OH
OCTOBER 28 & 29

**THE UGLY TRUTH KEEPING US
FROM GETTING SAFER**

Larry Pearlman and Susie Scott

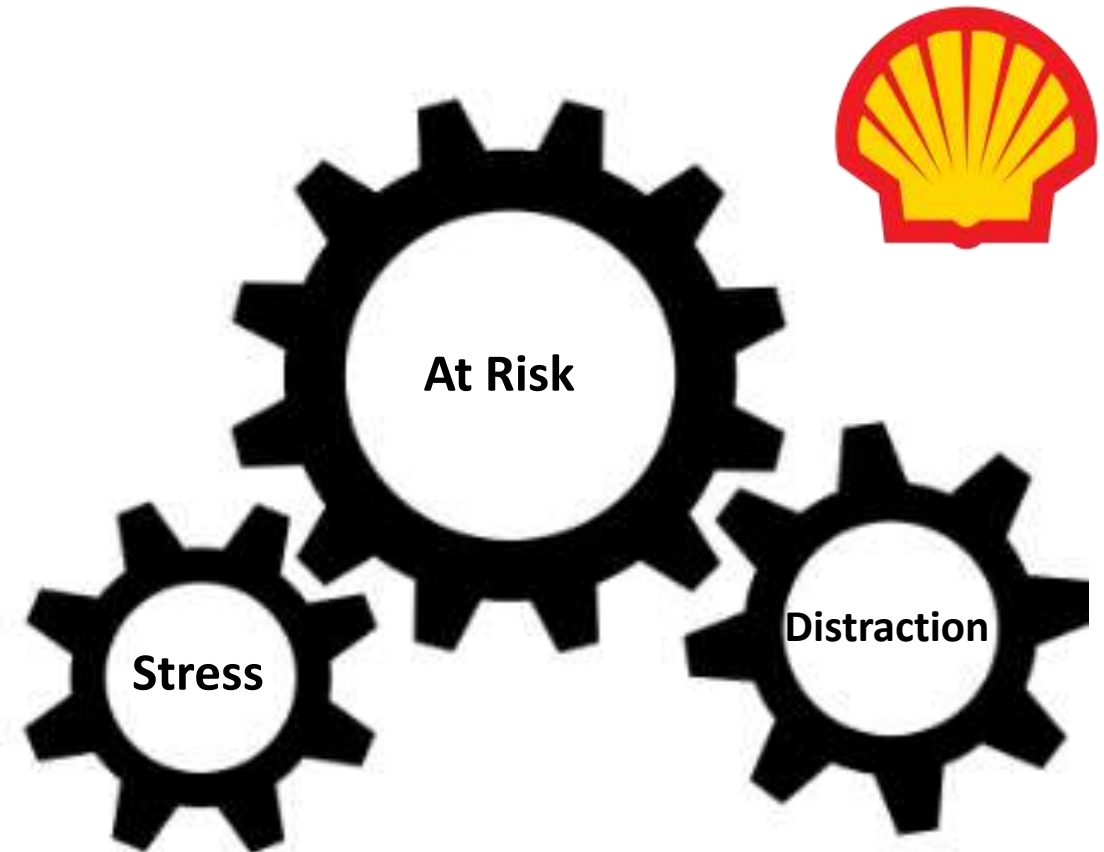
SLEEP DEPRIVATION

“Overly sleepy employees are 70% more likely to be involved in workplace accident than colleagues who are not sleep deprived.”

- *Sleepfoundation.org*
- *11/3/23*



- 3% of employees “accident prone” and typically account for 22% of accidents
- Accident prone employees are 50% more likely to have a SIFp incident
- Accident prone is not a permanent condition: research shows that they are accident prone for 6 – 12 months
- Accident prone employees are not ‘really’ at work
 - They are in the moment
 - They are distracted



US FEDERAL MINIMUM WAGE

\$15,080 Annually

EMPLOYEE RIGHTS
UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE
\$7.25 PER HOUR
BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youth 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work-hour restrictions. Different rules apply in agricultural employment.

TIP CREDIT Employees of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employees must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages in cases of minimum wage, overtime, and other violations. The Department may initiate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also contains provisions regarding retaliation against workers who file a complaint or participate in any proceeding under the FLSA.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements.
- Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
- Some states have stronger employee protections; employers must comply with both.
- Some employees incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (but not exempt independent contractors) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

 **DOL** WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243
www.dol.gov/eis/vww/whd 

OSHA 3090

AVERAGE HOURLY WAGES



Material Handler
\$15.97/hr - \$33,217/year



Fast-Food Worker
\$14.46/hr - \$30,076/year



Airline Baggage Handler
\$16.75/hr - \$34,840/year



Janitor
\$16.00/hr - \$32,280/year



Call Center Worker
\$15.00/hr - \$31,200/year

A GROWING POPULATION SEGMENT – VEHICLE HOMELESSNESS

Over 3 million Americans are estimated to be sleeping in their vehicles.

In Los Angeles alone, more than 15,000

In King County, Washington living in vehicles surged 46% in one year.



PREVENTATIVE HEALTHCARE

In 2017, 5.8 million persons in the US (1.8%) delayed medical care because they did not have transportation.



QUICK, EASY AND CHEAP IS NOT ALWAYS HEALTHY!



WE CAN'T JUST HOPE OUR WORKERS ARE SAFE, ALERT AND ATTENTIVE!

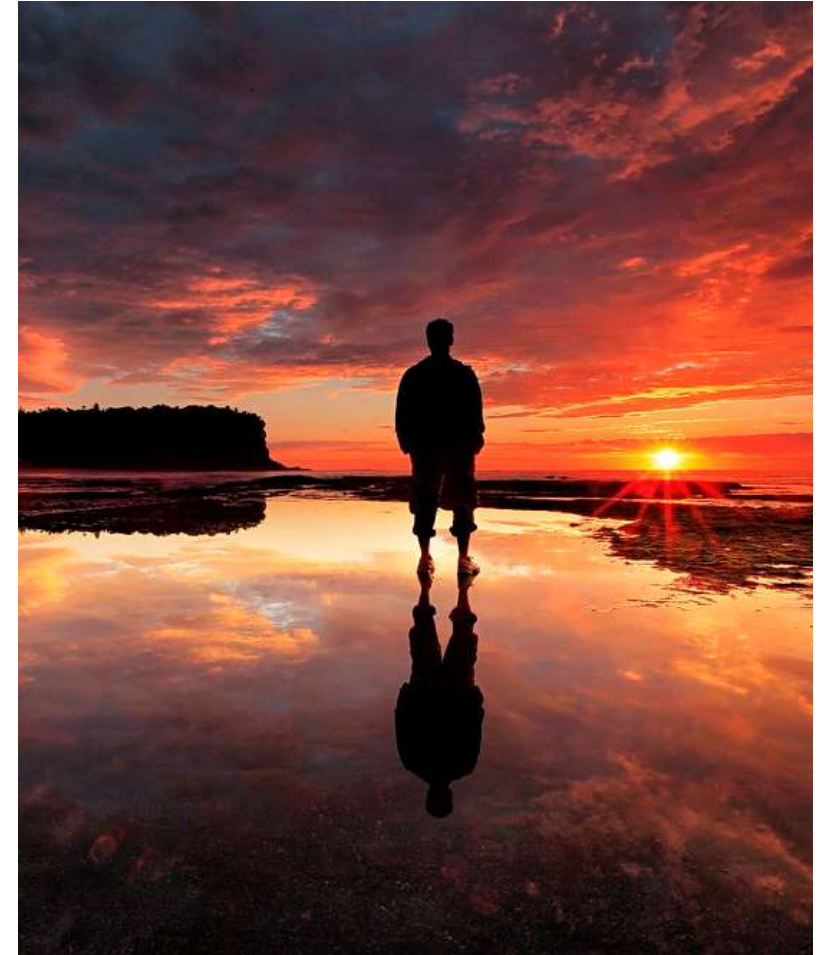


THINGS TO CONSIDER



SUMMARY

1. There's stuff that no one is talking about
2. We know this stuff really matters
3. It's hard for executives to take this on!
4. There are things **we can** do to make a significant impact
5. Pick your battle(s) for what you choose to take on
6. We must make a strong business case





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THANK YOU FOR ATTENDING!