



Luck of the Draw: An Employee-Right-to-Know (ERTK) Review Game

Created by

Julie Quinn | MN Commerce Department Weights & Measures Director

2019

The problem in a Nutshell

- Employers are responsible for employees'safety
 - Conditions
 - Equipment
 - Procedures
 - ***Training***
- Employees have most immediate control over their own safety
 - Awareness
 - Behavior
 - Pay attention/no horseplay
 - ***ID & respond to hazards***

Purpose of this Game

- Train employees to recognize hazards
- Train employees to see themselves as 1st response to the hazards they encounter
- Make training memorable by making it fun and avoiding the *PowerPoint of Doom*

Disclaimer

This game was developed by the Minnesota Department of Commerce Weights and Measures Division, and published by the Minnesota Department of Administration Risk Management Division.

It is meant to be used for reviewing Employee-Right-to-Know (ERTK) categories with employees who have already received initial safety and ERTK training on the specific hazards they face in their work environments.

This game is not meant to replace initial safety and ERTK training.

This game might also be used for tabletop job safety analysis (JSA) reviews of specific job tasks with the workers which perform them.

Please consult with your agency's safety director and/or your HR department on whether this game will meet your agency's specific safety and ERTK training needs.

Allow 2 – 2.5 Hours For Training

- Approximately 1 hour to introduce the game and create the hazard cards
- 15 minute stretch break
- Approximately 1 hour to play the game
- 15 minutes to wrap-up and debrief.

(NOTE: Each ERTK category has a suggested time allocated for it. These times may be adjusted to suit an agency's specific needs. For example, health care agencies may allocate more time to radiation and infectious diseases, and less time to physical hazards, than suggested. Labs might spend more time on chemical hazards and/or infectious diseases.)

Break into Groups of 4 to 8 by Work Area (lab, office, field, maintenance, etc.)

Breaking into groups by work area allows players to focus on their specific conditions of their actual work environment, and ensures that they have the same understanding of what resources are available to address hazards when they play the game. Supervisors and managers should be in their own group and should review their own work conditions when playing. All players should feel comfortable talking freely about their work conditions.

Each group should have:

- 1 deck of playing cards (with the jokers)
- 1 stack of blank cards (50 – 100)
- 1-2 pens or markers

Choose someone with legible handwriting to be the group scribe. (This ensures anonymity for group members when the hazard cards are analyzed later.)

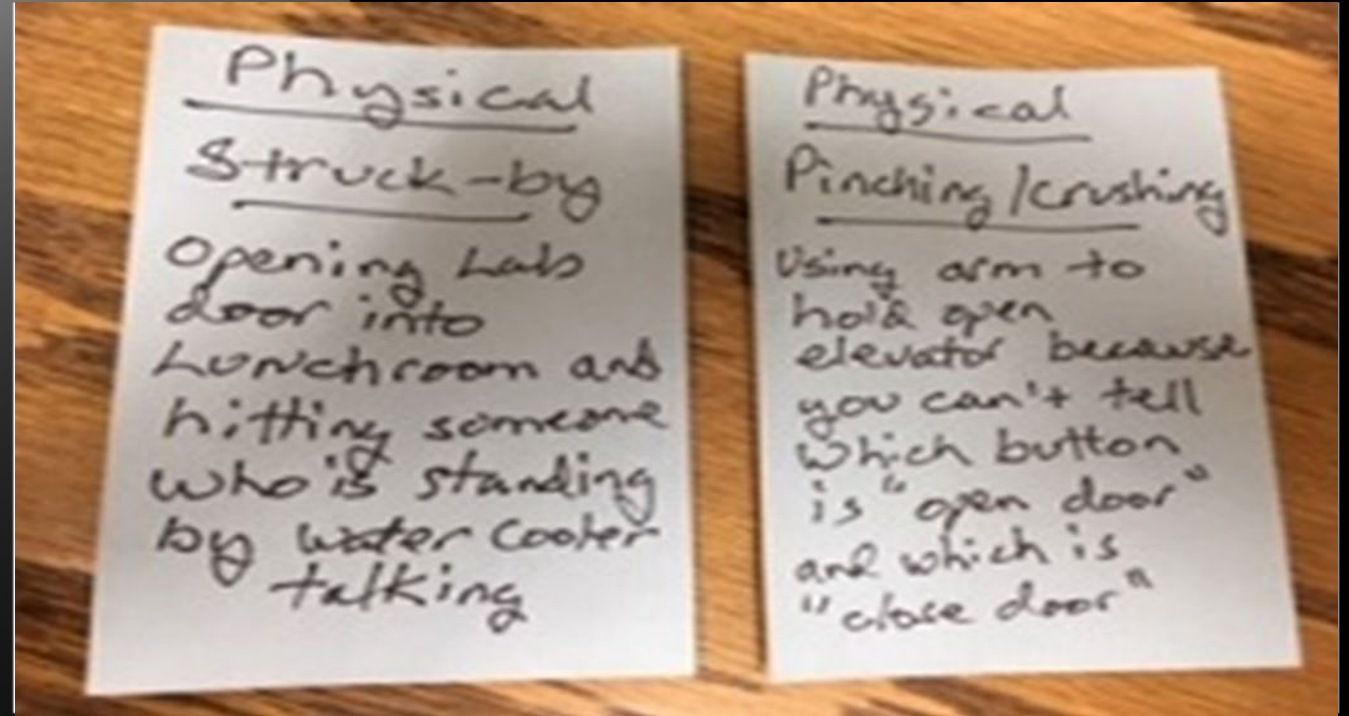
The scribe will write the hazards identified by the group on the cards, and will total scores at the end of the game.

Goal of the Game: Retire Healthy (positive score) instead of Injured (negative score) or Dead (joker)

- Part 1 – Creating the Hazard Cards (approximately one hour)
 - Moderator reviews ERTK hazard categories with the groups:
 - Physical
 - Chemical
 - Radiation
 - Infectious diseases
 - Each group discusses the hazards they actually face on the job for each ERTK category. The scribe records the hazards on cards which are then used in the second part of the game. Later, the hazard cards can be reviewed by the safety committee and/or agency management for possible further action.
- Part 2 – Playing the Game (approximately one hour)
 - Players take turns picking a card from the top of a deck of ordinary playing cards.
 - When black cards are drawn, players also pick a hazard card and earn points by coming up with the best response to the hazard described on the card. Other players can challenge for the points if they think they have a better response.
 - When red cards are drawn, players either have a ‘near-miss’ and keep the same score, or are ‘injured’ and lose points.
 - Drawing a joker means the player has died. All their points disappear but they are not out. They can still compete for points and be a “guardian angel” by giving the points to other players, or be a “zombie angel” by “eating the points” so that no one gets them.

How to Mark the Hazard Cards

- Write the main category at the top of the card
- Write the sub category beneath the category
- Write a specific description of the equipment and/or substance, behavior, and location of hazard you have seen at your job. (Be as specific as possible.)
- If a hazard fits more than one category, you may use it on several cards



Physical Hazards (review sub-categories & create cards; 20-25 minutes total)

Top Causes of Days Away and Restricted Time Injuries

- Bending/Lifting/Twisting
- Slips/Trips/Falls [OSHA Focus Four]
- Struck by Hazards [OSHA Focus Four]
- Pinching/Crushing Hazards [OSHA Focus Four]
- Electrical Hazards [OSHA Focus Four]

Other Physical Hazards








- Weather (tornadoes, lightening, blizzards, etc.)
- Temperature (Heat Stress & Hypothermia)
- Noise
- Fire
- Guns and Weapons/Workplace Violence
- Vibration (Hand-Arm Vibration Syndrome)
- Insect and Animal Bites (dog bites, bee stings, etc.)
- Others?

Chemical Hazards

(review sub-categories & create cards; 10-15 minutes total)

Globally Harmonized System (GHS) of Classification and Labelling of Chemicals (left to right, top to bottom)

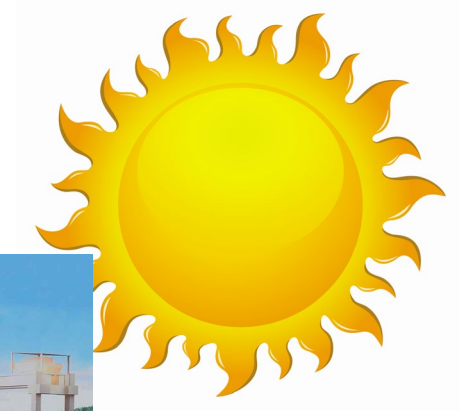
- Long-term health (cancer, birth defects, liver or kidney failure etc.)
- Fire
- Irritates skin, eyes or lungs
- Potential rocket
- Corrodes skin, eyes, or metals
- Potential bomb
- Spontaneously combusts, accelerates fires
- Poisons the environment
- Poisons people

Health Hazard  <ul style="list-style-type: none">• Carcinogen• Mutagenicity• Reproductive Toxicity• Respiratory Sensitizer• Target Organ Toxicity• Aspiration Toxicity	Flame  <ul style="list-style-type: none">• Flammables• Pyrophorics• Self-Heating• Emits Flammable Gas• Self-Reactives• Organic Peroxides	Exclamation Mark  <ul style="list-style-type: none">• Irritant (skin and eye)• Skin Sensitizer• Acute Toxicity (harmful)• Narcotic Effects• Respiratory Tract Irritant• Hazardous to Ozone Layer (Non-Mandatory)
Gas Cylinder  <ul style="list-style-type: none">• Gases Under Pressure	Corrosion  <ul style="list-style-type: none">• Skin Corrosion/ Burns• Eye Damage• Corrosive to Metals	Exploding Bomb  <ul style="list-style-type: none">• Explosives• Self-Reactives• Organic Peroxides
Flame Over Circle  <ul style="list-style-type: none">• Oxidizers	Environment (Non-Mandatory)  <ul style="list-style-type: none">• Aquatic Toxicity	Skull and Crossbones  <ul style="list-style-type: none">• Acute Toxicity (fatal or toxic)

Radiation

(review sub-categories & create cards; 5-10 minutes total)

- Ultraviolet
- X-ray
- Atomic/Nuclear



Infectious Agents (review sub-categories & create cards; 5-10 minutes total)

- Food-borne (listeria, e-coli, salmonella, etc.)
- Blood-borne (AIDS, hepatitis-c, etc.)
- Common contagious diseases (colds, flu, etc.)
- Animal Vector (West Nile virus, hantavirus, rabies, etc.)

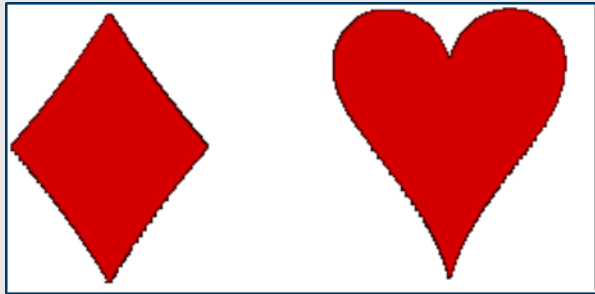


Take a 15 minute
stretch break

Luck of the Draw - Rules

- Shuffle hazard cards and playing cards separately, then place them facedown on the table. 1st person on scribe's left turns up 1 card from the deck of regular playing cards.
 - a. If a player draws a red number card (Ace – 10), the player had a near-miss and neither gains, nor loses, points. Player keeps the card but doesn't count it when totaling points at the end. Play proceeds clock-wise to the next player.
 - b. If a player draws a red face card (Jack, Queen, King), the player has been injured and will lose 11 (J), 12 (Q), or 13 (K) points. Player keeps the card and deducts these points from their total at the end.
 - c. If a player draws any black card, the player gets the points on the black card *but only after the player draws a hazard card and describes an action they would take to address the described hazard. Player should try to say the best response possible or other players may challenge for the points.*
 - d. **Challenges** – Moving clockwise around the group, each player then gets a chance to say whether they want to challenge the player's response or not. Each challenger then describes what they think is a better response to correct the hazard. The group votes by show of hands who has the best solution. Winner gets the point card to add to their score at the end. (In case of a tie, the scribe's vote counts for two votes.) The scribe writes the winning solution on back of the hazard card and keeps it until the end.
 - e. **NUCLEAR OPTION – leave one or both jokers in deck.** Anyone who draws a joker loses all points and is now dead. Everyone in the group has to say one nice thing about them as if they were at a funeral or memorial service, and then play continues without them. Player becomes an "Angel" and can participate in challenges, but can't keep points if they win. Any angel who wins a challenge can be a "guardian angel" and give the points to another player of their choice; or they can be a "zombie angel" and 'eat' the points which means that no one gets them.
- Play continues in a clockwise direction until time runs out or until no more hazard cards remain. Each player then shows all their playing cards to the group and the scribe calculates their total points. (Use a blank card to tally the scores.)
- Player with most point wins. They retired in the best health. Anyone with a positive score retired in good health. Anyone with negative points retired with a permanent injury. Anyone who drew a joker is dead.
- In case of a tie – each tied player draws a card. Highest black card wins. If all tied players draw a red card, they are out. Next runner-up wins.
- At the end of the game, return markers, playing cards, and hazard cards to the moderator. Hazard cards will be shared with management and the safety committee for analysis and possible future action.

Luck of the Draw - Scoring



0 points for red numbered cards (ace – 10)
-11 points for red Jacks
-12 pts for red Queens
-13 pts for red Kings



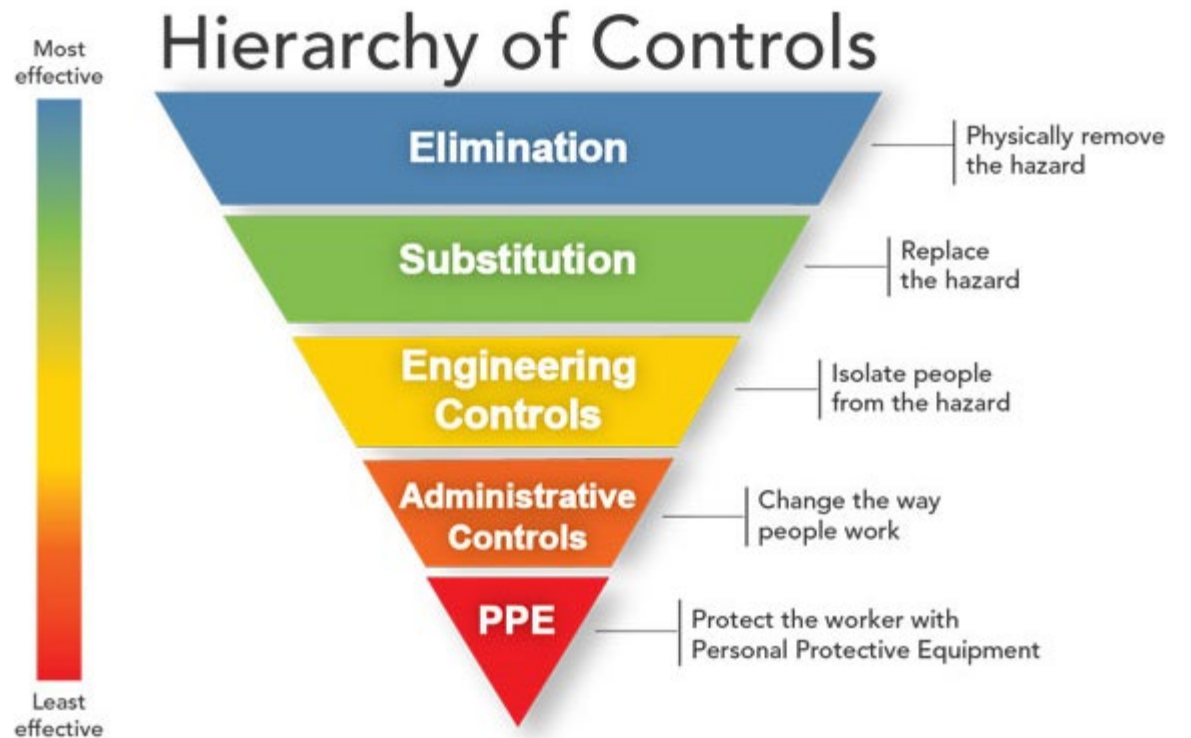
+1 – 10 points (ace – 10) for black numbered cards
+11 points for black Jacks
+12 pts for black Queens
+13 pts for black Kings

What Makes a Response the *BEST* Response?

- How likely is it that the proposed response will be effective? Where is it on the Hierarchy of Controls? (PPE and policy are least effective because employees may choose not to comply with policy or wear their PPE. Engineering controls are moderately effective but people can often disable or tamper with them. Example: Removing machine guards or breaking off the ground plug on an extension cord.)
- Does the proposed response protect just the employee? Or does it protect everyone in the area?
- Will the proposed response eliminate the hazard in the future?
- Would an employee realistically have the resources needed to execute the proposed response? Would someone actually do this?

Infographic by NIOSH

<https://www.cdc.gov/niosh/topics/hierarchy/default.html>



This Game is Not Fair

It is rigged in your favor. There are 46 opportunities to keep the same score or improve your score. There are only six chances that your score will be seriously harmed, (One or two chances that you will be killed – if you play the NUCLEAR OPTION).

- This is an extreme version of the safety pyramid which predicts that there will be one death and 10 serious injuries for every 3,000 unsafe actions or conditions.

The scribe has a very small advantage because the scribe did extra work.

- The scribe's vote counts for two in ties.

A player can be ahead for the whole game and still lose in the end.

- In the real world, don't be a joker on the job.
- Just like in the game, jokers often end up dead.

ready.
set.
go!

**Time to
Play!**
(allow approx. 1 hour)

Debrief (allow approximately 15 minutes)

- Did you have fun?
- Did you learn anything?
- Will you think or act differently after playing the game?
- Any suggestions on how to improve the game?
- Share your knowledge:
 - Collect the hazard cards from each group at the end of the game and return them to the moderator.
 - Management and/or safety committee will use them to learn what hazards you identified for each category and what people thought the best responses were.

“Oh, but you must travel through those woods again and again...said a shadow at the window...and you must be lucky to avoid the wolf every time...”

But the wolf...the wolf only needs enough luck to find you once.”

-Emily Caroll, Through the Woods



Thank You!

Kemal Munn

MN Department of Administration

Risk Management Division

kemal.munn@state.mn.us

651-201-3011

mn.gov/admin/government/risk