

Orland Cemetery District

Accident Investigation Report and Hazard Mitigation Narrative

Following two workers' compensation incidents, the Orland Cemetery District conducted accident investigations in accordance with its Injury and Illness Prevention Program (IIPP) and applicable provisions of Title 8 of the California Code of Regulations. The District maintains an established safety program that includes Lock Out / Tag Out (LOTO) procedures, employee safety training, and the provision of appropriate personal protective equipment (PPE), including protective gloves. As a result of these investigations, the District evaluated task-specific hazards and implemented additional engineering, administrative, and training controls to further reduce employee exposure to mechanical and pinch-point hazards.

Incident Review and Corrective Actions:

Mechanical Equipment Start-Up – Contact With Moving Parts

An incident involving an employee injury during the start-up of powered equipment prompted a review of machine guarding, startup procedures, and work practices. The District identified potential exposure to moving mechanical components during equipment startup and implemented the following corrective actions:

- Physical guards and fan shrouds were evaluated for installation on applicable equipment to prevent employee contact with moving parts, consistent with Title 8 machine guarding requirements.
- Equipment startup procedures were revised to require verification that all guards are in place and that employees' hands, clothing, and tools are clear of moving components prior to ignition.
- A pre-operation inspection and safety checklist was implemented for powered equipment to confirm safe startup conditions.
- Equipment adjustment, servicing, and maintenance activities are restricted to trained and authorized personnel in accordance with the District's Lock Out / Tag Out procedures.
- Employees received refresher training addressing hazardous energy, stored energy, pinch points, and proper startup and shutdown procedures.

These measures were implemented to reinforce existing LOTO practices and reduce the risk of inadvertent contact with moving mechanical parts.

Monument and Headstone Placement – Pinch Point / Caught-Between Hazard

An incident involving a finger injury during headstone placement resulted in a task-specific hazard evaluation focusing on pinch-point and caught-between hazards associated with monument handling. Following this evaluation, the District implemented the following mitigation strategies:

- Mechanical lifting and handling devices, including stone clamps, hoists, dollies, and alignment tools, are required for monument placement and adjustment where feasible to minimize manual handling.

- A no-hands-in-pinch-points work practice was implemented, prohibiting hand placement beneath or between suspended or supported loads.
- Temporary stabilization and bracing methods are utilized during monument placement to reduce unintended movement.
- A Job Hazard Analysis (JHA) was completed for monument handling tasks in accordance with the District's IIPP, identifying hazards and required controls.
- Minimum staffing levels and a designated spotter are required during headstone placement activities.
- Employees received documented training on safe monument handling procedures, hazard recognition, and the proper use of lifting and positioning tools.

Injury and Illness Prevention Program Enhancements:

In addition to incident-specific corrective actions, the Orland Cemetery District strengthened its overall Injury and Illness Prevention Program through the following measures:

- Accident and near-miss investigations are conducted to identify root causes and corrective actions, with findings documented and tracked.
- Grounds Foreman and District Manager will conduct routine safety observations and address unsafe conditions or work practices promptly.
- Equipment inspection and maintenance records are maintained to ensure guards, lifting devices, and safety equipment remain in safe operating condition.
- Safety policies and standard operating procedures were reviewed and updated as necessary, and changes were communicated to employees.
- Ongoing safety training and refresher instruction are provided to reinforce hazard awareness and safe work practices.

Conclusion:

Through the implementation of engineering controls, administrative controls, and enhanced employee training consistent with Cal/OSHA requirements, the Orland Cemetery District has taken proactive steps to mitigate identified hazards, reduce the likelihood of recurrence, and continuously improve workplace safety.

REVIEWED:

This incident report was reviewed by the Orland Cemetery District on February 10, 2026.