



# WAREHOUSING, DISTRIBUTION & RETAIL OPERATIONS HANDBOOK



SOLUTIONS, SUPPORT AND OUR COMPLETE WDRO LINE-UP



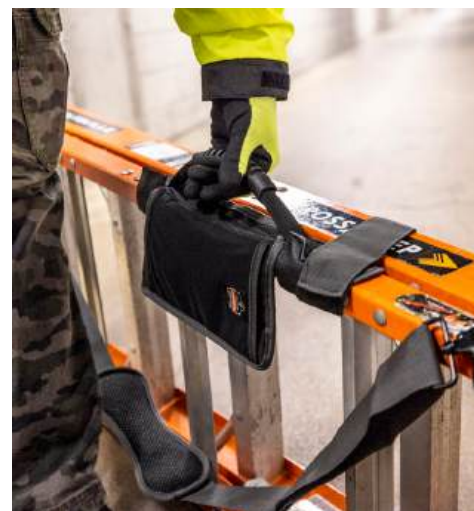
# WAREHOUSE TO DOORSTEP

## MAKE SAFETY THE STRONGEST LINK IN THE CHAIN

Under pressure? In the clamor of global supply chains, Freddie and Bowie had nothing on today's warehousing and distribution scene. Cue the latest track about rising risks in the warehousing and distribution sector. Injury rates? Tripled over the last fifteen years. It's time to change the record.

**Enter Ergodyne.** With a legacy that goes deeper than a John Deacon bassline (Google him), we've been pioneering safety in this space since 1983.

So, when you're feeling that pressure pushing down on you, ask yourself: is your PPE adding to the weight? If so, it's time for an upgrade. From temperature management to ergonomics, we've got the gear that ensures safety and productivity are singing in perfect harmony—from warehouse to doorstep and all points in between.



The warehousing and distribution workforce has nearly tripled to more than **1.9 million** people over the last 15 years according to OSHA.

## OSHA'S NATIONAL EMPHASIS PROGRAM (NEP) ON WAREHOUSING AND DISTRIBUTION CENTER OPERATIONS:

With a steep increase in workforce comes a heightened focus on hazards common to warehousing and distribution centers in addition to mail/postal processing, parcel delivery, courier services and high injury rate retail establishments.

Get the facts to protect your peeps and stay in good stead with the safety cops. **SCAN TO DOWNLOAD**

**OSHA'S NATIONAL EMPHASIS PROGRAM ON WAREHOUSING & DISTRIBUTION CENTER OPERATIONS**

**MAKE SAFETY THE STRONGEST LINK**

**WHAT IS THE NATIONAL EMPHASIS PROGRAM (NEP)?**

With some sectors experiencing rates more than twice the national average, OSHA is launching a new program to address the high risk of injury and illness in the warehousing and distribution sector.

**WHY NOW?**

With employment in warehousing and distribution center operations growing to 1.7 million in December 2021, it is paramount to address the hazards in this sector.

**WHAT INDUSTRIES WILL BE AFFECTED?**

Warehousing and distribution centers experience higher injury rates than most other industries. Other industries impacted include mail/postal processing, parcel delivery, courier services and high injury rate retail establishments.

NAICS CODES	WAREHOUSING & DISTRIBUTION CENTER ESTABLISHMENTS
481110	Postal Service (excluding delivery center only)
482110	Courier and express delivery services
482210	Local messengers and local delivery
483110	General warehousing and storage
483120	Refrigerated warehousing and storage
483130	Farm product warehousing and storage
483190	Other warehousing and storage

\*NAICS: North American Industry Classification System

**HOW LONG IS THE NEP IN EFFECT?**

Effective July 13, 2023, the NEP will remain valid for three years.

**INSPECTIONS**

**WHAT CAN I EXPECT DURING AN INSPECTION?**

- Inspectors will:
  - Review logs and incident reports for indications of injury and illness.
  - Interview workers for symptoms of musculoskeletal disorders.
  - Review employer's safety measures, training records, and other relevant information.
  - Identify all conditions and activities pertinent to warehousing and distribution center operations.

**HAZARDS TO AVOID:**

- HEAT STRESS:** Wear cooling vests, take breaks, and stay hydrated.
- SPRAINS & STRAINS:** Use proper lifting techniques and wear supportive shoes.
- SLIPS, TRIPS & FALLS:** Keep walkways clear and wear slip-resistant shoes.
- COLD STRESS:** Wear insulated clothing and gloves.
- STUCK BY:** Use safety shields and maintain clear zones.
- MATERIAL HANDLING:** Use proper techniques and equipment.
- STORAGE & ORGANIZATION:** Keep aisles clear and use proper storage methods.
- WORKER DEBRITATION IMPACTS:** Wear eye protection and hard hats.



ERGONOMICS:

# SPRAINS + STRAINS

Our spiny senses are tingling. That can only mean one thing: somewhere nearby a lurking lumbar disaster is looming. Or maybe the dastardly and deleterious effects of repetitive motion has brought with it the sinister syndrome known as carpal tunnel. In the warehousing and distribution game, sprains and strains are perennial public enemy #1. Fear not. Your friendly neighborhood support slinger is here to thwart the evils of everyday wear and tear that can lead to the kind of chronic pain we wouldn't wish on even the most notorious supervillain.



**WARM UP. WORK HARD.  
COOL DOWN.**

The ProFlex® 1675 Back Support Brace not only promotes proper lifting technique during your shift, but it's got your back before and after with hot + cold therapy to get you ready for the day and recover for the next.



**1675**  
BACK SUPPORT WITH HOT/COLD PACK



**1650**  
ELASTIC BACK SUPPORT BRACE



**1051**  
MESH BACK SUPPORT BRACE



**100HV**  
SPANDEX HI-VIS BACK SUPPORT BRACE



**680**  
WRIST SUPPORT SLEEVE - SINGLE STRAP



**615**  
NEOPRENE COMPRESSION KNEE SLEEVE  
- OPEN PATELLA AND ANTERIOR PAD



**500**  
ELBOW BRACE STRAP



**601**  
KNEE COMPRESSION SLEEVE



**651**  
ELBOW COMPRESSION SLEEVE



**5300**  
LADDER SHOULDER LIFTING STRAP &  
CARRYING HANDLE



**5300**



ERGONOMICS:

# DEVICE MANAGEMENT

Ranging anywhere from \$800 to \$2,000 a pop, handheld scanner devices don't come cheap—a cost that's compounded every time they're dropped or left behind by workers. Our line of scanner slings, mounts, holsters and harnesses keep costly mobile devices secure and at-the-ready for shoot-from-the-hip barcode scanning—delivering comfort and efficiency when every second counts.



**3138**  
PADDED BARCODE SCANNER  
HARNESS + LANYARD



**3142**  
PADDED + VENTED BARCODE  
SCANNER + LANYARD



**3132**  
SCANNER HARNESS + LANYARD



**3144**  
DUAL SHOULDER RADIO HOLSTER



**3137**  
PADDED BARCODE SCANNER  
SLING + LANYARD



**3143**  
SCANNER HARNESS SLING +  
LANYARD



**3134**  
BARCODE SCANNER SLING



**3135**  
BARCODE SCANNER BELT + HOOK



**3145**  
BARCODE SCANNER CHEST  
HARNESS





ERGONOMICS:

# DEVICE MANAGEMENT

**STOW THAT SCANNER, COWBOY.**  
The Squids® 5543 Barcode Scanner Holder Mount with Fastener Straps prevents costly drops or losses by securing barcode scanners to the worksite for convenient storage and access. With two easy-to-attach hook & loop fastener straps and grommets, this forklift scanner holder has multiple attachment methods for securing to forklifts, table legs, shelves and more.



5543



**5549**  
TABLET HOLDER



**5543**  
SCANNER HOLSTER - EQUIP. MOUNT



**5540**  
SCANNER HOLSTER - LOOP



**5541**  
SCANNER HOLSTER - BELT CLIP



**5542**  
LOW PROFILE HOLSTER - LOOP



**5544**  
LOW PROFILE HOLSTER - BELT CLIP



**5545**  
ARM & WRIST SCANNER MOUNT



5545





ERGONOMICS:

# STORAGE + ORGANIZATION

Ruggedly built to guard your investment, protect your bottom line and sack those time-sucking searches for PPE, tools and equipment—the mantra of good housekeeping starts here.



**3420**  
SWIVELING GLOVE CLIP HOLDER  
WITH DUAL CLIPS



**3400**  
GLOVE CLIP HOLDER WITH  
DUAL CLIPS



**3386**  
VINYL ARM BAND ID/BADGE HOLDER



**3388**  
WRIST ID/BADGE HOLDER



**3391**  
ID/BADGE REEL



**3389**  
WALLET ID/BADGE HOLDER



**3123**  
TOOL WRISTBAND WITH D-RING  
ANCHOR - 5LBS / 2.3KG



**3003**  
RETRACTABLE TOOL LANYARD -  
DUAL LOCKING CARBINERS -  
2LBS / 0.9KG



**3151**  
COIL LANYARD SWIVEL HOOK &  
DETACHABLE LOOP PLUS MINI  
ADHESIVE MOUNT - 2LBS / 0.9KG



**3701**  
MINI ADHESIVE MOUNT  
REPLACEMENTS (10-PACK) -  
2LBS / 0.9KG



**5567**  
UTILITY KNIFE HOLDER



**5568/5569**  
TOOL POUCH WITH DEVICE HOLSTER -  
BELT LOOP/ BELT CLIP



**5568**



## HEAT STRESS:

Now for the good news: safeguarding your crew is as straightforward as it gets. And while imitators have come and gone over the decades, nobody continues to bring more sweet relief solutions and expertise to the hot and bothered masses than the heat stress safety pioneers (that's us).



**6602MF**  
MICROFIBER COOLING TOWEL



**6604**  
MULTI-PURPOSE COOLING TOWEL -  
PVA & MICROFIBER



6602



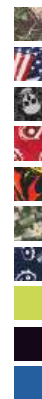
**6700CT**  
EVAPORATIVE COOLING BANDANA  
HEADBAND - PVA, TIE CLOSURE



**6487**  
COOLING MULTI-BAND -  
PERFORMANCE KNIT



**6632**  
COOLING SKULL CAP -  
PERFORMANCE KNIT



**6615**  
HIGH-PERFORMANCE BANDANA DO  
RAG - TERRY CLOTH SWEATBAND



**8937**  
PERFORMANCE COOLING  
BASEBALL HAT



**6667**  
WET EVAPORATIVE COOLING VEST -  
PVA, ZIPPER CLOSURE



## 6260



## 6230 STANDARD PHASE CHANGE COOLING VEST WITH PHASE CHANGE PACKS



**6685**  
**DRY EVAPORATIVE COOLING VEST -**  
**ZIPPER CLOSURE**



**6687**  
**DRY EVAPORATIVE COOLING VEST -**  
**ELASTIC WAIST**



**5155/5155HV**  
LOW-PROFILE HYDRATION PACK -  
2 LITER BLADDER



**5152**  
INSULATED STAINLESS STEEL WATER  
BOTTLE - 25OZ



HEAT STRESS:

# COOLING

**6090**  
RECHARGEABLE PORTABLE JOBSITE FAN

Rechargeable, portable and powerful. Chill-Its Jobsite Fans put a hit of sweet relief right where you need it with 360° swivel action, multiple speeds and versatile mounting options...ahhhh...feel that? Glorious. So whether summer's laying it on thick or you're sweating it out in an attic turned hot yoga studio, you can rejoice and rejuvenate with every revolution. Stay breezy, baby.



**6690**  
COOLING ARM SLEEVES -  
PERFORMANCE KNIT - PAIR



**6689**  
COOLING LONG SLEEVE SUN SHIRT  
WITH UV PROTECTION





MATERIAL HANDLING:

# HAND PROTECTION

Too hot. Too bulky. No grip. There always seems to be an excuse. But before you go bare knuckle, consider 70% of hand injuries happen because gloves aren't worn. The other 30%? Wearing the wrong gloves for the job. ProFlex Gloves have one crazy goal in mind: to get worn. Period. You might even find they help you do the job better. (We can dare to dream, can't we?).

STOP FUMBLING THROUGH THE WORKDAY

Not only are ProFlex® 7001 Nitrile Coated Gloves soft, comfortable and form fitting for “thread the needle” precision, but their two-layer DSX nitrile coating (a.k.a. (D)ry (S)urface E(X)treme) boosts glove durability and enhances grip on dry materials and surfaces.



**7001**  
ABRASION RESISTANT NITRILE-COATED



7001

**NO EXCUSES** Too hot? TenaLux™ yarn delivers cut protection that plays it cool. Too bulky? High-gauge knits fit with true feel and “thread the needle” precision. No grip? Get a handle on leading-edge dip technologies that outperform the second best by a long shot. With ProFlex, there's no excuse to go glove-less.



7041



ergodyne.com/bluemarble

**7002-ECO**  
RECYCLED PU COATED GLOVES - EN388: 3131, 15G



**7000**  
NITRILE COATED GLOVES - ANSI/ISEA 105-2016 A5, EN 388: 4121A, MICROFOAM PALM, 15G



**7041**  
HI-VIS NITRILE COATED CUT-RESISTANT GLOVES - ANSI/ISEA 105-2016 A4, EN388: 4X42D, WSX WET GRIP



**7022**  
HI-VIS NITRILE COATED CUT-RESISTANT GLOVES: ANSI/ISEA 105-2016 A2, EN388: 4342B, 18G, DRY GRIP



**7044**  
PU COATED CUT-RESISTANT GLOVES - ANSI/ISEA 105-2016 A4, EN 388: 4X42D, 18G



**7043**  
NITRILE COATED CUT-RESISTANT GLOVES - ANSI/ISEA 105-2016 A4, EN 388: 4X42D, 18G



**7941-PR**  
CUT-RESISTANT PROTECTIVE ARM SLEEVES - ANSI/ISEA 105-2016 A4, EN388: 3X4XD, MOISTURE-WICKING



COLD STRESS:

# THERMAL GLOVES

“Cold hands, warm heart.” That’s what they say, right? Ha. A charming sentiment spoken by someone who’s never spent a shift pitching frozen peas with gloves that weren’t up to the task. When hands go cold and clumsy, things get dicey. And it’s hard to believe in the warmth of your heart when you lose your grip on the job—causing damage to property, productivity and your fellow cold warriors.

## TEMP RATINGS... WHAT’S UP WITH THOSE?

The truth is, temp ratings are a performance guide, not gospel.

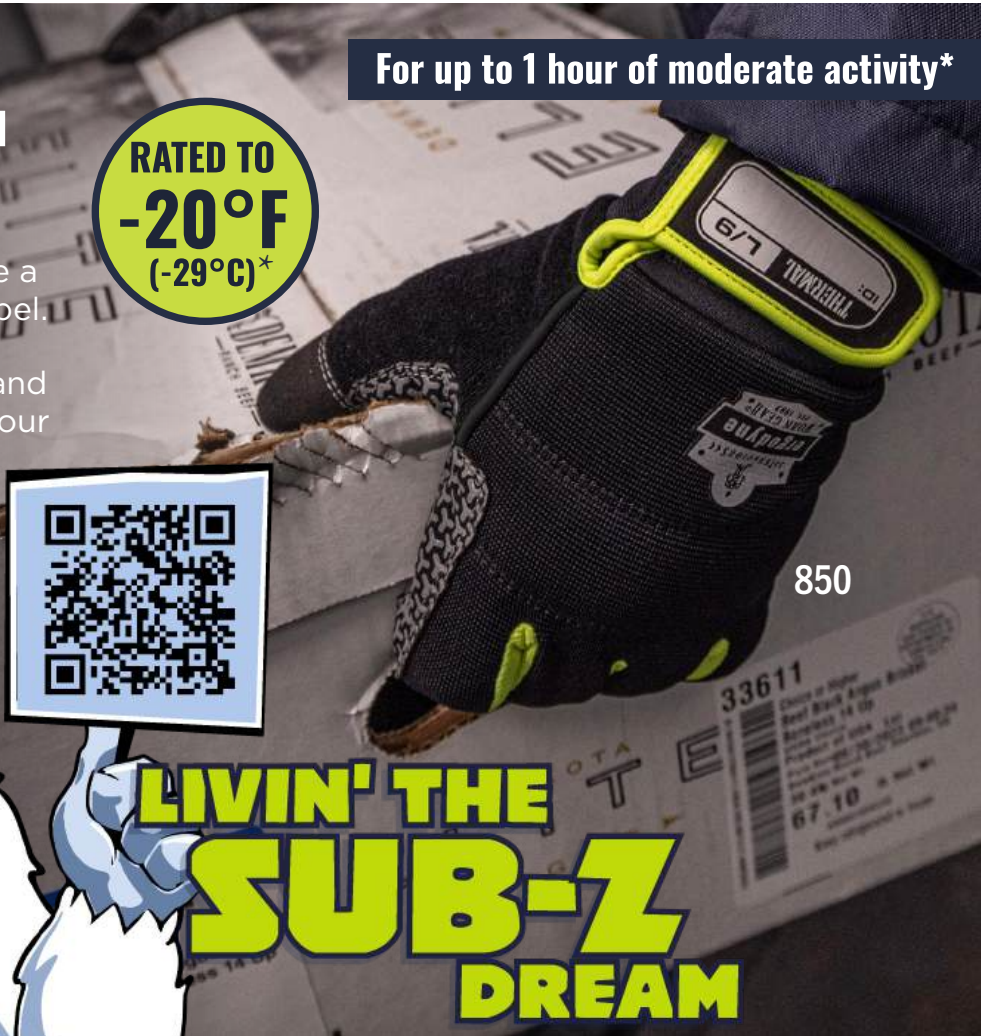
Scan here to better understand the temperature ratings of your cold storage gear.

RATED TO  
**-20°F**  
(-29°C)\*

For up to 1 hour of moderate activity\*



LIVIN' THE  
**SUB-Z**  
DREAM



**HEATWAVE ON HAND**  
Notice the vibrant red, orange and yellow hues? That’s the snug warmth your hands have been dreaming of. More specifically, it’s your hands protected by ProFlex® 850 Insulated Freezer Gloves, as seen through a thermal imaging cam inside a deep freezer set to -4°F (-20°C).



**850**  
INSULATED FREEZER GLOVES  
RATED AT 1.3 CLO

**7501**  
COATED WATERPROOF WINTER  
WORK GLOVES

**7401**  
COATED LIGHTWEIGHT GLOVES

**818WP**  
THERMAL WATERPROOF GLOVES

**817WP**  
THERMAL WATERPROOF GLOVES  
WITH REINFORCED PALMS



COLD STRESS:

# THERMAL CLOTHING

Cold exposure results in hundreds of worksite injuries every year, and in the never-ending winter known as your workday, cold-related illnesses, injuries and mishaps are as relentless as your alarm clock on a Monday morning. But with the right mix of planning, regular breaks to warm up and a layering system that reacts to workloads, you'll be livin' the sub-z dream.

### YOUR COMFORT EQUATION

INSULATION CLO Value	+	ACTIVITY MET Level	+	TIME Duration
Insulation performance is measured by CLO rating:		When you're moving, you're creating heat.		This is the entire duration before breaks or removal.

↓

**Yeti**  
MAX CLO

**Ergodyne Cold Storage**  
Jacket, Bibs and Coveralls  
2.59 CLO

**Down Jacket**  
0.55 CLO

**Birthday Suit**  
ZERO CLO

**200G 3M Thinsulate**  
INSULATION

**WHAT IS CLO VALUE?**  
CLO is a value that describes the degree of insulation provided by an article of clothing. The higher the CLO rating, the warmer it will keep you.

6475

For up to 5 hours of moderate activity\*

**RATED TO**  
**-50°F**  
**(-46°C)\***

**6475**  
INSULATED FREEZER COVERALLS  
RATED AT 2.59 CLO

**6476**  
INSULATED FREEZER JACKET  
RATED AT 2.59 CLO

**6477**  
INSULATED FREEZER BIB OVERALLS  
RATED AT 2.59 CLO

**6435**  
MIDWEIGHT BASE LAYER SHIRT

**6466**  
WINTER WORK JACKET -  
HEAVY-DUTY 500D NYLON SHELL

**6495**  
RECHARGEABLE HEATED VEST W/  
BATTERY POWER BANK

**6480**  
MIDWEIGHT BASE LAYER PANTS

**6471**  
INSULATED BIB OVERALLS - HEAVY-  
DUTY 500D NYLON SHELL

**6495B**  
PORTABLE BATTERY POWER BANK  
W/ USB-C CORD - 7.2V/5000MAH

**6436**  
LIGHTWEIGHT BASE LAYER SHIRT

**6481**  
LIGHTWEIGHT BASE LAYER PANTS

**6495**

**BUILD A SMART  
LAYERING SYSTEM**

**WATCH VIDEO**



COLD STRESS:

# THERMAL HEADWEAR + ACCESSORIES



6990 / 6992 / 6995 / 6997 / 6994  
WARMER PACKS



FREEZER BALACLAVA FACE MASK -  
2-LAYER, ACRYLIC RIB KNIT



REFLECTIVE RIB KNIT WINTER HAT



SKULL CAP WINTER HAT WITH  
LED LIGHTS



WINTER BASEBALL CAP WITH  
EAR FLAPS



FLEECE NECK GAITER



CUFFED RIB KNIT WINTER HAT



WINTER SKULL CAP HELMET LINER



BALACLAVA FACE MASK - FLEECE



BALACLAVA FACE MASK -  
WIND-PROOF, HINGED DESIGN



CLASSIC TRAPPER HAT





SLIPS, TRIPS + FALLS:

# TRACTION

Slips and falls lead the way in workers' compensation claims in the United States—85% of which cite slick surfaces as the main cause.\* And while your boots may be made for walking, that doesn't mean they can get you over the hump. Soup-up your soles with the road-hugging performance of Michelin technology underfoot. Our sling-style traction fits easily over work boots or shoes to put slippery conditions on their heels. (\*Source: National Floor Safety Institute)



**6325**  
SPIKELESS TRACTION DEVICE - WINTER CONDITIONS



**6326**  
SPIKELESS TRACTION DEVICE - SLIP-RESISTANT & OIL-RESISTANT





# STRUCK BY/AGAINST: EYE PROTECTION

In plain ol’ human-speak, Skullerz Safety Glasses and Goggles do all you need them to do, plus a little extra. Can you see clearly? Yup. Frameless, blade-style lenses and Fog-Off+ enhanced anti-fog and scratch resistance takes care of that. Do they fit well? For sure. Pull-no-punches feedback from the worksite gave us gems like bend-to-fit and pivoting adjustable temples to match with lightweight, wraparound frames. Could you wear them to softball after work without getting laughed off the field? Well... we can’t speak for you range at shortstop, but with styles to flatter every face, you’ll definitely look the part, slugger.



**AEGIR-AFAS**  
ANTI-SCRATCH & ENHANCED ANTI-FOG SAFETY GLASSES, SUNGLASSES - CLEAR LENS



**AEGIR-AFAS**  
ANTI-SCRATCH & ENHANCED ANTI-FOG SAFETY GLASSES, SUNGLASSES - INDOOR/OUTDOOR LENS



**OSMIN-AFAS**  
ANTI-SCRATCH & ENHANCED ANTI-FOG DTG SAFETY GLASSES, SUNGLASSES - CLEAR LENS



**OSMIN-AFAS**  
ANTI-SCRATCH & ENHANCED ANTI-FOG DTG SAFETY GLASSES, SUNGLASSES - INDOOR/OUTDOOR LENS



**SAGA-AFAS**  
ANTI-SCRATCH & ENHANCED ANTI-FOG SAFETY GLASSES, SUNGLASSES - CLEAR LENS



**SAGA-AFAS**  
ANTI-SCRATCH & ENHANCED ANTI-FOG SAFETY GLASSES, SUNGLASSES - INDOOR/OUTDOOR LENS



**VALI-AFAS**  
ANTI-SCRATCH & ENHANCED ANTI-FOG SAFETY GLASSES, SUNGLASSES - CLEAR LENS



**VALI-AFAS**  
ANTI-SCRATCH & ENHANCED ANTI-FOG SAFETY GLASSES, SUNGLASSES - INDOOR/OUTDOOR LENS

WHAT is FOG-OFF PLUS ??

**FOG-OFF<sup>+</sup>**  
**TECHNOLOGY**

ENHANCED ANTI-FOG + ANTI-SCRATCH PROTECTION





STRUCK AGAINST:

# HEAD PROTECTION

Bonk-proof protection in a hard-knock life. Built for the legion of fearless pros who go headfirst (sometimes literally) into small spaces and confined quarters, our line of Skullerz Bump Caps protect against the worker-generated donks, doinks and dings that result in nasty cuts, scrapes and hospital bills. Whatever skullduggery abounds, we've got your brain bones covered with lightweight and breathable worker-approved head protection.



**8945F(x)**  
UNIVERSAL BUMP CAP INSERT -  
EXTRA VENTING



**8943F(x)**  
UNIVERSAL BUMP CAP INSERT -  
FLEXIBLE HINGED



**8950**  
BUMP CAP HAT



**8955**  
LIGHTWEIGHT BUMP CAP HAT



**6811zi**  
ZIPPERED RIB KNIT BEANIE HAT  
(BUMP CAP INCLUDED)



**8965**  
LIGHTWEIGHT BUMP CAP HAT -  
LED LIGHTING



**8946**  
STANDARD BASEBALL CAP AND BUMP  
CAP INSERT



**8947**  
LIGHTWEIGHT BASEBALL HAT AND  
BUMP CAP INSERT



**8941**  
MESH TUBE AND BUMP CAP INSERT



**8948**  
MESH BANDANA AND BUMP CAP INSERT





STRUCK BY:

# HIGH VISIBILITY

In a world where dayglow grifters and bottom-dollar bidders would lead you to believe it's all the same, we're out to prove that saving a few dimes on the front end isn't worth the inevitable bite in the back end. Whether it's considering your crew's compliance down to the last square inch of fabric (hey, it's a fine line between nerdery and tenacity) or partnering to create just the right solution to reflect the realities of your worksite, we're here—and we've got your be-seen back.



**8928**  
HI-VIS INSULATED BIBS - CLASS E



**8381**  
4-IN-1 HI-VIS WINTER BOMBER JACKET - TYPE R, CLASS 3



**8377**  
HI-VIS WINTER BOMBER JACKET - TYPE R, CLASS 3



**8384**  
HI-VIS WINTER JACKET QUILTED PARKA - TYPE R, CLASS 3



**8293**  
HI-VIS HOODED SWEATSHIRT - TYPE R, CLASS 2, BLACK BOTTOM



**8010HL**  
HI-VIS SAFETY VEST - NON-CERTIFIED, HOOK + LOOP



**8215BA**  
BREAKAWAY MESH HI-VIS SAFETY VEST - TYPE R, CLASS 2



**8372**  
ZIP-UP HI-VIS HOODED SWEATSHIRT - TYPE R, CLASS 3, BLACK BOTTOM



**8020HL**  
HI-VIS SAFETY VEST - NON-CERTIFIED, HOOK+LOOP, REFLECTIVE TAPE



**8216BA**  
BREAKAWAY MESH HI-VIS SAFETY VEST - TYPE R, CLASS 2, ID BADGE HOLDER



**8001**  
HI-VIS ARM AND LEG BAND - SNAP CLOSURE



**8205HL**  
MESH HI-VIS SAFETY VEST - TYPE R, CLASS 2, HOOK + LOOP, NO POCKETS



**8229z**  
TWO-TONE HI-VIS SAFETY VEST - TYPE R, CLASS 2, ZIPPER



**8004**  
SEAT BELT COVER



**8210HL**  
MESH HI-VIS SAFETY VEST - TYPE R, CLASS 2, HOOK + LOOP



**8249z**  
HI-VIS SURVEYORS VEST - TYPE R, CLASS 2, ZIPPER





#### INTERGALACTIC HEADQUARTERS:

44° 58' 18.31" N 93° 09' 12.88" W ALT. 934 FT.  
1021 BANDANA BOULEVARD EAST  
SUITE 220 SAINT PAUL, MN, USA 55108  
PHONE 651 642 9889 // 800 225 8238  
ERGODYNE.COM

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REV 08.24

ergodyne®

**MAKE SAFETY  
THE STRONGEST LINK  
IN THE CHAIN**