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## Arizona Injury Law Group Scholarship Essay

Safety in the workplace is important for both employers and workers. Injuries from work related accidents can not only cause physical pain, but psychological strain as well. Without clear workplace safety regulations, employers and their employees suffer from having to navigate a rollercoaster of unpredictable situations. Guaranteed workplace safety is necessary for a successful business, yet there are still strides to be made to evolve better safety regulations in the next ten years, especially following the Covid-19 pandemic.

Workplace safety is crucial to the success of a profitable business. Without guaranteed safety measures, morale in the workplace drastically decreases. Balance is the determining factor for a healthy worksite because people depend on reliability and consistency. Without these things there is room for mistakes and injuries. Workplace safety is not only important to workers, but also to employers as well. Without ensuring that their workers are in safe environments, the employers suffer through the results of less productive work and mistrust from their employees. This uneasiness is cause for any business to be unsuccessful, no matter the industry.

The evolution of workplace safety regulations ten years from now is a source of hope. Ten years from now, we can anticipate that the Covid-19 pandemic will have run its course. The world economy that has endured so much stress since the beginning of 2020 will hopefully be on a rebounding path. The 2021 holiday season was marked with a struggling supply chain. Many companies, even the major corporations, suffered strain from out of stock retail and delays in product production. The demand from the consumer public to receive everything at the same speed and quantity experienced, before the pandemic halted major production, was reflected onto

pressure in almost every industry and workplace. Ten years from now, workplace safety regulations will be just that- regulated. In the calm after the storm, worker's safety and wellbeing will be prioritized over production and profit value.

In December of 2021 I had the opportunity to shadow a neurosurgeon in Chattanooga, Tennessee for a week. I spent half the time in surgeries with him and the other half following him around his clinic as he did postoperative follow ups. Most of the patients I met had undergone spinal surgery due to a work related accident. One patient had to have brain surgery because he was hit in the head by a machine on his construction site. Based on his initial MRI, he would have died had he not been wearing his hard hat. After meeting countless patients who had all gone through extensive surgeries due to a work related accident, the common theme was not how much time they would be able to take off of work, but rather how fast they would be able to return to their worksite. The brain surgery patient had experienced surgery less than two weeks before I met him and was already asking to return to work that Monday. This amazed me given the fact that all of these people had endured substantial and major surgeries due to a lack of safety in their respective workplaces. After talking to most of the work compensation patients more, I learned that some of their bosses had been calling them, some since the day of their surgery, harping on them to go ahead and get back to work. Every workplace environment is different and while it is desirable that most bosses do not treat their employees like that, the reality is that many do. Someone who has just undergone brain surgery to protect the part of their brain that allows them to speak and reason or another who has had spinal surgery that could have left them paralyzed should not be bothered with coming back to work within two weeks of their surgery.

While there are laws in place to protect employees in the situations I heard about in Chattanooga, it does not change the atmosphere of a stressful workplace. Changing this atmosphere does not only start at the boss of the worksite, but rather, further up the company food chain and ultimately to the consumer. The Covid-19 pandemic offers another vivid example of how impatient consumer's wants can trickle down and affect employers and their workers. Many people were out of jobs for months because it was unsafe to work at the beginning of the pandemic, however, most worksites are back open again to the full capacity they were operating at before March of 2020. This does not change the fact that the entire supply chain was put to a halt and has still not fully recovered. The pressure of consumers and employers to make more of a profit cultivates a pressured work environment. This pressure leads to carelessness and lack of worker safety, directly presented by the neurosurgery patients in Chattanooga.

In 10 years, workplace safety regulations should have evolved to treat workers more individually and not as parts in a system. While some people love their job and may be itching to go back to work after a highly intensive surgery, this is certainly not the case for everyone. Safety regulations should not be limited to setting boundaries on a worksite, but they should also cover ample time to rest and recover if an employee has been injured on the job. This idea may be partially in place now, but improving it would mean giving both the employee and their employers advantages and benefits to taking the necessary time to recover. Stricter regulations in this area would ensure that a worker returns to work only when they are ready and fully healed and employers are barred from going behind the legal scene to pressure their employees back to work.

Workers who have suffered some type of work related injury deserve to experience the necessary benefits to compensate for the upset in their income. These are the people Arizona Injury Law Group PLLC fight for and help through the intricate legal processes. A lack of workplace safety only brings cause for concern and stress. When workplace safety is successfully achieved, businesses flourish, and the evolution of better safety regulations following the Covid-19 pandemic will hopefully continue to improve in the next ten years.