



Intervention Before the Volcano Erupts



Labor Management Committee
May 23, 2013

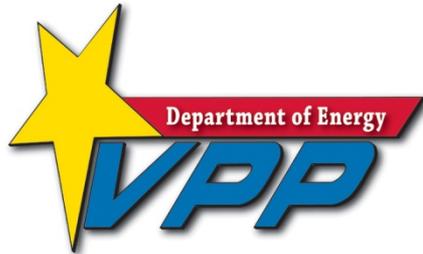
Welcome & Show of Hands

- ▶ First time attendee's
- ▶ Labor-Represented
- ▶ Management
- ▶ Labor-Non Represented
- ▶ Non Manual-Admin, Environmental, Engineering, Safety, etc..
- ▶ Government-OSHA, DOE, DOD



Speaker Introductions

- Jim Chonzena–Retired Labor
- Jack Griffith–Labor
- Rocky Simmons–Labor



Objectives

- Talk about the Purpose of VPP
- Learn the benefits of VPP
- Discuss *“What’s in It”* for the workers
- When things go *“South”*
- Stagnate program
- Program Breakdown
- Pulling the plug
- Members will discuss the purpose of the L&M committee
- Withdrawing from VPP
- A Q&A session for attendees

VPP “Is Not” New

- ▶ OSHA Adopted the Voluntary Protection Program (VPP) on July 2, 1982 with eleven companies participating
- ▶ Department of Energy (DOE) adopted VPP in 1994; its program is based off the core of the OSHA VPP program



Purpose of VPP

- ▶ The purpose of the Voluntary Protection Program is to *“Recognize and Promote”* excellence in contractor occupational safety and health programs
 - **Where companies go beyond compliance with OSHA standards to foster greater ownership for safety and health programs at the workplace**



Benefits

- Benefits go beyond elimination of injuries and associated costs
- Improved Business Performance & Profitability
 - ✓ Increased employee involvement
 - ✓ Increased moral
 - ✓ Reduced sick time
- Better relationship with Regulator
 - ✓ Reduce or eliminate compliance fines
 - ✓ Resources of expertise



What's in it for Workers?



- ▶ **Better/Safer working conditions**
- ▶ Improved working relationship between management and workforce
- ▶ Increased involvement in hazard identification, work planning, and safety committees
- ▶ Leave work equal to or better than when you arrive

When Things go South

➤ Worker Involvement Reduced

- Committees meeting less often
- Membership reduced
- Work priorities change
- Reductions of Force



➤ New Leadership

- New focus
- Production oriented– due to tough economic times
- Cut backs

Stagnate Program

- ▶ Same Old Routine
- ▶ Hazards Not Identified
- ▶ Issues Not Resolved
- ▶ Nobody Listens
- ▶ Safety Log Book Issues Growing
- ▶ Break Down in Communications
- ▶ Formal Complaints



Program Breakdown

- ▶ Union Contract Issues
- ▶ Accidents/Injury Rates Exceed Industry Standards
- ▶ Under Reporting of Accidents
- ▶ Regulator Intervention
- ▶ Increased Grievances
- ▶ Management/Labor–Mistrust
- ▶ Withdrawing from VPP



Before pulling the Plug!

Ask yourself the following Questions:

- ▶ Why did we get involved in VPP?
- ▶ What Has Hanged?
- ▶ What Could Change?
- ▶ What are the Benefits of Quitting?
- ▶ Who's Going to Benefit?
- ▶ What If the Worst Case Events were to Happen?
 - Serious injury
 - Fatality

Incentive Programs

Lots of attention from OSHA

- ▶ Do you have an incentive program?
 - ▶ Is it based solely on accident criteria?
 - ▶ Is it causing under reporting of accidents/injuries?
 - ▶ Is it occurring at your site?
 - ▶ Is it contractual?
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▶ Incentive video

Who Can You Call

- ▶ Any Member of the Labor/Management Committee
- ▶ Region X VPPPA–www.regionxvpppa.org
- ▶ National VPPPA–www.vpppa.org
- ▶ Mediation Services are Available
- ▶ **Get Help Before it's Too Late!!!**



Labor Management Committee

The VPPPA L&M Committee is here to serve you



L&M Committee Make-up

- The Committee is *“NOT”* made up of represented Labor and Management only!
 - Each Region has representation
 - Our team has many years experience dealing with Union, Employee and Management issues
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Committee members

Labor

Steve Gauthier–Chair

Dan Aleksandrowicz

*Jack Griffith

Garrett (Doc) Doherty

*Kent Lang

*Rocky Simmons

Management

Richard McConnell

Sandra Morrison

Barbara Peck

Buddy Tucker

VPPPA Staff

Charlie Doss–Committee Staff Liaison

* Region X Certified Mediators



Goals of the Committee

- Coordinate and Communicate the benefits of VPP
 - Provide assistance to sites with conflicts
 - Provide Mediation Services upon request
 - Develop information for “*The Leader*” the official magazine of the VPPPA
 - Have plenty of resources available to assist organizations
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L&M Communications

- ▶ Monthly Committee calls
- ▶ Committee Meeting at the Annual Conference
- ▶ Workshop Session at the Annual Conference
- ▶ News Letters, Articles to support VPP
- ▶ Developed a Q&A list to help others
- ▶ <http://www.vpppa.org/GovAffairs/index.cfm>

Voluntarism

Participation in VPP is strictly voluntary

- ▶ Applicants *“Must Go”* above and beyond compliance with the OSH Act and applicable OSHA requirements

Withdrawal

- ▶ 5 years before a company can resubmit an Application

Employee and Employer Rights

- ▶ Participation in VPP does not diminish employee and employer rights and responsibilities under the OSH Act (Employees do not lose their rights to file complaints)
 - ▶ **Union concurrence required for participation—
if represented site**
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Model Worksites for Safety and Health.

- ▶ At VPP sites, personnel are involved in the effort to maintain rigorous, and detailed attention to safety and health
 - ▶ VPP participants often mentor other worksites
 - ▶ VPP sites share best practices and promote excellence in safety and health
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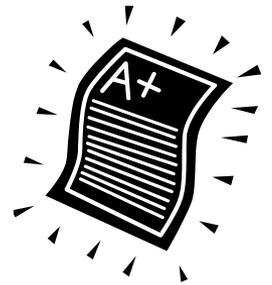
Continuous Improvements

- ▶ VPP participants must demonstrate continuous improvement in their safety and health management systems
- ▶ Annual VPP self-evaluations help participants measure success, identify areas needing improvement, and determine needed changes



VPP Recognition

- **Attaining VPP recognition does not make you perfect!**
- **If something unexpected occurs at VPP sites they have programs in place to mitigate the issues**



Open Session

- ▶ Question & Answers



Speaker Information

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