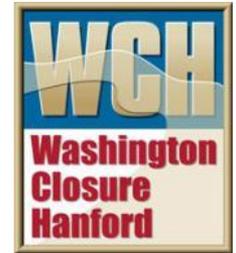


Employee Involvement-the next step...



Chris Thursby
CH2MHill Plateau Remediation Company, LLC

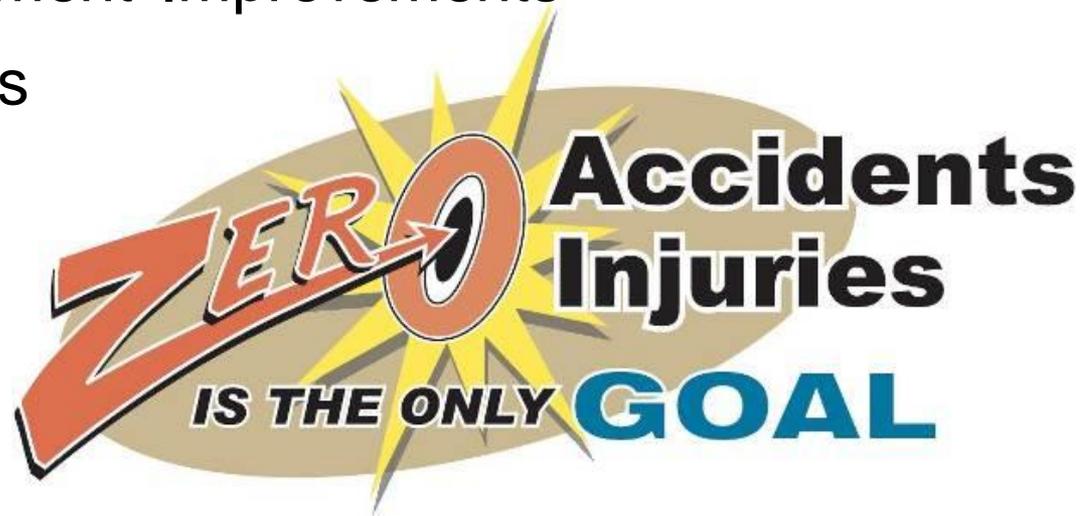
Stacy Thursby, CSP, STS
URS Professional Solutions

May 2014



Employee Involvement and Culture

- S&H Involvement Tools
- Project Awareness Campaigns
- Involvement Activities
- Communications
- Employee Involvement Improvements
- Celebrate Success



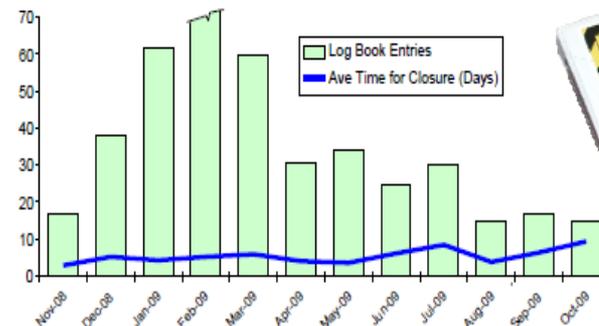
Safety - Tools

- Safety Management System
 - ISMS & EWP (DOE)
 - Process Safety Management (PSM)
 - VPP Elements
- Assessment Tools
 - Checklists and outlines
 - Safety Trained Supervisor (STS)
 - VPP Handbooks

- Focused Assessments
 - Employee committees to lead
 - Face to face interviews
- Participation Survey
 - Develop focus areas
- Performance Indicators
 - Log Books
 - Inspection Results



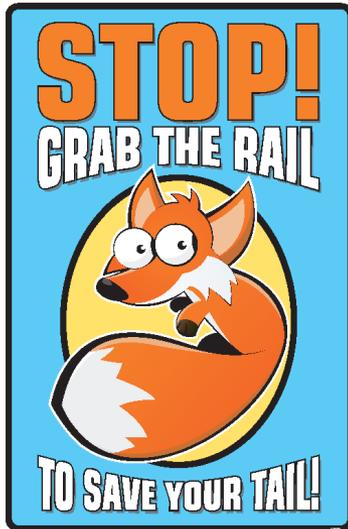
LSIT Log Book Management



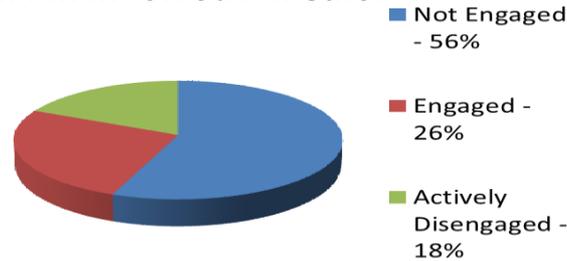
The Next Step in Safety and Health

Safety - Tools

- Safety Campaigns
 - Human Performance
 - Person Based Safety
 - Focus on the Fundamentals
 - Handrail Safety
 - Vehicle Safety



If I'm Involved I'm Safer



Grossman Group, 2010

HAZARDHUNTS

WINTER WALKDOWN HAZARD HUNT

Outside Building and Parking Lot Areas

Date: _____

Location: _____

Name: _____

Area / Project: _____

Specific Location: _____

Completed: _____

Y / N	Ice melt, shovels and ice scraper supplies readily available for use at doorways
Y / N	Adequate lighting in parking lot and walkways to the trailers
Y / N	Hand/foot-warmer supplies stocked
Y / N	Tools stored in proper location and orderly manner
Y / N	Hazard signs are readable and in good condition
Y / N	Walking surfaces in good condition and uncluttered
Y / N	Heavy equipment secured and parked appropriately
Y / N	Paths and walkways cleared of possible trip hazards
Y / N	Combustible scraps, debris, stored safely for removal
Y / N	Patches of ground where water can collect and freeze forming slip hazard are smoothed out / filled in
Y / N	Stairs to mobile trailers have slip-tread paint and stripes

ONE TEAM FOR SAFE, VISIBLE CLEANUP OF THE RIVER CORRIDOR

Taking Safety to the Next Level

FOCUS
on the
FUNDAMENTALS

#4 Safe Driving Practices

Start Date: 09/05/13
Exp Date: 09/15/13

Driving is a skill that requires your full attention to safely control your vehicle and respond to events happening on the roads around you. Driving involves constant and complex coordination between your mind and body. Events or things that prevent you from operating your car safely are distractions. Driver distractions are the leading cause of most vehicle crashes and near-crashes. 80% of crashes and 65% of near-crashes involve some form of driver distraction. The distraction occurred within three seconds before the vehicle crash!

Actions that Cause Distracted Driving

The principal actions that cause distracted driving and lead to vehicle crashes are:

- Cell phone use
- Reaching for a moving object inside the vehicle
- Looking at an object or event outside of the vehicle
- Reading
- Applying makeup

These tips can help you continue to drive and arrive at your destination safely:

1. Ensure all passengers are buckled up properly
2. Be well-rested and in the appropriate mindset to drive
3. Do not tailgate
4. Don't impede the flow of traffic
5. Allow sufficient time to reach your destination
6. Ensure your vehicle is properly maintained
7. **Think Safety** - Always wear your seat belt and drive sober and drug-free

Tell your LSIT members what you have been doing!:

Person completing form: Name: _____ Location: _____
Supervisor: _____

Turn this in to your LSIT Chair

Safety - Tools

- Safety Campaigns
 - Behavior Based Safety
 - Big League Safety
 - Slip Simulator
 - BARR Initiative
 - POP
 - 4H



Behavioral Awareness to Reduce Risk

- If you see at-risk behaviors, say something
- Point out the positive acts observed
- Have a safety discussion including at-risk behavior and consequences
- Gain a commitment to change at-risk behaviors
- Thank the individual for working safely
- Fill out the BARR card

NEVER USE THE NAME OF THE INDIVIDUAL OR GIVE THE NAME TO ANYONE!

If You See Something, Say Something.

Don't miss the opportunity to make this a better place for work.

Ask: At this time, are you safe to work?

Body Use/Ergonomics (3-Finger open grip, shoulder/neck angle)

PPE (head, hands, feet, body, eyes, other)

Work at Heights (OSHA, scaffold tags)

Tools (The right tool for the job, tool inspection)

Vehicle Safety (O&O check, seatbelts, cell phone)

Housekeeping (Clean up before you start and when finished)

Electrical (GFCI, GPO, extension cords)

Puncturing & Crushing (Pinch walk-behind, hand in the gears, backhoe/tractor attachments)

Other:

No Name, No Blame!

Target Zero

CH2MHILL
Plateau Remediation Company

Plutonium Finishing Plant Personal Observation Program (POP) Data Card

Name (print): _____ Date: _____

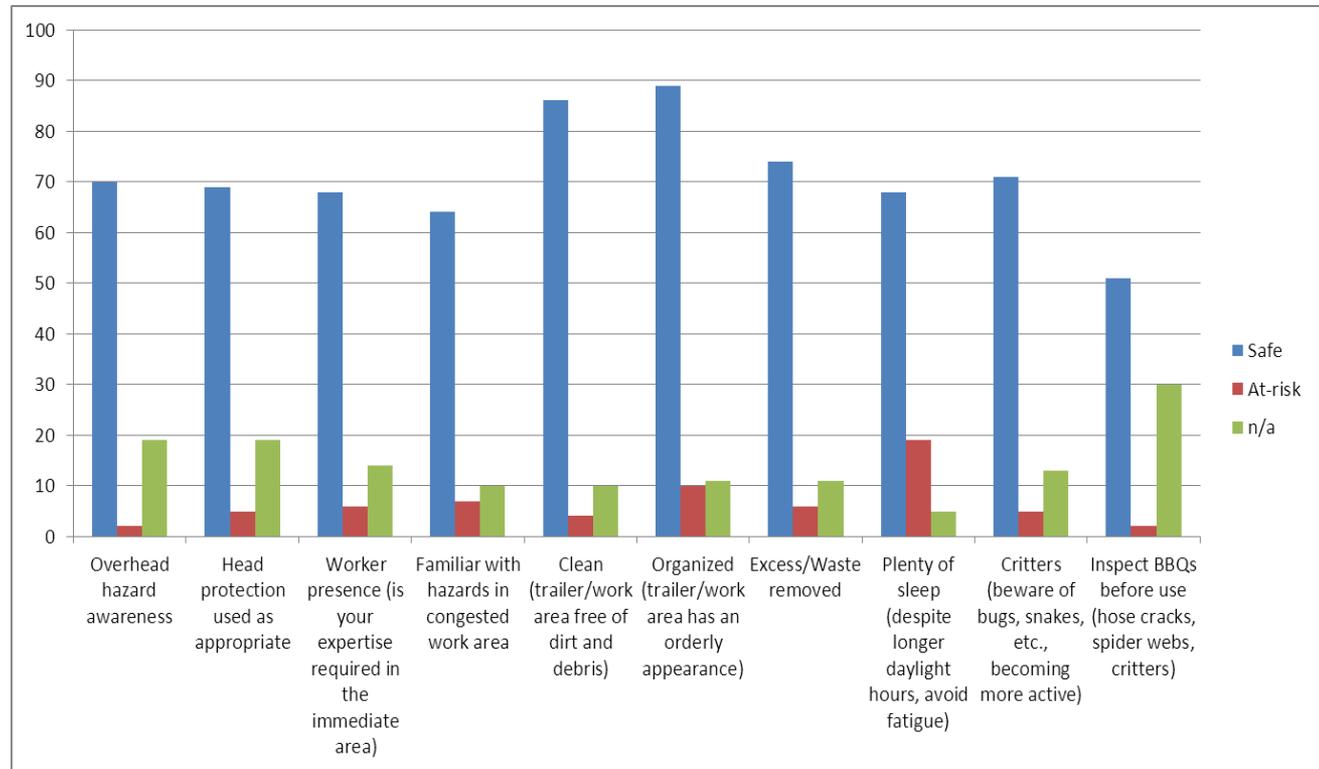
Circle Location: -Enroute to work -While at work -Enroute home

Observation / Behavior at risk	Safe	At-risk	n/a
Slips, Trips and Falls			
Uneven Surfaces (gravel to pavement, wet/frozen walkways, etc.)			
Distractions (texting, cell phone use, talking, etc.)			
Pace (Is the pace you are walking safe for the terrain?)			
Eyes on Path (Watch where you walk)			
Eyes on Task - Focus on your work to stay safe			
Right tool for the job			
Puncture / Cut Hazards (gloves, attention to detail, no distractions)			
Do you ask for assistance if needed (lifting, spotting, etc.)?			
Winter Task			
Safe Driving (unobstructed windshield, snow/all-season tires)			
Winter Prep (home, work, vehicle)			
Ice, Ice, Ice (snow removal, spreading ice melt)			

9/8/11 (Oct, Nov, Dec)

Safety - Tools

- Safety Campaigns
 - Behavior Based Safety
 - Results



Safety Trained Supervisor

Some of the benefits of being a certified STS include:

- Enhanced Knowledge of fundamental Safety Practices
- Employees with increased confidence when dealing with safety and Health issues or questions
- Recognition for safety leadership
- Opportunities for increased job responsibilities

The benefits for company are substantial as well:

- Enhanced safety culture and safety awareness
- Improved adherence to OSHA and DOE safety regulations
- Reduction in employee injuries both on the job and at home
- Increased productivity and profit

STS Checklist

- A variety of checklists on safety topics were developed to assist with STS inspections.
- The results of the walk downs can become safety tools in and of themselves by creating an opportunity to discuss the results at POD meetings, employee committee, or any other safety meeting.
- Using these observation checklists for focused safety reviews.



Project Awareness Campaigns

- Healthy Living Campaigns
- Groundhog Day –The goal of this campaign is to review the past safety incidents and the lessons learned associated with these incidents to prevent similar incidents from occurring.
- Office Safety
- Milestones and 90 Day Campaigns
- Heat Stress Awareness



With every step we take, we are exposed to the risk of slipping and falling.

The more we walk, the more we are exposed.

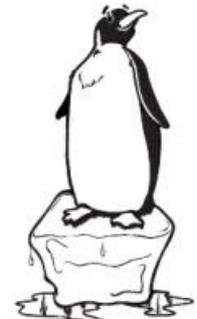
What Can Employees Do?

- Wear proper footwear: sturdy boots with good tread or specific shoes with traction
- Slow down when walking in slippery conditions
- Reduce the loads and materials being carried when walking in slippery conditions
- Walk with your hands out of your pockets for balance and to be ready to catch yourself if necessary
- Hold on to hand rails
- Walk on cleared/designated paths
- Clear snow and ice off of vehicles prior to use to include windshields and footboards

Exposure to slippery conditions such as ice, snow, oils, grease, and rain substantially increases the risk of slips, trips, and falls. According to the Bureau of Labor Statistics, nearly 15% of all lost workday accidents are due to slips, trips, and falls. The National Safety Council estimates the cost of each accident at \$34,000.



Don't **Roll the Dice** with **Hand Safety!**



FEEL THE CHILL



HEAT STRESS AWARENESS 2010

The Next Step in Safety and Health

Involvement Activities

- Safety System Trivia Cards
- VPP Passport (BBS program)
- Solicit employee feedback when developing activities
- Employee Posters/Banners- Safety Logos, messages, and team slogans
- Interactive Safety Meetings – rotate ownership
- Change locations of meetings and inspections
- “Walk in Other’s Shoes” program



TRUE or FALSE? Use coin to uncover correct answer.

The Environmental Management System (EMS) is a systematic approach for ensuring compliance with environmental requirements and protection of the environment.

T **CORRECT**
OR
F **INCORRECT**

ISMS Guiding Principles include Line Management Responsibility for Safety and Environmental Requirements, Worker involvement, and Senior Management Involvement.

T **CORRECT**
OR
F **INCORRECT**

Establish Environment, Safety and Health Policy and Perform Work within controls are both ISMS Core Functions.

T **CORRECT**
OR
F **INCORRECT**

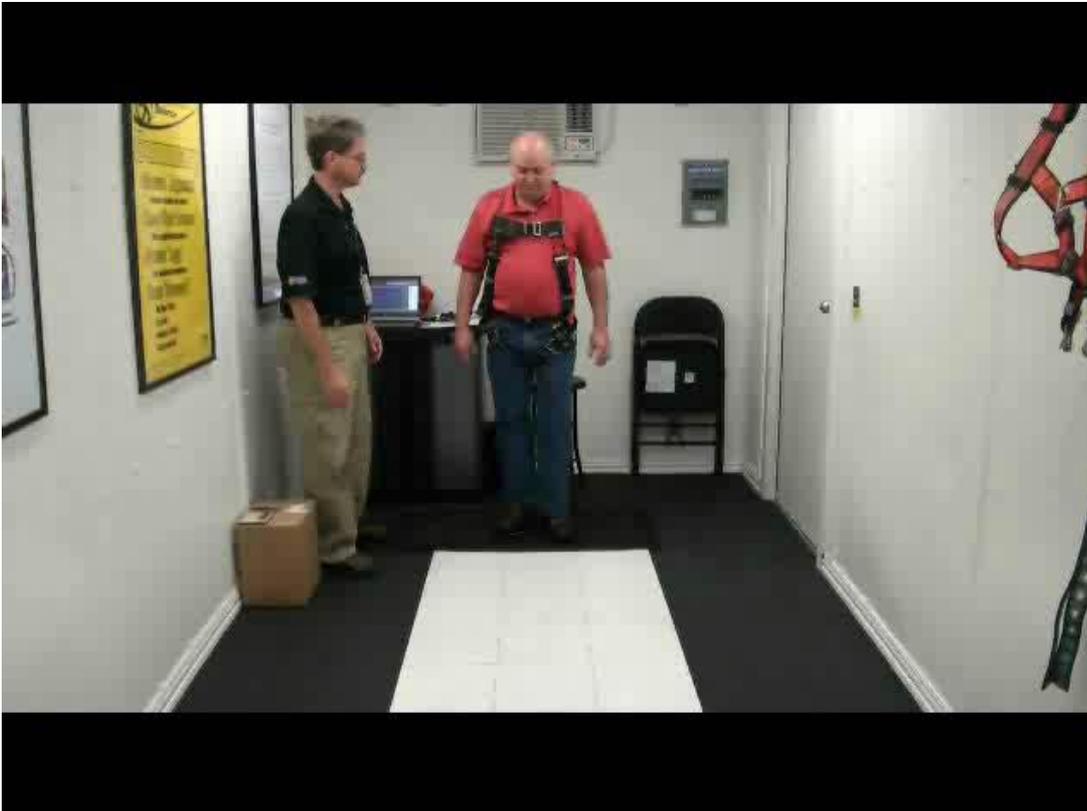
DOE VPPTenets include Employee Involvement, Safety and Health Training and Education, Management Leadership, Work-Site Analysis, Hazard Prevention and Control.

T **CORRECT**
OR
F **INCORRECT**

If you get any wrong, write the complete correct statement on the back. Turn in to the Project Safety Representative. Earn and successfully complete five VPP/ISMS lotto cards for an additional safety incentive.

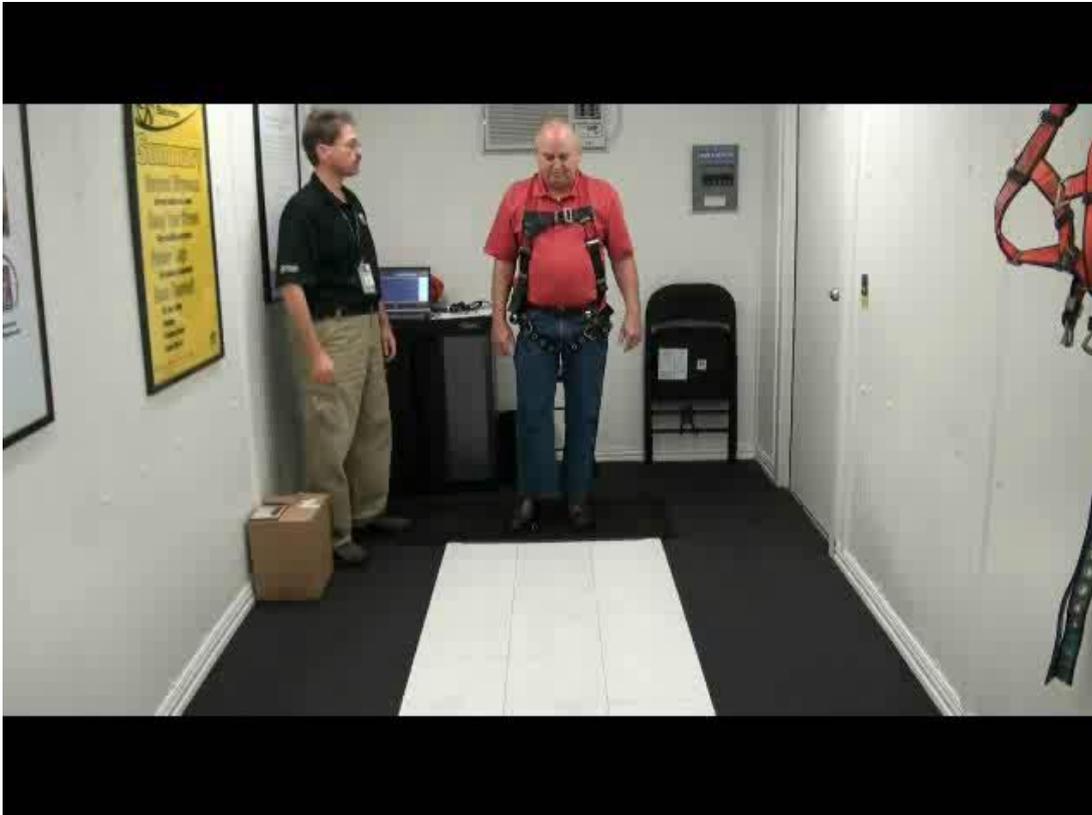
Involvement Activities

- Slip Simulator-Before Training



Involvement Activities

- Slip Simulator-After Training



Involvement Activities

- Create a Safety Meeting Topic...



Safety Communications

- Company Newsletters
 - Weekly Safety Topics
 - Injury/illness Updates
 - Tailgates
 - Close Call/Near Miss Communication
 - Lessons Learned
- Weekly Safety Report
- S&H Web Sites
- Employee (Craft) Safety Newsletters

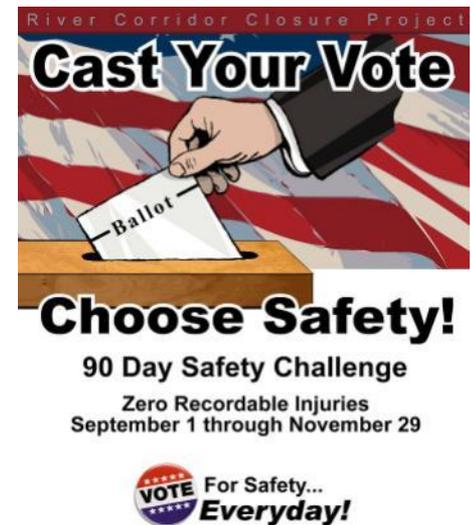


The Next Step in Safety and Health



Employee Involvement...after VPP Star

Safety System	Involve employees in the development of Quarterly Reports and Annual Assessments
Employee Committees-New	Union, Supervisors, Managers, Office workers...allow sharing of best practices and lessons learned
Case Management/Recordkeeping	Ensure employees understand the process and how rates are involved in the VPP process. Solicit suggestions on leading indicators to prevent injuries and illnesses
Safety Campaigns	Employee Council Safety Campaigns-provide budgets to allow employees run the campaign. Change up the campaigns to keep them fresh and current
Communications	Employee Committee Newsletters, real time event notifications, best practices and committee and employee achievements



The Next Step in Safety and Health

S&H Program Involvement...after VPP Star

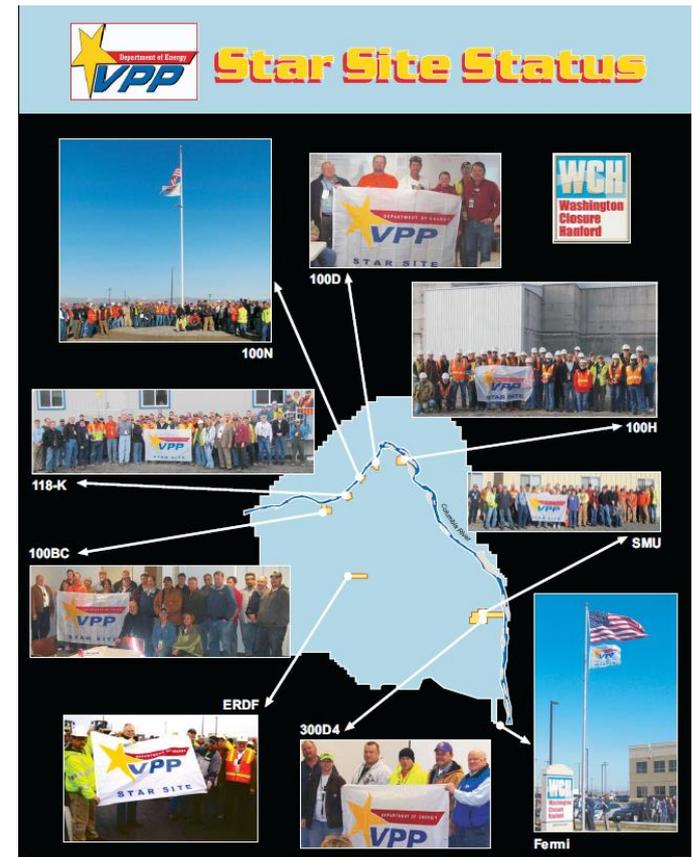
- Special Safety Initiatives

<p>Project Safety Training</p>	<p>STS, Company/OSHA Training/Off-Site Vendors for employees</p>
<p>Safety Expo/Fest; Community Outreach</p>	<p>Allow employees to involve the community and local charities</p>
<p>Systematic S&H Site Wide Program Review</p>	<p>Get workers involved in the revision of current procedures with new/emerging site and requirements</p>
<p>Coaching and Mentoring</p>	<p>Learn as we mentor, SGE program, benchmark other sites to view positive safety cultures</p>



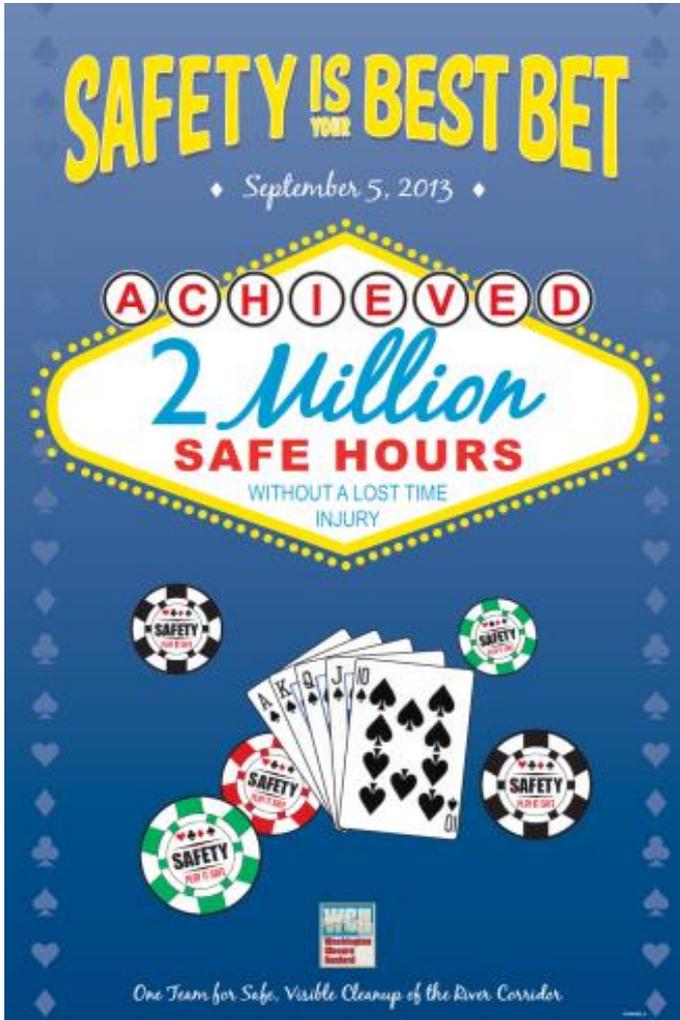
Value the Employees

- Allow employees to attend VPP events
- Spot awards/Positive Recognition
- Allow employees to develop goals to support the mission and interact with senior staff
- 90 Day-Milestone Celebrations-recognize the employee contributions
- Involve the employees in the milestones/achievements for buy-in



The Next Step in Safety and Health

Celebrate Safety Success



The Next Step in Safety and Health

Questions?



The Next Step in Safety and Health