



From None to Fun!

Employee Involvement

Cindy Lewis

Gulf Coast Safety Institute

Ventura Gil

Univar

Jim Christy & Gilbert Danas

L&M Technologies

Course Objectives

- At the completion of this session the attendees will be able to:
 - describe the requirements for Employee Involvement in the Challenge Program and VPP.
 - explain how other companies have started to involve employees in their safety and health programs.



Employee Involvement Challenge / VPP Expectations

Cindy Lewis
Director
Gulf Coast Safety Institute

The Basics

- Must have a minimum of three (3) meaningful and constructive ways in which employees can be involved in the safety and health management system.
- Must have a way that employees can report a hazard – including an anonymous way.



AN OSHA COOPERATIVE PROGRAM



Examples of Employee Involvement

- Audits
- Accident/incident investigations
- Self-inspections
- Suggestion programs
- Planning
- Training
- Job hazard analyses
- Safety and health committees and teams.

Remember!

- Employees must be trained for the task(s) they will perform. For example, they must be trained in hazard recognition to participate in self-inspections.
- Employees must receive feedback on any suggestions, ideas, reports of hazards, etc. that they bring to management's attention. Documented evidence must be provided that employees' suggestions were followed up and implemented when appropriate and feasible.

Employee Involvement

- Also includes:
 - All employees, including new hires, must be notified about participation in VPP and employees' rights (such as the right to file a complaint) under the OSH Act. Orientation training curriculum must include this information.
 - Employees and contractors must demonstrate an understanding of and be able to describe the fundamental principles of VPP.

Documentation

- Safety and health committee minutes, if applicable.
- Self-inspection forms and records, accident investigations, hazard analyses, and employee reports of hazards.
- Documents attesting to union support, if applicable.



Employee Involvement Univar

Ventura Gil

Employee Involvement/Engagement

ChemCare is a product line of Univar USA, focused on waste managed services.

ChemCare manages and disposes hazardous, non-hazardous and universal waste products safely, quickly, and efficiently.



Employee Involvement

- What did you hope to gain during this session?
- Our Challenge – Rule #1.
- Our Best Practices:
 - Safety Bucks program.
 - Monthly Incentive.
 - Employee Led Training.

Safety Bucks

Detail:

Employees can **earn** Safety Bucks by performing the following safe behaviors:

100% Quality on JSA Audits	\$25
Self Inspections	\$25
Participation in the monthly safety incentive.	\$25
Winner of the monthly safety incentive	\$50
Attending Company safety meeting/training	\$50
Attending Company safety meeting/training on time	\$25
Performing a quality area safety audit	\$50
Each 5 - 15 minute presentation at a safety meeting	\$150
Customer compliment sent in by Customer	\$200
Scoring a perfect job audit internally or third party	\$500
Safety suggestion/hazard concern reviewed by VPPSC	per VPPSC
Management Discretion	mgmt

Employees can **lose** Safety Bucks by performing the following unsafe behaviors.

Safety Violation	up to \$100 based on severity
Not attending a safety meeting/training	\$150/Meeting/training
IDLH Safety Violation (EX: improper storage of respirator)	up to \$500 based on severity
Management Discretion	mgmt

Safety Bucks




Monthly Incentive	PPE Inspect	JSA Audit	Site Self Inspect	VPPSC Meet	Attend Safety/Training Meeting	Customer Compliment	Perform Safety Audit	Presentation	Perfect Job Audit	Safety Suggestion	Mgmt Disc.	Total
75	25		25		375	200					100	825



Auction Ended: **August 02, 2013 05:00 PM CDT**

All Items: Displaying 61 - 80 of 61 items

← Previous 1 2 3 4 Next →

			Bid	Value
	Wilson Ultra Complete Golf Package Set	1 Bid	\$800.00 SOLD	\$200.00

Monthly Incentive Topics



- Jan 2014 - Safety Word Puzzle
- Feb 2014 – Safety Bingo/VPP Questions.
- Mar 2014 - VPP Word Puzzle
- Apr 2014 - Safety BINGO/ What does VPP mean to you?
- May 2014 – Shooting for the Star Word Puzzle/Perception survey
- Jun 2014 - Why I work Safe calendar 2015
- Jul 2014 - Summer Safety word solve
- Aug 2014 – Why I choose to work safe Poster.

Paraphrase the CC Safety & Health Mission Statement	Paraphrase the HSE Policy Statement
ChemCare is committed to conducting each of its operations with the highest regard for safe and healthful working conditions for the employees and contractors. We adhere to all laws regulations and standards that govern our operations. We seek to improve our process and sharpen our recognition, evaluation, and control of hazards. We train and re-train our people to make safety a priority. Safety begins with MANAGEMENT COMMITMENT and EMPLOYEE INVOLVEMENT.	To operate, improve, implement, and manage safely and effectively. Promote principles and practices of the responsible distribution process by sharing experiences and offering assistance to others who produce, handle, use, or dispose of chemicals.

I have learned that safety must be taken into consideration with everything that we do. It must be practiced every minute of the day. It is always changing to meet our ever changing work scopes. Training never stops. Accountability is key. Management must lead by example and support. It takes a team to make it work. You cannot memorize it. It is a learned experience. E. Wolfe

Employee Engagement

Monthly Incentive (July 2013)

Photos Of Safe Work At Home Or At Work



**ONE SECOND CAN
CHANGE A
LIFETIME**

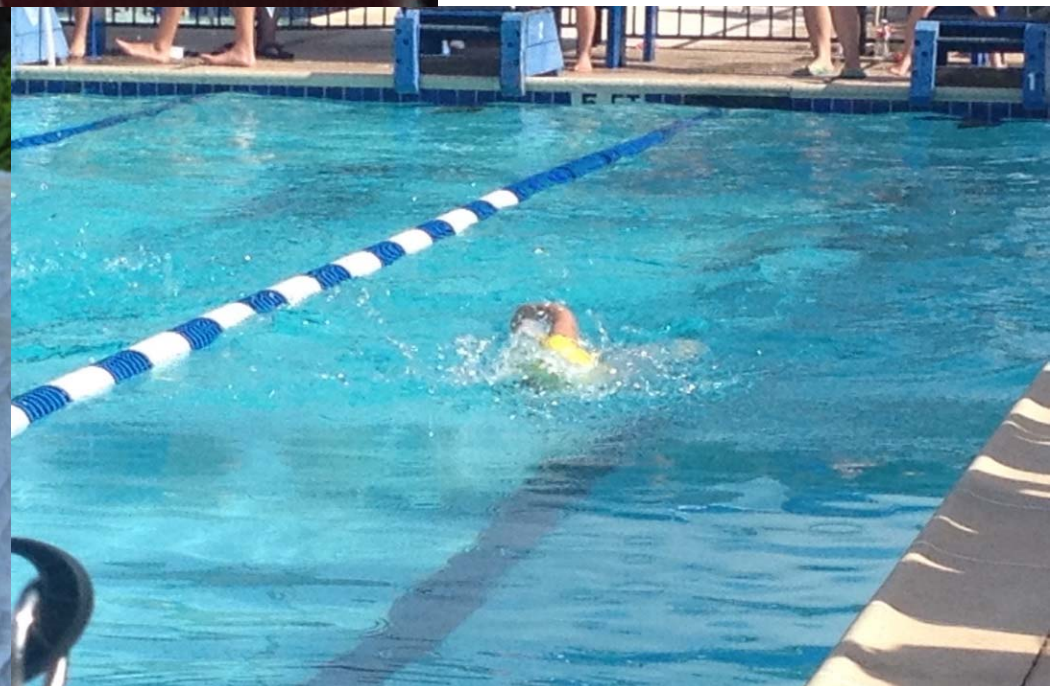
MAKE IT COUNT!

"If it's not safe..."



**OUR ACTIONS OR
IN ACTIONS MAKE
A DIFFERENCE!**

"We are not doing it"



Employee Led Training

Training Topics

M. Victor	Emergency Preparedness and response	In Iowa
Q. Hughes	Contractor Oversight	In Iowa
T. Grubbs	Management Leadership	Aug 2
A. Porro	Elements of VPP	Aug 5
T. Henry	Hazard Reporting System	Aug 9
A. Henley	Sample Pulling	Aug 12
N. Alfaro	Self Inspections	Aug 16
T. Richardson	Employee involvement plan	Aug 19
T. Porro	Lab Packing	Aug 23
T. Grubbs	Contractor Oversight	Aug 26
V. Gil	Hazard Prevention	Aug 1 – 30



Employee Lead Training

Employee Engagement





Eagle Eye Safety Committee

Corpus Christi, TX – May 5, 2015

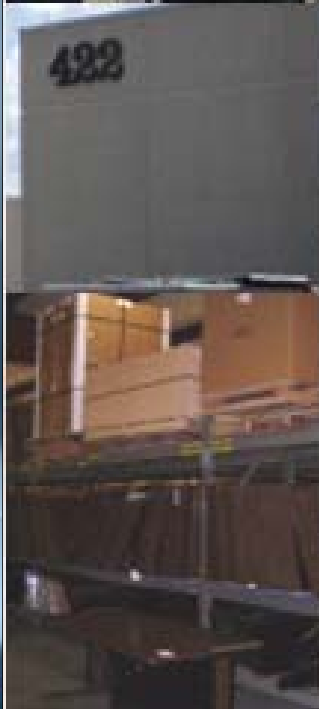
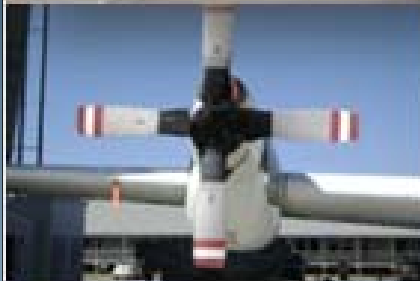
Jim Christy, CSP

SQ&E Manager

L&M Technologies, Inc.

Gilbert Danas

Eagle Eye Chair



L&M Technologies partners with the NASA customer to provide the following services:

Freight and Vehicle Operations

Driver Services

Shipping (Outbound Freight)

Receiving (Inbound Freight)

Loadmaster – Super Guppy
Transport

Redistribution & Utilization

Property & Help Desk

Special Events

Supply Operations

Work Control

Furniture

Moving & Hauling

Temporary Storage

Gas Cylinder storage

Supply Bond Room

Logistics Operations



Who We Are

- L&M Technologies is the Prime Contractor for NASA's Logistics Contract at Johnson Space Center, Houston, TX.
- The Eagle Eye Committee was established in 2008
- Membership consists of employees that represent the following areas:
 - *Transportation & Support Services*
 - *Property Management*
 - *Supply Management*
 - *Redistribution & Utilization (R&U)*
 - *Procurement*
 - *Freight & Vehicle Management*

Eagle Eye Functions

- Maintain log books in all Logistics areas for employees to report concerns
- Work with Management to help get Safety issues/concerns resolved
- Annual safety inspection of all Logistics Operations buildings
- Participate in JSC Safety Fairs
- Alternate member to JSC Safety & Health Action Team (JSAT)
- Support Employee Recognition Program

Eagle Eye Accomplishments

- Identified a communications issue at Gas Cylinder Storage Facility. Initiated installation of an emergency phone
- Identified forklift/pedestrian hazard at Central Receiving. Initiated installation of a rail to protect the walkway.
- Identified slip hazard at Gas Cylinder Storage emergency eyewash/shower station. Initiated application of non-slip material.

Eagle Eye Events



JSC Contractor Safety Awards

Safety Excellence Award

(Self nomination, must meet criteria)

Contract Performance is Measured in Three Areas:

Section I - JSC/OSHA Performance Metrics

Both the TCIR & DART rates must be at least 50% below the BLS Average for the site's NAICS code

Section II - JSC Meeting Participation CSF, CASC, JSAT

Section III - Safety Best Practices, Innovations & Service to the JSC Community

2008 – Stellar 2009 – Stellar 2010 – Nova 2011 – Nova
2012 – Nova 2013 – Nova

Total Points		Award Category
5 - 6		Stellar
7- 9		Nova
10 or greater		Super Nova

JSC Contractor Safety Awards

Special Selection Process by the Judges

**2009 Innovation Award Honorable Mention – JHA
Process**

2011 Innovation Award – Forklift Safety Event

2012 Innovation Award – Driver's Safety Event

Annual Event - Forklifts

3rd Annual Forklift Safety Awareness Day

Drivers: Safe Obstacle course competition

Non Drivers: Forklift driver quiz

All: Free blood pressure screenings and Wellness information



Date: Wednesday, February 20, 2013

Time: 8:00 a.m. - 12:00 p.m.

Place: Building 336



Licensed Driver Events

Operator Events:

Obstacle Course

Place cone with a ball on the forks, if the ball drops, driver must shut down forklift, get off and reposition the ball and continue.



Basketball Shoot

Use a stand up forklift to place the basketball on the forks and drop the ball into the elevated waste basket.



Basketball Lift

Use the sit-down forklift, place the basketball on a pallet with an upside down wastebasket and place the pallet on a warehouse rack.



Forklift Relay

Using the manual hand jack and sit down diesel, move objects from one stop to the next.

Licensed Driver Events



Licensed Driver Events



Non Driver Events

Non-Operator Events

Quizzes were designed to heighten warehouse safety awareness, give non-operators a better understanding of what forklift operations involved, and to give non-operators tools to assist with making forklift operations safer and more efficient. Quizzes included the forklift operator exam.



New Focus – Vehicle Drivers' Safety

Training Target Areas

Toolbox Talks

- All departments focused on driving safety topics: hand signals, awareness, etc...

Transportation Manual

- Team reviewed the Transportation Driving Manual

GSA Driving Tips

- A summary of the GSA document was reviewed

Signed Agreement

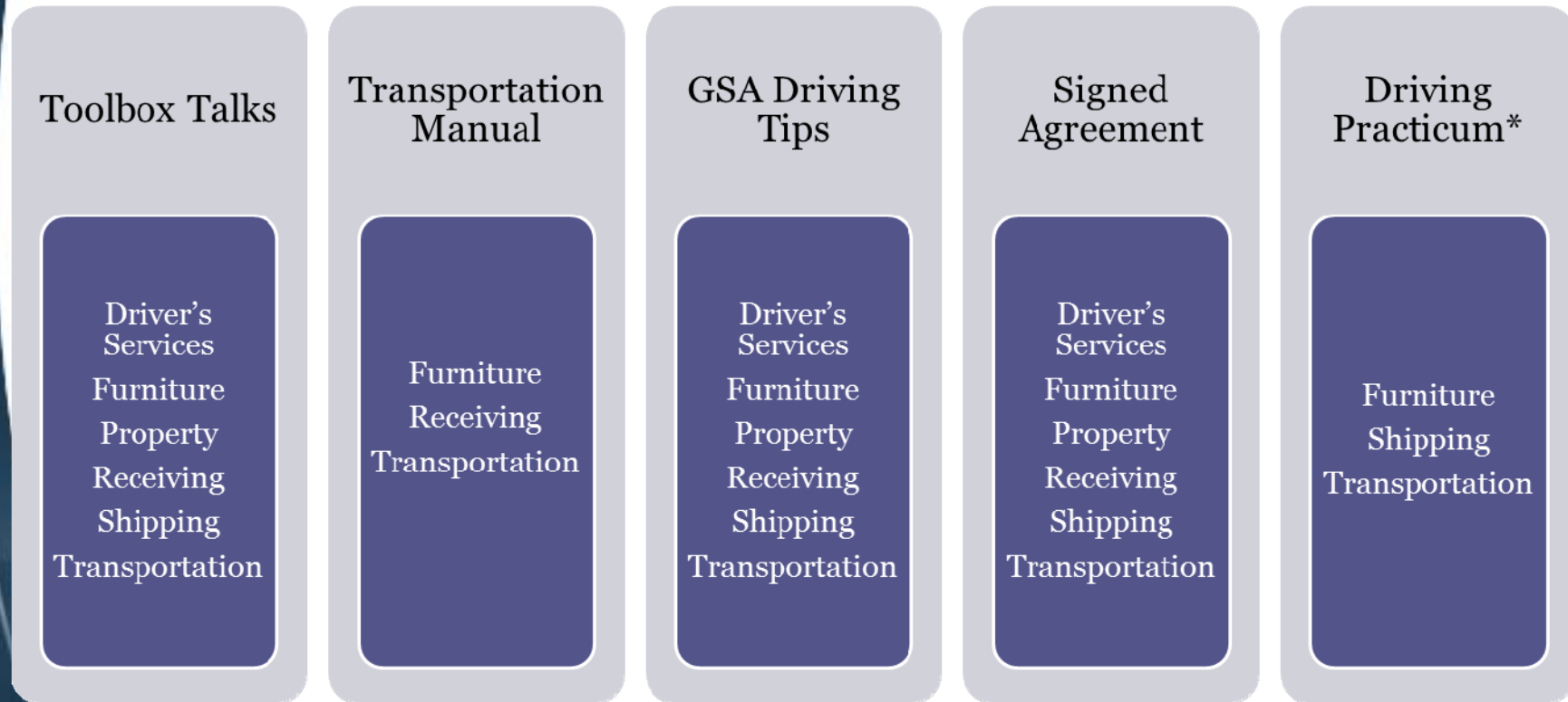
- All drivers signed the Driver's Refresher Training Agreement

Driving Practicum

- Drivers & Helpers were observed in action while Observers rated their performance

Driver's Safety Awareness Event

Streamlined efforts



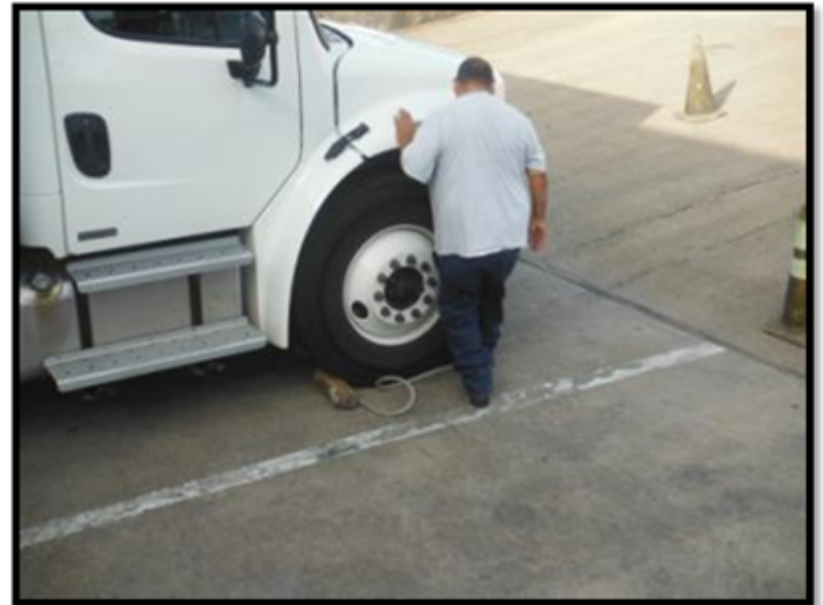
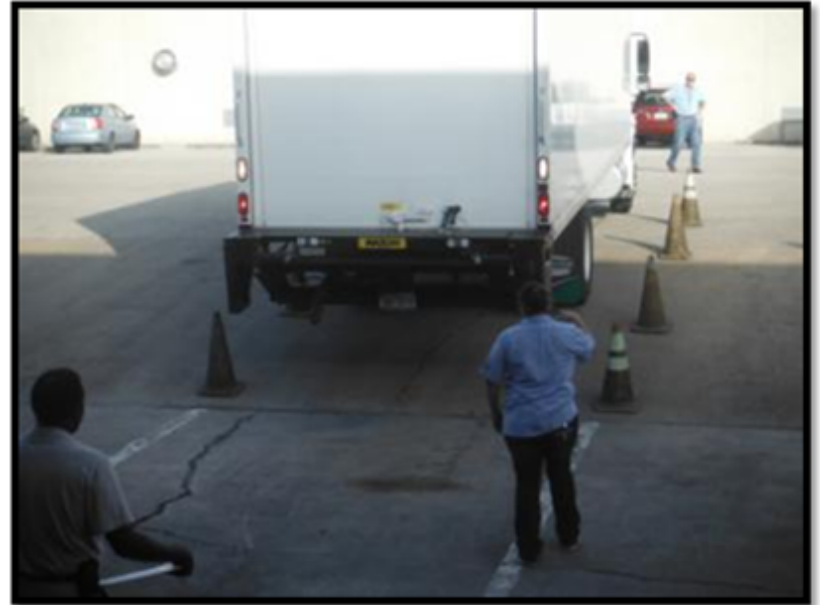
*Practicum only included Drivers that drive into/out of dock wells.

Practicum Exercise

- A narrow path of cones was placed in front of the loading dock.
- Vehicles were required to back up to the dock without touching the cones.
- The Helper was required to guide the Driver successfully into the dock area and then pull away from the dock.



All vehicles were utilized



Success!!

- We have 30 signed Agreement Forms
- We had 24 drivers participate at the B421 Practicum
- 100% of drivers passed the B421 Driving Practicum



Conclusion

- Eagle Eye Team partners with Management to increase the focus on safety
- Employees participate in events that are fun and teach about safety
- This combined effort encourages early reporting of any mishaps and...

Low/No “Days Away” or “Lost Time Case Rate” *

** 2,580 days 3/1/2008 thru 3/24/2015*

First day of lost time was 3/25/2015 due to another organization not following procedures.

Questions?



Walk the Talk!

NOTICE

Asking me to overlook an at-risk behavior would be asking me to compromise my entire attitude toward the value of your life.



Don't Rest on Past Successes – Keep Reaching for the Stars!!!



Thank You for your Attention!

Take care, and Safe Travels!



A decorative slide with a white background. On the left, there is a large, dark blue, curved shape resembling a stylized 'C' or a partial circle. A horizontal line runs across the top of the slide. Below this line, a row of small, light blue stars is visible. Another row of similar stars is located at the bottom of the slide. The text 'Questions ???' is centered in the middle of the slide.

Questions ???