Employee-Led Safety Committees

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Presented by:
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Employee-Led Safety Committees

Teamwork for Success
Who is Jack Griffith:

- Hanford Atomic Metal Trades Council Union Safety / Site VPP representative
- 32-year member of United Brotherhood of Carpenters
- Member and officer of Local 2403 Carpenters and Millwrights
- Life member of Harley Owners Group
- Certified Motorcycle Safety instructor
- Certified USA Swimming official
- Special Government Employee (SGE)
- Employed by CH2M HILL Plateau Remediation Company
Employee-Led Safety Committees

Who is CH2M HILL Plateau Remediation Company (CHPRC)

- CHPRC has over 2,887 employees working at the Hanford Site in Richland, Washington who perform deactivation and decommissioning from defense-related activities under contract with the Department of Energy.

- Employee involvement is the key to our success for reducing accidents/injuries, identifying and reducing hazards, and increasing production, while protecting the workers, the public, and the environment.
Mentoring and Outreach

- CHPRC utilizes members of organized labor along with management to share safety and health program success with organizations throughout the country
  - Safety and health conferences
  - Regional and national VPPPA conferences
  - Governors Conferences
- This includes both government and private business
Getting Employees Involved

Involvement is the key to success

- **Plant manager**
  - Makes commitment
  - Allocates budget

- **Supervisor**
  - Communicates value
  - Releases workers

- **Workers**
  - Flows down information to co-workers
Culture Change

• “Culture change” to organization
  – Often first time to share safety ownership
  – New program
  – Requires worker involvement

• Requires investment/commitment from peers and supervisors
  – Peers must cover for time away from assignment
  – Supervisors must learn to accommodate meeting schedule

• Successful change does not occur overnight
Frequently Asked Questions

• What’s in it for me?
• What’s in it for the organization?
• Why do we want the committee?
• What will the committee do?
• Who will lead the committee?
• What if my supervisor is not supportive?
• How do we get started?
Employee Led Committees

This session will cover:

- Purpose/benefit
- Development process
- Membership
- Sub-teams
- Resource allocations
- Sharing success
Purpose and Benefits

- Reduces injuries
- Improves communications
- Shares ownership of safety & health program
- Improves morale
- Reduces workplace hazards
- Reduces near misses
- Improves lessons learned program
Development of Committee

• Look at the overall structure of the organization to determine how many participants are needed for a good representation

• Consider a 50/50 mix of employees

• Allow employees to select their representatives
Development Process

- Voting members
  - Not all committee members need to be voting members
  - Advisors
  - Post list of voting members/advisors

- Develop a charter to define
  - Goals and objectives
  - Roles and responsibilities
  - Term on committee
  - Number of participants
Membership

• Co-Chair concept
  – Shared position between high- and low-ranking employees

• Secretary
  – Documents meeting minutes, distributes, keeps records

• Voting members
  – Establish and post list of committee members

• Meeting schedule
  – Develop a meeting schedule and agenda
Sub-Teams

- Develop sub-teams when necessary
  - Assign voting members to sub-teams

- Sub-teams support
  - Accident/incident investigation
  - Communications
  - Inspections
  - Recognition
Allocation of Resources

- **Recognition**
  - Establish a recognition budget

- **Mentoring & outreach**
  - Assist other organizations by sharing your programs

- **Conferences**
  - Presentations at conferences, sharing your success
Share Your Success

• Safety is not a bargaining chip
• Safety is not a flavor of the month
• Safety is not a “9:00 to 5:00”, it is a “24/7”
• Share your success with other organizations
Questions?
For More Information

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