
SAFETY SUCCESS THROUGH EMPLOYEE INVOLVEMENT

James Pollard, CSP
Monica Lewis, Carpenter
Stacy Miller, Sheet Metal
Cody Hendrix, Iron Worker
B&W Y-12

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BIO's

- James Pollard is a Construction Safety Coordinator for B&W Y-12. In this role, James, coordinates all aspects of Safety and Health, for direct hire and subcontractor work. James is a Certified Safety Professional (CSP) and holds an A.A.S. degree in Occupational Safety and Health from Trinidad State Junior College. James is an advocate of the ISMS process and believes that worker involvement is the key to Zero accidents and injuries.
- Monica Lewis is employed by B&W Y-12 as a Carpenter working out of Carpenters Local Union 50 in Oak Ridge, TN. Since 1991 Monica has worked at the Y-12 plant where her jobs have included; carpentry, escorting non-cleared personnel, leading the craft safety team as well as the Behavior Based Safety Process for construction. In her current role as facilitator she has traveled to California, Texas, and various places in Tennessee to attend workshops or give presentations on the Behavior Based Safety process, most recently at the Labor Management Conference in Nashville.

BIO's

- Stacy Miller is a third generation Sheet Metal worker, out of Local Union 5, who served her apprentice in California and Las Vegas. Stacy has been at the Y-12 plant in Oak Ridge since January 2008 and served on the craft safety team for four months. Stacy was an asset to the team in identifying several safety issues. Stacy likes to challenge herself where her work is concerned. Stacy hopes to one day become an instructor in her local unions apprenticeship program.
- Cody Hendrix is an Ironworker Apprentice with B&W Y-12. In this role he works with journeyman iron workers who teach him all aspects of the craft including rigging, welding, burning and the correct way to erect large structures. Prior to starting his apprenticeship, Cody worked for Sea Ray Boats and PBR-Knoxville. Cody attended both Hiwassee and Carson-Newman College.

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5-YEAR MILESTONE CELEBRATION



5-Year Celebration



5-Year Celebration



5-Year Celebration



5-Year Celebration



5-Year Celebration



5-Year Celebration



5-Year Celebration



Safety Success

- April 13, 2009-5 Year Milestone
- 2.6 Million Job Hours without a Lost Work Day Case
- 210 direct-hire craft and 57 non-manual
- 200 plus projects
- 50 plus subcontracted projects supported

Employees Taking The lead To Build A Safe Work Culture

- Weekly Safety meetings
- Lessons Learned
- Behavior Base Safety Program
- Craft Safety Teams
- Safety Survey
- Safety Improvement Plans
- Craft Spotlight
- Pre-Post Job Briefings
- Craft Safety Handbook
- All Hands Meetings
- Management and Craft Round Table Luncheons
- Craft Instructors used for training programs

BEHAVIOR BASED-Monica Lewis

- Started the Process in 2004
 - No name-no blame
 - One-on-one coaching
- Employee Owned and Maintained
 - peer to peer observations
 - steering committee meetings
 - monthly newsletters
 - management supported
 - data reported weekly
 - 100% non-manual trained
 - 80% craft trained
- Employees actively involved not only in their safety but the safety of others

Starting Our Day-Cody Hendrix

- Pre-Post Job Briefings
- Monday morning safety meetings
- Weekly Supervisor's Safety Meeting
- Craft Spot Light
- Lessons Learned

Craft at Work-Stacy Miller

- Craft Safety Teams members & ES&H Specialists
- Safety Surveillance-Craft Safety team, General Foreman, foreman and superintendents-required weekly
- Employee Safety Surveys-every six months
- 2009 B&W Construction Safety Improvement Plan
- Craft Safety Handbook-updated annually
- All Hands Meeting ~ quarterly

Employees as Safety Leaders

- Safety Trained Supervisor Certification-CCHEST (Council on Certification of Health, Environmental and Safety Technologist)
- OSHA Construction Safety Standards-10 and 30 hour courses
- Supervisor Safety Leadership Workshops-2 day
- Employee Safety Leadership Workshops-6 hours
- Behavior Based Safety Observer Training-10 hours
- Craft Trainers

ZERO ACCIDENTS AND INJURIES

Safety is no Accident

Zero Accidents and Injuries (5 years without an OSHA Lost Work Day Away injury) are only achievable through hard work, dedication and the willingness of everyone to get involved in not only their own safety but also the safety of their co-workers.

Worker involvement is the key to success and a critical component in all phases of the work process, from inception to close out.