



Employee-Led Safety Committees

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Presented by:
Jack Griffith

Employee-Led Safety Committees

Teamwork for Success



Employee-Led Safety Committees

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

Contact:

Jack Griffith
HAMTC Safety/Site VPP Representative
CH2M HILL Plateau Remediation Company
P.O. Box 1600 T3-28
Richland, WA 99352
Phone: 509-373-5157
Fax: 509-373-1539
Jack_E_Griffith@rl.gov

