



Safety Pays: What Is A Safety Program And Why Do You Need It?



Presented by the
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Elements of Safety and Health Management Systems

- Costs of Workplace Injuries and Illnesses – Related Statistics
- Making the Argument for Safety Programs
- Elements of Safety and Health Management Systems
- OSHA Success Stories, Compliance Assistance, and Future Activity

Costs of Workplace Injuries and Illnesses Related Statistics

- Nearly 50 workers are injured every minute of work week
- Costs society \$128 billion in losses this year
- Equals one-quarter of each dollar of pretax corporate profits
 - Per Colorado State Workplace Study

Costs of Workplace Injuries and Illnesses Related Statistics

- Indirect costs of injuries
- To cover the cost of a \$500 accident, an employer would have to:
 - Bottle and sell 61,000 cans of soda
 - Bake and sell 235,000 donuts
 - Deliver 20 truckloads of concrete

Making the Argument for Safety Programs

- Return on Investment for SH&E Management Programs
 - Per ASSE White Paper
- Examples cited
 - EHS company in Massachusetts
 - West Virginia coal company
 - Fall protection program reduced employer's accident costs by 96%
 - Forklift MFG. reduced losses from \$70,000 to \$7,000 / year.
- SH&E Investment can be considered a Core Business Strategy

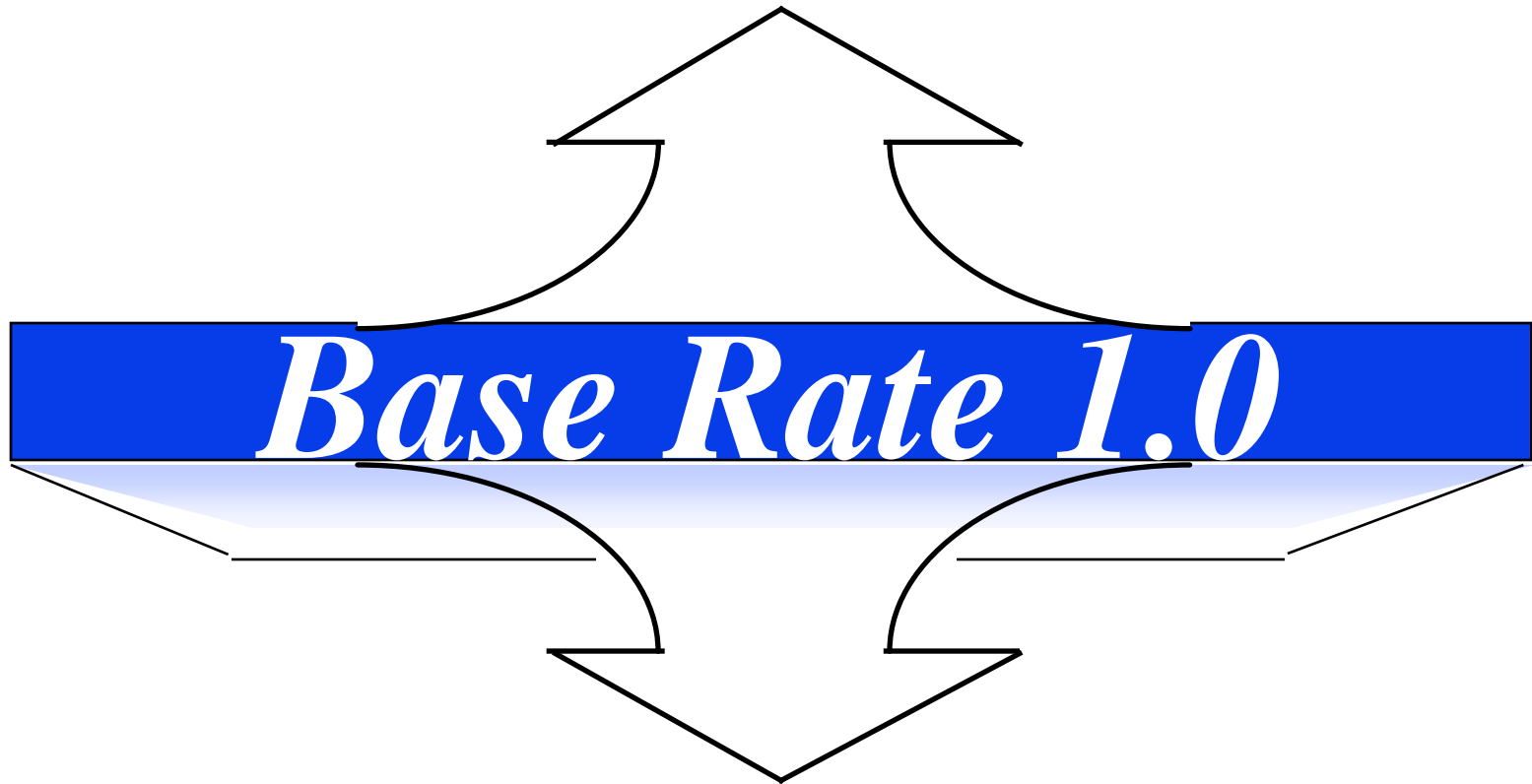
Elements of Safety and Health Management Systems

- Four common elements
 - Management Leadership and Employee Involvement
 - Worksite Analysis
 - Hazard Prevention and Control
 - Safety and Health Training

OSHA Future Activity, Success Stories, and Compliance Assistance

- OSHA considering a rule for S&H prevention programs
- Yet... There are OSHA Success Stories with voluntary compliance
 - Voluntary Protection Programs
 - Ergonomic Programs and Reductions in Injury Rates
 - OSHA Partnerships
- OSHA Compliance Tools and Staff are available to assist you
 - OSHA Website and Compliance Assistant Specialists

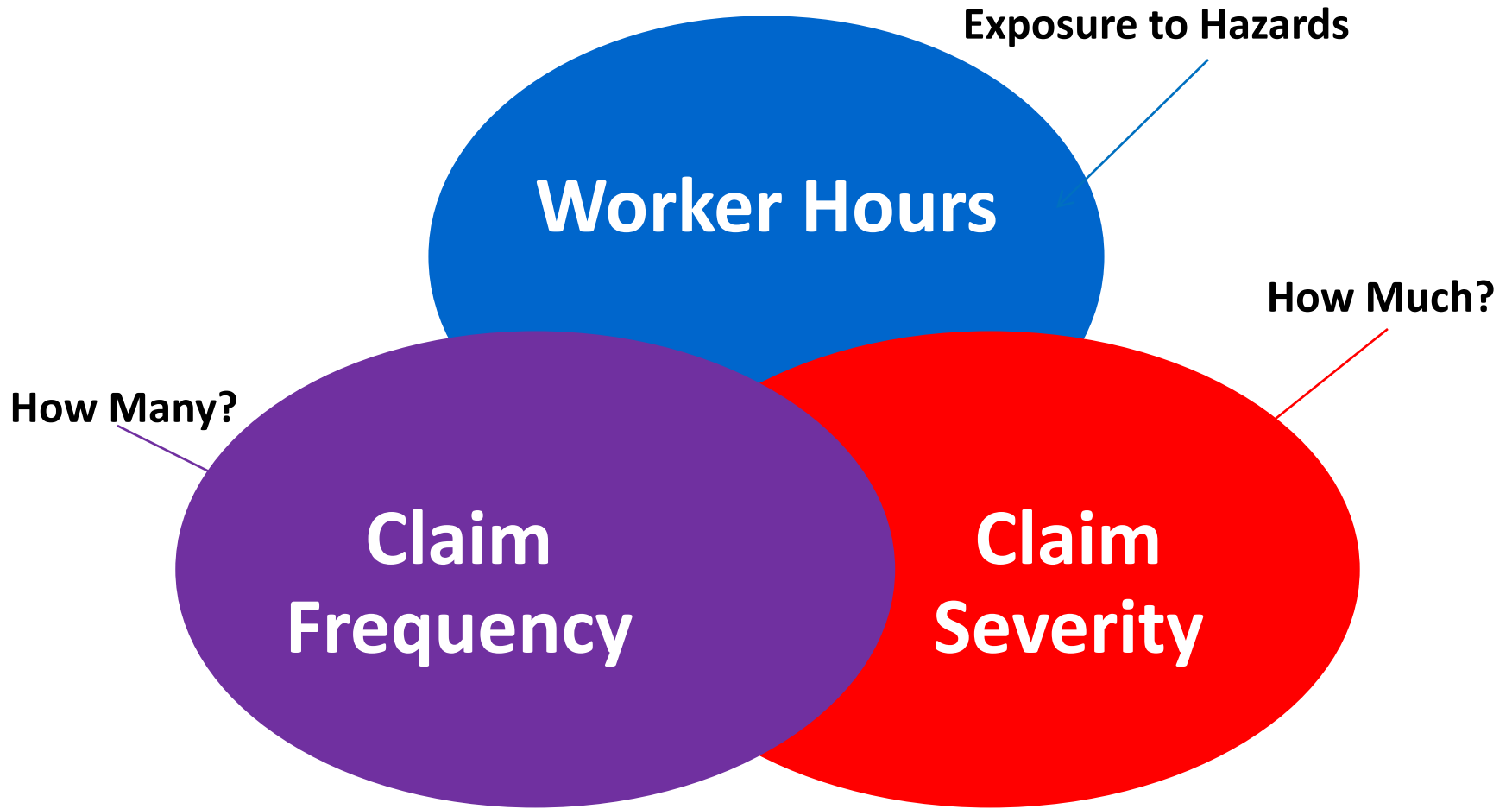
Experience Rating



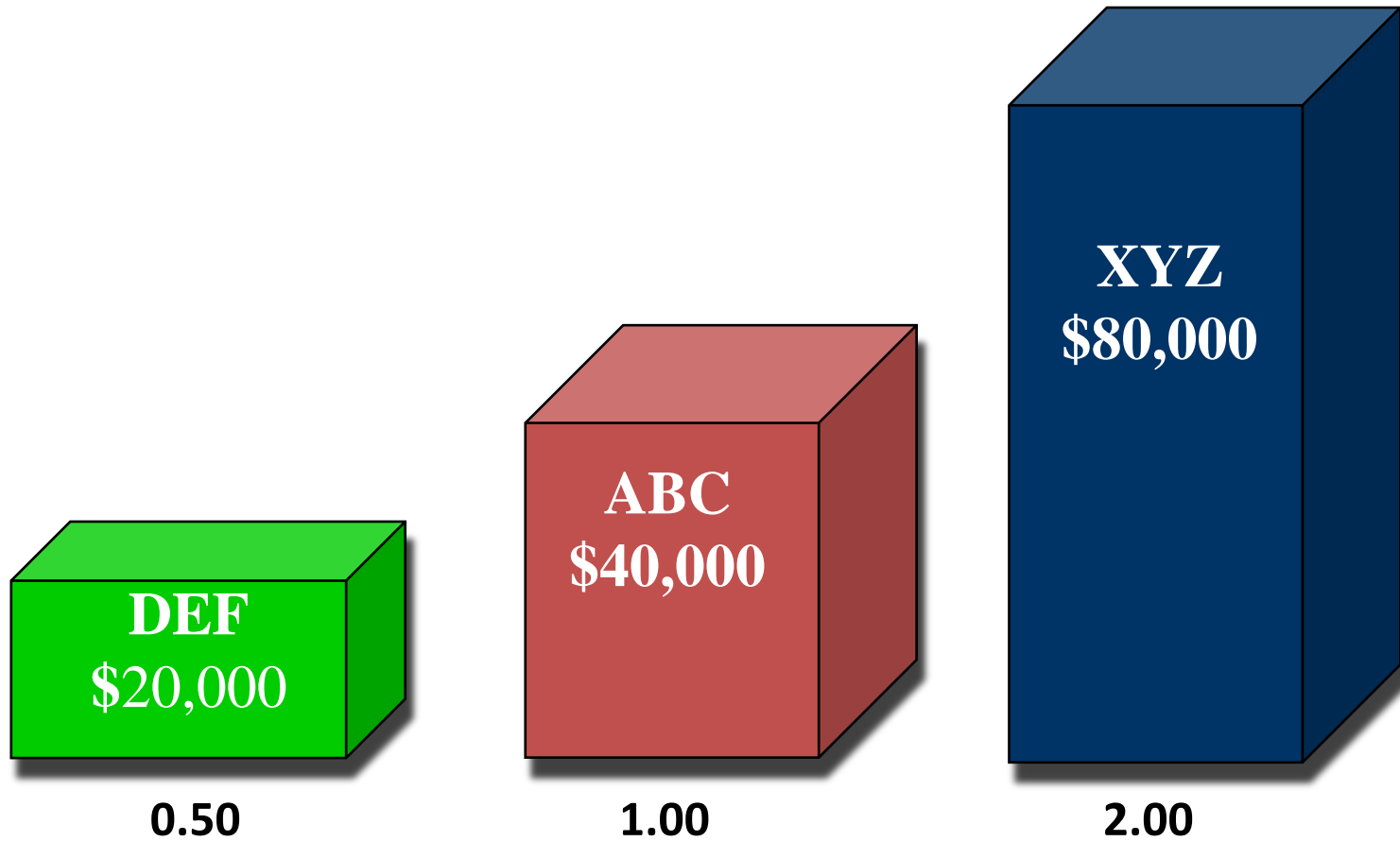
Purpose of Experience Rating

- Encourage Workplace Safety
 - Reward good performance
 - Discourage Poor Performance
- Fairness and Equity
- Facilitate Premium Collection

Crucial Factors



Experience Factors



When Will An Injury Affect Your Rates?

**Years affecting
experience factor**

**Experience factor
(calendar year)**

7/1/03 - 6/30/06

2008

7/1/04 - 6/30/07

2009

7/1/05 - 6/30/08

2010

7/1/06 - 6/30/09



2011

7/1/07 - 6/30/10

2012

7/1/08 - 6/30/11

2013

7/1/09 - 6/30/12

2014

Employer Responsibilities Under DOSH

- Provide a safe workplace
- Accident Prevention Program
- Required posters
- Job safety training
- Record and investigate job-related accidents

What Should We Do?

- To start... become familiar with the WISHA Core Rules

Department of LABOR AND INDUSTRIES

WORKPLACE SAFETY & HEALTH RULES 1-800-4-BE-SAFE

Safety & Health Rules Home Find a Rule Resources Training What's New Customer Service

Core Rules Search

Safety and Health Core Rules
Chapter 296-800 WAC
Effective: October 1, 2002

The Safety and Health Core Rules are the basic safety and health rules needed by most employers in Washington State. You can make your workplace safer and healthier for your employees by applying these rules.

Table of Contents

- WAC 296-800-100 [Introduction](#)
- WAC 296-800-110 [Employer Responsibilities: Safe Workplace](#)
- WAC 296-800-120 [Employee Responsibilities](#)
- WAC 296-800-130 [Safety Committees and Safety Meetings](#)
- WAC 296-800-140 [Accident Prevention Program](#)
- WAC 296-800-150 [First Aid](#)
- WAC 296-800-160 [Personal Protective Equipment \(PPE\)](#)
- WAC 296-800-170 [Employer Chemical Hazard Communication](#)
- WAC 296-800-180 [Material Safety Data Sheets \(MSDS\) or Exposure Records](#)
- WAC 296-800-190 [Safety Bulletin Board](#)
- WAC 296-800-200 [WISHA Doctor](#)
- WAC 296-800-210 [Lighting](#)
- WAC 296-800-220 [Housekeeping, Draining and Storage](#)
- WAC 296-800-230 [Drinking Water, Bathrooms, Washing Facilities, and Waste Disposal](#)
- WAC 296-800-240 [Environmental Tobacco Smoke in the Office](#)
- WAC 296-800-250 [Stairs and Stair Railings](#)
- WAC 296-800-260 [Floor Coverings, Floor Holes and Open-sided Floors](#)
- WAC 296-800-270 [Workplace Structural Integrity](#)
- WAC 296-800-280 [Roof Electrical Rules](#)

Employee Involvement

- Safety committee/crew meetings
- Employee training
- Regular self-inspection



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L&I lowers workers' compensation rates

- View L&I's financial reports, 2007 rates by industry and how the proposed partial rate suspension would affect individual industries.
- What you should know about the rate holiday.
- VOTE** Register to vote.

Business Links

- What to do if your employees are injured
- Find a safety rule
- File Quarterly Reports
- Find safety training materials
- Electrical permits and inspections
- Running a business: What you need to do
- more business topics

Worker Links

- Workers' Comp Claims
- Find out about breaks
- Learn about workplace safety requirements
- Understanding overtime pay
- more worker topics

Medical Provider Links

- Managing claims for injured workers
- Medical treatment guidelines
- Provider billing and payment
- Check what needs pre-authorization
- more medical provider topics

Quick Links

- 2007 minimum wage is \$7.93
- Look up a contractor, plumber or electrician
- 2007 final rates
- Report fraud
- News and media center

Office Locations



listing of offices

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Small Company Scenario

Sustainability

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graph TD; S[Sustainability] --- B1[Environment (affect earth)]; S --- B2[Social Responsibility (affect people)]; S --- B3[Longevity (affect business)]; B1 --- Sa[Safety]; B2 --- Sa; B3 --- Sa;
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Environment
(affect earth)

Social Responsibility
(affect people)

Longevity
(affect business)

Safety

Small Company Scenario

- Environmental
- Social Responsibility
 - Want employees and homeowners safe
 - Remove risks from workplace / jobsite
- Longevity
 - Create safety culture
 - Keep employees long term (company saves money)
 - Reduce effective rating (employees / company save money)
 - New efficiencies (reduced costs)

ResCon Safety Group

- Meeting hosted by ResCon Safety Group. Great info!
- Importance of safety
- Necessary to set up a safety program



Safety Plan

- NAHB bookstore
- L&I Consultant
 - Missing information
 - Received deadline for completion
- Safety Consultant
 - Created easy to understand safety program
- Finished Product!!!
...or so I thought



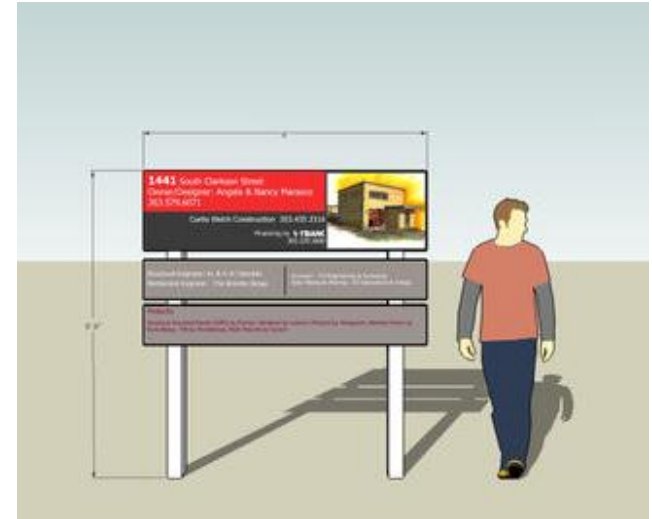
Problems... And More Problems

- Comprehensive Program,
BUT no buy-in
 - President
 - Not fully behind program
 - Employees
 - Wouldn't change behavior
 - Wouldn't do required paperwork
 - Trade Contractors
 - Wouldn't change behavior



Solutions to Problems

- President
 - Had in depth discussion with him
- Employees
 - Company meeting
 - Form they had to sign
 - Warning systems
- Trade Contractors
 - Letter to all trades; required signature
 - Toolbox meetings
 - Jobsite rule board at entrance and job shack
 - Penalty / fine policy (3 strikes, you're out!)



Some people didn't make it

Results

- Reduced risks; no accidents
- No employee turnover; no retraining costs
- Reduced effective rating; more money in employee pockets
- Created new efficiencies; storage, lumber drops
- Attracted new trade contractors
- Landed large condo project – selling point was safety record!
- **One person can initiate change; whole company needs to keep it going**

Summary

- Core concept:
 - Safety program is necessary
- Why do you care:
 - Keep employees safe
 - Pay less money in premiums
 - Stay in business
- How to begin:
 - Start small
 - Download template
 - L&I consultation



Questions?

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