

Teichert's Zero Injury Culture Program Overview



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Systems

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- ▶ Founded in 1887 by Adolph Teichert
- ▶ Privately held; 5th generation family leadership
- ▶ Vertically integrated company: Construction, Aggregates, Asphalt, Readymix, Precast
- ▶ 2000 total employees—about 400 in Aggregates
- ▶ 8 active MSHA regulated sites in California

Today's Objective

- ▶ Zero injury culture overview
- ▶ History
- ▶ Measurable safety results
- ▶ Current safety practices
- ▶ Closing Thoughts



- ▶ We established the Zero injury culture concept in 1998
- ▶ Injuries are preventable
- ▶ Citation-Free inspections are doable
- ▶ We're in the people business
- ▶ Driven from our CEO and Presidents

Zero Injury Culture Defined

- ▶ Zero is not a goal or target (such words imply it is OK to fail)
- ▶ Zero is a commitment
- ▶ As an organization, it is unacceptable for an injury to occur
- ▶ If an injury does occur, each person will do whatever it takes to **prevent** the next injury
- ▶ A shared success for every prevented injury and incident; and
- ▶ Demonstrated safe production at all levels at Teichert

Safety Events at Teichert

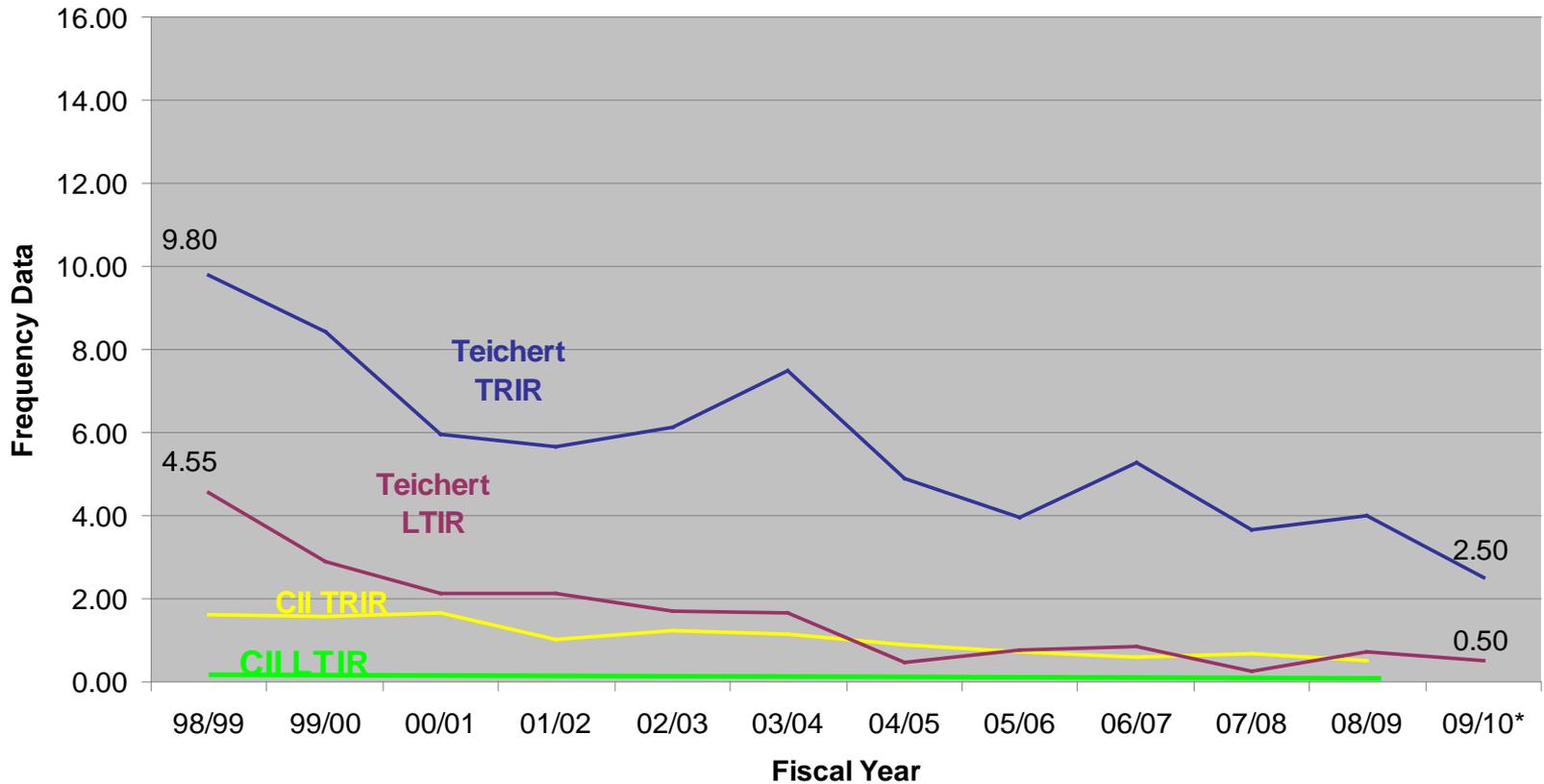
- ▶ Formal safety program in 1957
- ▶ Government regulation
- ▶ Risk Management
- ▶ Values/Culture
- ▶ Transformation



TEICHERT
Your Name: _____
Notify in an Emergency: _____
Primary Language Spoken: _____
Emergency Contact Work Phone: _____
Emergency Contact Cell Phone: _____
Emergency Contact Home Phone: _____
Any Medical Allergies/Conditions: _____
Additional Information: _____
Blood Type: _____

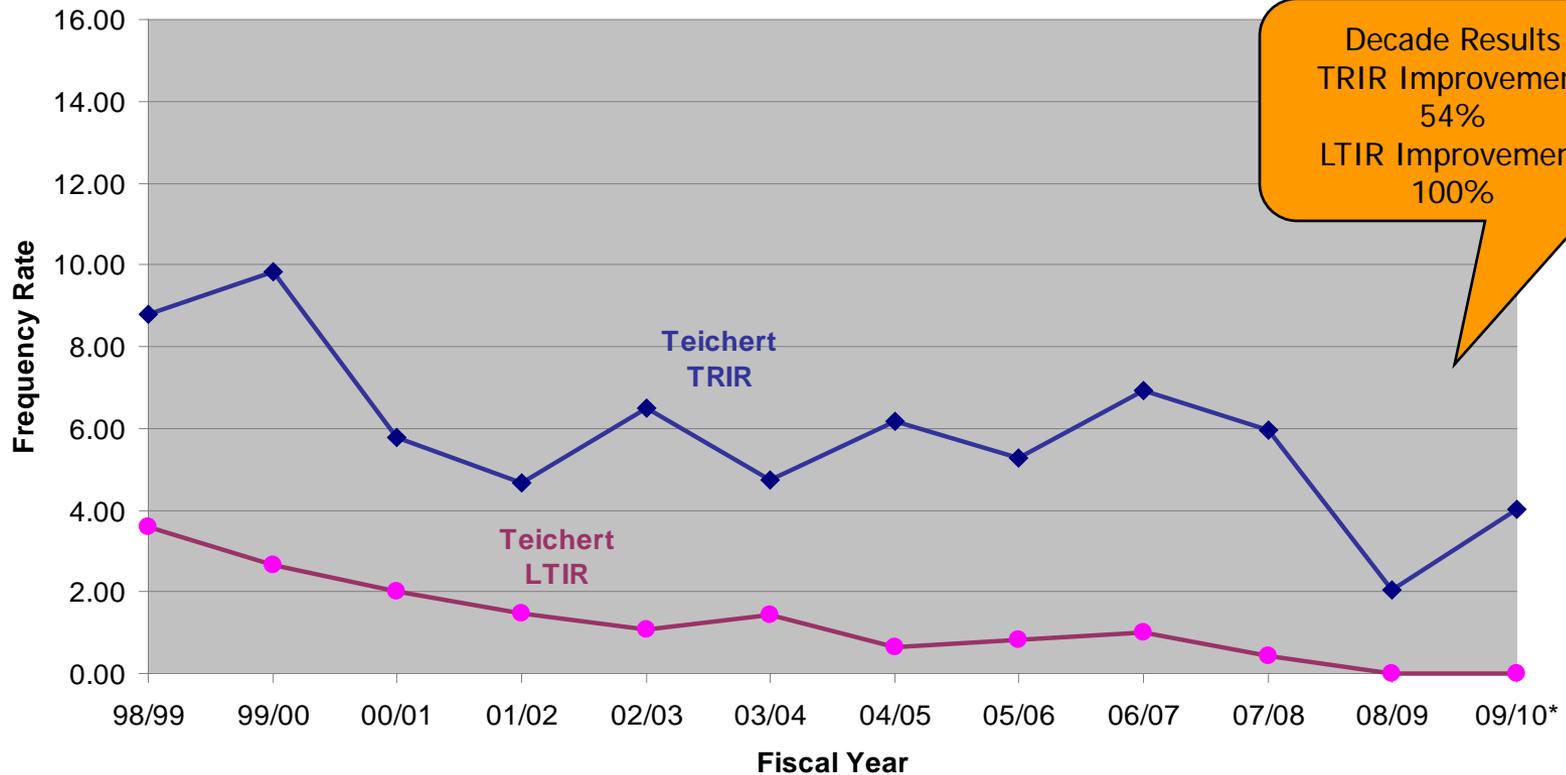
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A. Teichert & Son, Inc. vs. CII Member Data



TRIR – Total Recordable Incident Rate
LTIR – Lost Time Incident Rate

Recordable Injury Rates for Aggregates

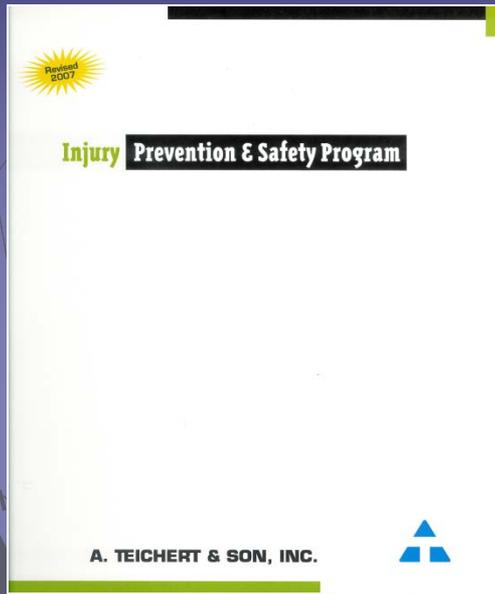


TRIR – Total Recordable Incident Rate
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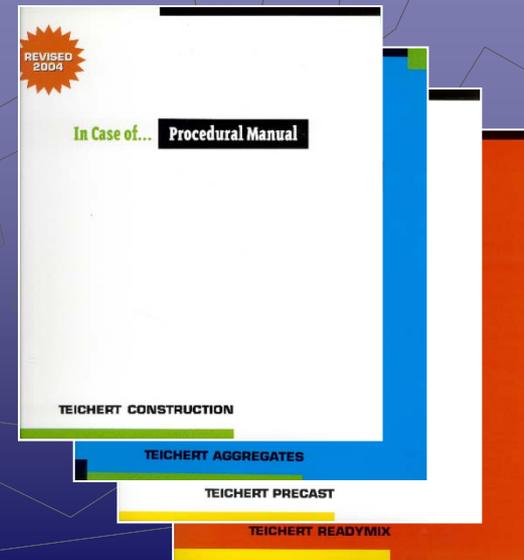
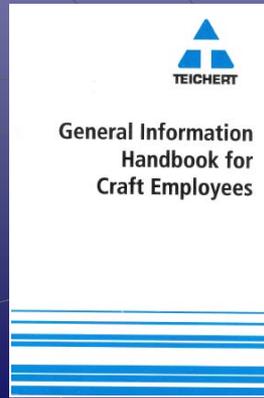
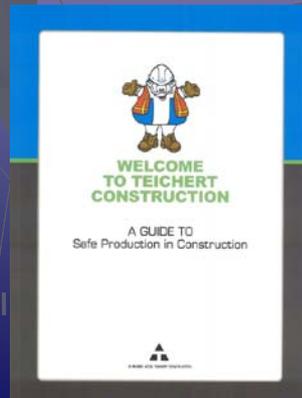
Best Practices

- ▶ Demonstrated Top Management Commitment
- ▶ Staffing for Safety
- ▶ Safety Planning
- ▶ Safety Training and Education
- ▶ Worker Participation and Involvement
- ▶ Measurement, Recognition and Rewards
- ▶ Subcontractor Management
- ▶ Accident/Incident Reporting and Investigations
- ▶ Drug and Alcohol Testing

Components of Teichert's Program



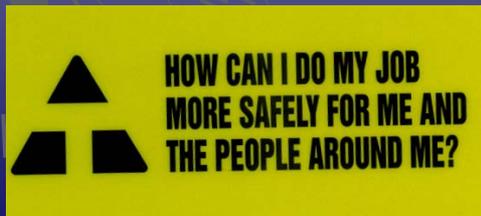
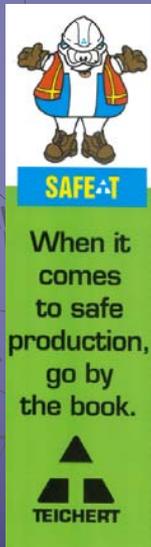
- Pre-job Planning
- Discipline Policy
- Code of Safe Practices
- Excavation & Trenching
- Respiratory
- Confined Space



Injury Prevention Components

- ▶ Pre-employment/post incident drug & alcohol test
- ▶ Employment applications
- ▶ 24-hour orientation with employee
- ▶ Hard hat stripe
- ▶ Personal protective equipment (PPE) issued
- ▶ Annual refresher and new training
- ▶ Health Monitoring
- ▶ Pre-Task Planning
- ▶ Tailgate Topics
- ▶ Safety Committees
- ▶ Performance evaluation
- ▶ Follow up by Safety staff on training
- ▶ Auditing

Components of Teichert's Program



Teichert's Zero Injury Culture

- ▶ It is less about regulatory compliance
- ▶ Is about people
- ▶ Is a matter of attitude
- ▶ Is a result of behavior
- ▶ It is what we value



What's Next?

- ▶ Continue development of a zero incident culture
- ▶ Execute safe production practices employees can use
- ▶ Respect, accountability, increased business performance



Closing Thoughts

- ▶ We're in the people business
- ▶ Change takes time
- ▶ One size doesn't fit all, especially in California



California Safety Regulatory Oversight

- ▶ Federal OSHA (Proposed I2P2 program)
- ▶ Cal/OSHA (Since 1996, mandated IIPP)
- ▶ Cal/OSHA Mining & Tunneling Unit (IIPP)
- ▶ MSHA (TBD?)

Closing Thoughts

- ▶ MSHA has two regulated inspections per year
- ▶ Operator has strict liability for not following the regulations
- ▶ Mine sites are dynamic with changing conditions daily

Closing Thoughts

- ▶ Mining Industry seeks to develop a 'culture' yet MSHA needs to be part of the solution too
- ▶ Is more rulemaking necessary?
- ▶ What are alternatives, e.g. principles, guidance, Small Mines Office, prevention approaches, partnering with MSHA for good performance?

Recommendations

- ▶ Be mindful of additional rulemaking
- ▶ Maintain simplicity
- ▶ Give reduced penalties for those with safety and health management systems
- ▶ Limit citations for 'inadequate' systems
- ▶ Acknowledge miners within good systems
- ▶ Have inspectors be part of the solution

As Mark Twain said over 100 years ago:

ago:

- ▶ "Don't let formal education get in the way of learning"



- ▶ “We start school as question marks and graduate as periods. And that, as in life, is why the answer is *not* in the back of the book (*or in a regulation*).”



► Thank you!

