NCSE – 10/27/2020

Paul Ziegler – Safety Moment – Working on highway – 2 lane either direction with median. Right lane closure near shoulder, proper signage and attenuators. 60 MPH speed limit. Driver coming up in public lane, approached traffic too fast, either going to rear end traffic or bail into closed lane. Excavator in closed lane, with Supt walking in front. Driver cut in front of excavator, hit Superintendent at 55 mph. Seeing more work zone issues than ever before. Superintendent had helmet on with chinstrap. Ended up with numerous serious injuries, but he is going to survive. EMT said thank goodness he had on his helmet – not sure if he hit ground or windshield but helmet stayed on as it was buckled. Discussions have revolved around whether they should be buckled all the time, some said “when at heights” they have required buckling all the time. They have had two saves based on helmet use. What started out as a negative with craft, now positive draw. (Wearing Zenith Air.)

Sundt - Monthly safety leadership meeting – Paul Ziegler has given safety moments on mental health and helmets. Bringing in other competing organizations has seemed to move the needle more. Grab someone from peer group to do a safety share. Sundt moving forward with Kask – Paul’s presentation is what helped move Sundt forward on this.

Paul Levin – Matt’s STKY. Sundt added STCKY (C back in). Journey slide – rates with what has been implemented that has made an impact. Number of construction related fatalities. 9.5/100000 = x/2000 Based on # of employees at Sundt = fatality every 5 years and 91 days if industry average.

Daily incidents – still getting two emails per day of things that happen. Incidents are anything and everything. Differentiated non STCKY vs. STCKY. – STCKY Injury, STCKY luck, STCKY success. STCKY luck is not all controls are in place – could be a system or process break down. 2/3 of STCKY events are luck. 16% of events across industry divisions are STCKY. Transportation had highest % of STCKY luck. OSHA rates hides true risk on jobs. New set of data for safety to discuss as opposed to OSHA rate. Using 6 Human Performance principles – (beliefs). 39 versions of this.

Show Me STCKY

Mistakes

Deviations

Context

Response – blame fixes nothing (Coach vs. Discipline chart to coach teams)

Learning – ask how not why

Safety by choice. Risk tolerance and recognition next. Sundt is not that far down the road with this yet. Currently 1 hour presentation over lunch to train on this.

Practice of Radical Candor – Caring personally and challenging directly. Pre-accident Investigations. Todd Conklin.

Paul’s update on Quanta – 30 min training for all employees, 1/2 or full day training and 3 day training for leaders. They rolled this out and sat back for 6 months.

Perception of Change and Risk – craft don’t recognize change as risk

Does Sundt differentiate between the level of investigation based on severity? Causal analysis still happening, just less people invited to report out.

Have they determined leading indicators to determine what behaviors STCKY is driving? No yet, excitement level is high but not there.

Construction Safety Research Alliance – follow up with them. Andy has developed high risk / compliance metrics to use as standard measures for projects. Andy has them presenting for his team next month, will follow up with us.

Formwork story – Kevin Maitland – Young man McCarthy had recruited out of high school into the trades recently killed while stripping “pre wrecked” formwork. Traumatic brain injury + additional injuries.

Kicked up discussion on helmets, currently Kask are option. Working with MSA V Guard H! – structure inside is similar to standard hard hat vs. Kask foam support. Both helmets meet the same standard in USA, Kask meet European standards. Would Kask have saved this individual’s life? They are going to switch to helmets. Hard to compare MSA and Kask due to US rating? Is anyone using anything beyond Kask?

Paul Ziegler – tried MSA early on. With Kask – accessories are nicer and Z87 approved visor and face shield. Americans have larger heads than Europeans. They found people that can not get heads into Kask. Will be creating larger Kask, currently 3M in use for larger heads.

Turner did a study on hard hats. They gave people a choice – ladies with long hair can’t pull up into foam lined hard hats, foam are hot. Require 4 point chin strap – see attached Turner hard hat document. Cindy – anyone who has to come off the floor, to a work at height situation, they will require them for trade partners. Started handing them out as gift to trade partners when they observe something good. Turner looking to hand helmet, fall protection, etc… and start giving to Steel erectors.

How did you make the transition? Marketing - create right messaging, buzz, select right equipment, webinar and posters, gave everyone 6 months. Explain the WHY, identify early adopters and get some wins, set date and phase in period to stick to.

Turner – looking at helmets on new contracts. Andy – how could customers help drive this?

SIF discussion - Brad Barber – plants – recordable incident rates are super low. When they dug into the incidents they demonstrated that the results might look good but it was luck. We care about everything, but we really need to care about these incidents – Help people see things differently. GM has an effort underway with Dekra on this. For Sundt they run their own numbers. When jobs aren’t reporting, we have to call BS and get to reality. Incident rate is all in – property damage, unplanned disruption – what is our reality rate? Brian Stott - risk matrix used for potential incident that had the potential to kill someone and hits the monthly Ex Com report. Had 8 of these reports, 70+ Million work hours. If not but for luck or some controls we had in place we’d be having an entirely different discussion. Base level of investigation on potential of incident. 16 or higher (HiPO) on their matrix, do full root cause analysis and keep it in front of leaders. Keep context in front of them, we nearly had a different conversation on this incident. Incident if left unchecked could have been someone losing their life. Tim (Hunt) – keep this in front of CEO.

How are you adjusting your learning during Covid? Can take experts and have them train all over the country or world. Have trainer research attendees, tailor content to address individuals by name throughout course. Ask questions of each individual by name. Turner had one of their vendors train on presentation / virtual skills. Bringing in trainers on all sorts of topics, effective virtual meetings, repetition of topics such as meditation to help things. Jerry – CDC mental health stats – 41% of respondents had adverse effect. 11% had considered suicide. Substance abuse - # of positive drug tests going through the roof. Training with doctor Sally on mental health and resilience. Getting thank you emails. Turner – working with Dr. Sally as well. JE Dunn is working with her also. Coping cards, etc.. KBR – mental fitness. Amazing the passion around that topic right now. Track courage to care conversations / interventions around “Are you OK?”.

How have you adjusted your job to be as effective? Marni – I’m not. Tim at Hunt – agreed, trying to do more Teams meeting and stay in front of management. Cindy – feels more connected to other groups right now – HR, Risk, Insurance, Training, etc… helping keep jobs open and move forward. Different but effective. Miss the travel, effective at management level but not Project. Jerry – updating programs and policies to keep contributing.

California cases on OSHA log – Contact tracing – through process of contact tracing they determine what people have been doing outside of work and onsite. (Senate Bill 1159 In CA) Use that to determine work-relatedness. Turner - If you can prove that it was contracted or spread on the job, they will record. (Research-new senate bill says you must record unless you can prove it isn’t transmitted on the job?)

Presentations – Michelle Gray – DPR

Michelle’s journey – WSU Cougar – Med school to McClone. CSP, ARM, Travelers, ESIS, Gilbane, now DPR. Michelle – 2 children adopted 8 years ago. DPR started in Bay area 30 years ago. Integrity, enjoyment, uniqueness, ever forward = core values. Do a lot of self performed work, higher education, life science, commercial, advanced technology and health care. Trying to be most admired company – recognized for being a great company not just contractor. When they do their 7 fundamentals well they know they drive safety incidents down. Safe mindset, engagement, integration, competence, planning, leveraging data, continuous improvement. What gets measured gets done. Switching from SafetyNet to Hammertech – planning, pretask plans, submittal data, measuring more than incidents and how well they are planning and coordinating. This year big focus on SIF. Inspections, education on falls, LOTO and rigging. Focus on leading indicators to drive lagging indicators down to get to most admired company status. Organizational framework changes. Working on many of the same things as other companies in NCSE, trying to make sure they are working together as an organization as opposed to working in silos. General Contractor, concrete and drywall self performed. Work in the smile of US essentially. # of employees – around 6800, pretty even split between craft and salaried.

Tim Palmer – Wanzek – 30 years in safety. Has two daughters, one is nurse and one is in safety. Oil and gas, construction. Exxon, TIC, AERA, Black & Veatch. Has been a member of NCSE for 13 years. Truly values this organization and our contribution. Wanzek – 95% direct hire, renewable, solar and wind. Be the best, deliver excellence – 2500 people in company, a lot of growth, challenges with growth and standing up Solar. About 4 million hours this year. 1.2 RIR currently last year 1.69. could be 2 billion dollar company next year. Using Power BI in a greater way than ever before, using AIC which isn’t very good but looking at at-risk scores by project, by employee, etc… looking at observations, participation in proactive safety program. Culture shaping is big for Wanzek. People matter most was the effort with B&V. Need to get new people following and understanding this culture. EVPs – pick a person to mentor for 1 month. Foreman level. Texting, making calls – pretty amazing culture shaping. R4 – getting people involved, engaged. One thing to accomplish next year? Culture shaping and, to a lesser extent, predictive analytics.

John Johnson – Black and Veatch – University of Central Missouri – 1993 – Worked for Black & Veatch subsidiary and in multiple businesses / industries. Wants to learn best approaches to keep people safe. B&V started 1915, engineering focus. Now they are one of largest privately owned, within last 5 years they added Safety as a core value. Proud of this change, was a struggle to get there. Locations in over 100 countries. Being engineering led pay close attention to detail. Working to improve technical staff involvement. Utility strikes are a some of their largest. They have 19 leading indicators to choose from, let businesses choose 2 or 3. Project stressors – how’s your budget? Client relationship? Schedule? Proud to work for an organization that means what they say. Long term – transitioning between software platforms – craft to CEO will have access to everything they need. DoneSafe is what they are transitioning to.

Business Meeting –

Next meeting will be after 1st of year.

New companies to present at that time. No objections to new companies proposed. 5 open slots. Dues will be required for new members only in 2021.