



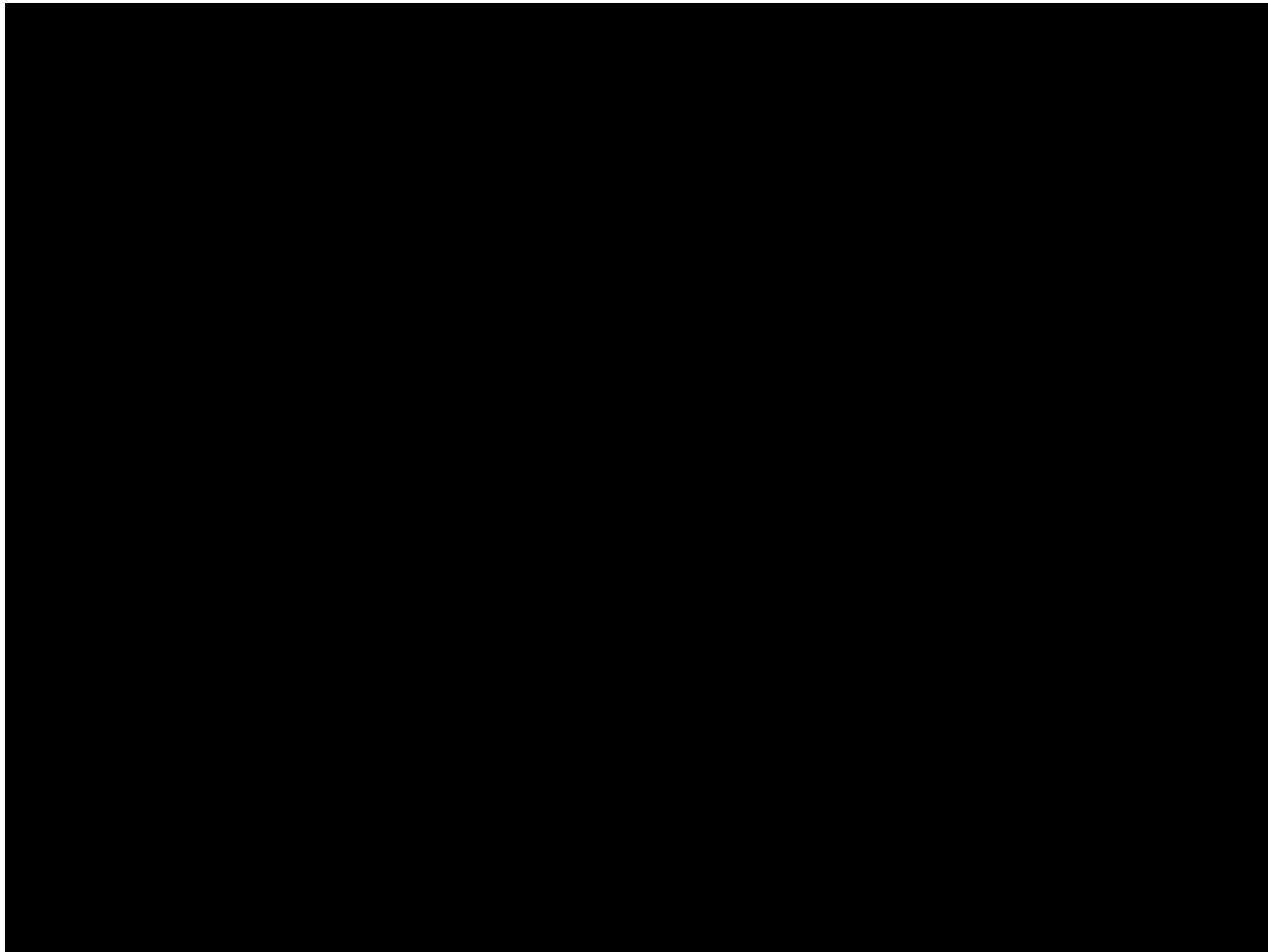
**4/26/2018**



1915 — Celebrating a Century of CMC — 2015



# Why Talk About Safety?



# CMC Safety Culture



## *What is Culture?*

- Culture is a common value that drives an organization's performance.
- In other words..."It's how we do things."
- To accomplish this, you need employee involvement.

# CMC Safety Culture



## *Why Employee Engagement?*

- Employee engagement is not just a casual involvement but rather a proactive, diligent, ongoing effort to ensure the highest level of safety performance.
- Do YOU give Safety enough thought every day to be engaged in Safety in your departments?

# CMC Safety Culture



## *It's OK to be Selfish*

- Safety is something that's personal – it involves a conscious decision to work safely in the workplace or at home.
- It needs to be a “want to” vs a “have to” thought!
- Safety should be the first and most important task your employees have each and every day.

# CMC Safety Culture



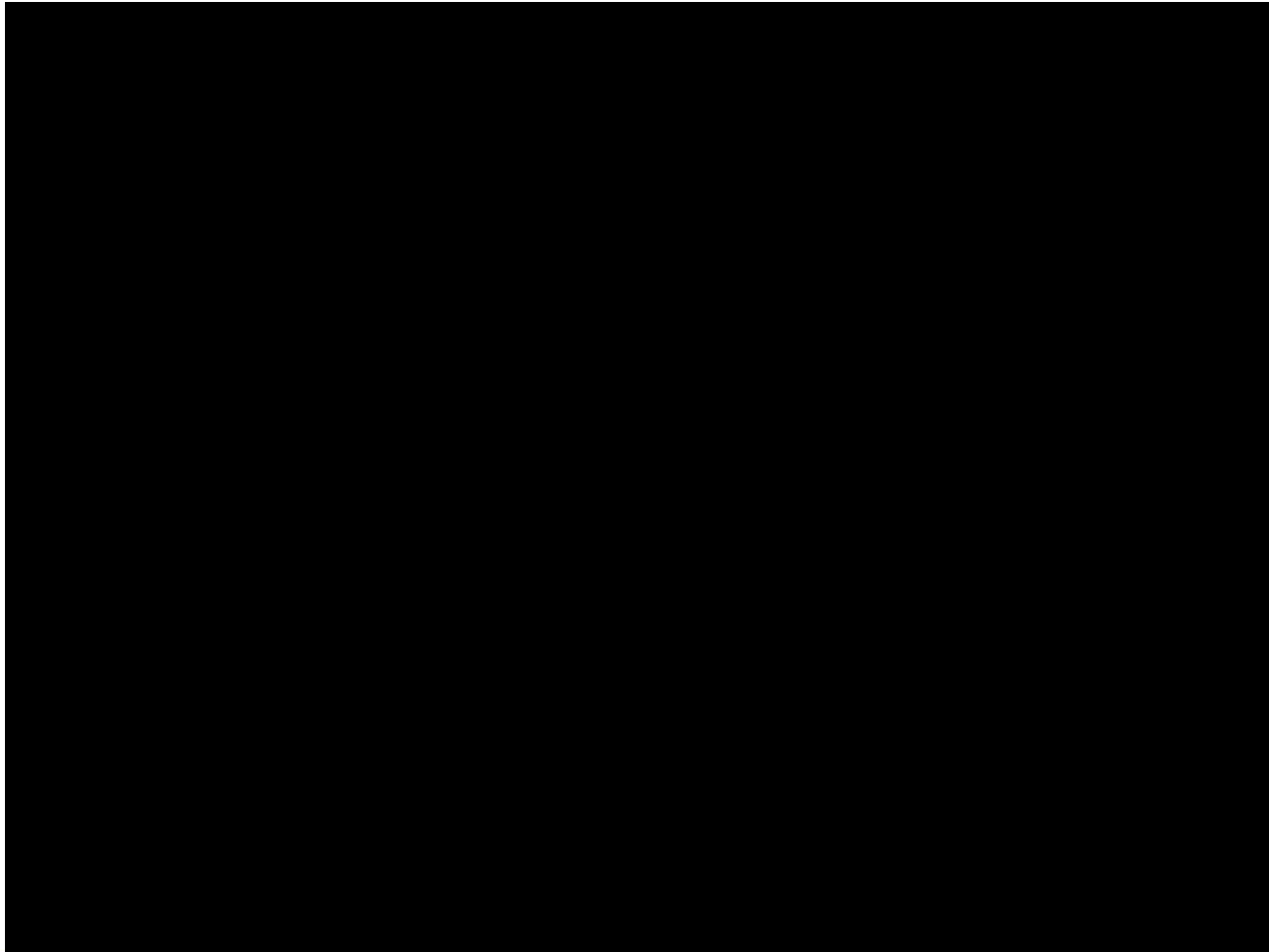
*It's OK to be Selfish*

- You have to make Safety important to be successful at it.
- When you do, you will be surprised at your results!

# CMC Safety Culture



*Safety has to be Important!*



# CMC Safety Culture

## *Benefits to a Positive Safety Culture*

- Injury Rate
- Lost Time Rate
- Downtime
- Injury Costs





# Proactive Safety Program



- 5 Safety Goals per month
  - It is either COMPLETE or NOT
- Tracked at plant level for plant wide incentive
- Tracked at crew level for crew level incentive
  - Combination of small crews
  - Includes front line supervisors
- Every crew is required a Safety Council Member

# Proactive Safety Scorecard



Activity	Successful	
Monthly Training (95%+ of Employees)		
Card Program Participation (95%+ Employees)		
Near Miss Reporting (30 or More Reports)		
Property Damage (7 or Less Events)		
Safety Council Scorecards & Proactive Project		

# Proactive Safety Incentive



- If all activities are complete for the entire plant, all eligible employees get \$50 cash.
- If Monthly Training is complete & Card Program Participation is 100% for a crew, the crew receives a lunch during the month.
- Additional various incentives can be established.
- Area Managers and above are not eligible.

# Proactive Safety Scorecard



Metric	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Training	✓	✓	✓	✓	✓	✓	✓					
Cards	✓	✓	✓	✓	✓	✓	✓					
Near Miss	✓	✓	✗	✗	✓	✓	✓					
Damage	✓	✗	✗	✓	✓	✓	✓					
Council	✓	✓	✓	✗	✓	✓	✓					

# Proactive Safety Crews



QA	Melt	Mill	S&I	Maintenance
Days	A, B, C, D (w/ Lab)	A, B, C, D (w/ BY & Lab)	A, B, C, D	A, B, C, D Crews
	Refractory/Scrap Yard/Days	Roll Shop	Straightening/Days	Mechanical
		Stand Shop		Electrical
		Days		Machine Shop/Storeroom
				Reliability/Plan/ME/OA
				HVAC/Utilities
				Crane Crew
				Engineering

# Proactive Safety Scorecard



Activity	Successful
<b>Monthly Training (95%+ of Employees)</b>	
Card Program Participation (95%+ Employees)	
Near Miss Reporting (30 or More Reports)	
Property Damage (7 or Less Events)	
Safety Council Scorecards & Proactive Project	

# Monthly Safety Training

## *Why is Safety Training so Important?*

- It establishes a routine schedule to raise safety awareness with employees.
- Safety Training is meant for everyone to understand that information passed on has a purpose...to stop worker's from being injured.
- It helps establish the expectation that employees have a good sense for safety when making decisions in carrying out their job tasks.

# Monthly Safety Training



## Slitter Box Injury

Worker was helping put lid on slitter delivery box and contacted upper roll with lid.



# Proactive Safety Scorecard




Activity	Successful
Monthly Training (95%+ of Employees)	
<b>Card Participation (95%+ Employees)</b>	
Near Miss Reporting (30 or More Reports)	
Property Damage (7 or Less Events)	
Safety Council Scorecards & Proactive Project	

# Proactive Safety

## *How Do I Report*

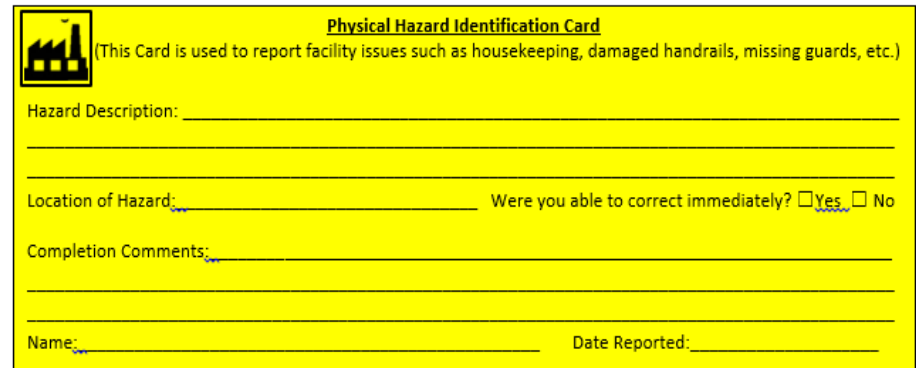
- ORO
  - ✓ It is a report of a person's actions or inactions (safe or unsafe).
  - ✓ Did you see someone doing something good or bad?
  - ✓ Be as specific as possible.
  - ✓ Be sure to talk to the person and let them know what you observed or they may not learn until its too late!

Behavior Observation Report		Observation	Feedback
		<input type="checkbox"/> Safe <input type="checkbox"/> Unsafe	<input type="checkbox"/> Safe – Positive Feedback Given <input type="checkbox"/> Unsafe – Feedback given to prevent recurrence
Observer's Name _____ Date _____			
Shift _____ Where Observed _____ Time _____			

# Proactive Safety

## *How Do I Report*

- Physical Hazards
  - ✓ Did you fix something that was a safety hazard?
  - ✓ Did you identify something that is a safety hazard that you can't fix yourself?
  - ✓ Be as specific as possible.



**Physical Hazard Identification Card**  
(This Card is used to report facility issues such as housekeeping, damaged handrails, missing guards, etc.)

Hazard Description: \_\_\_\_\_

Location of Hazard: \_\_\_\_\_ Were you able to correct immediately? ☐ Yes ☐ No


Completion Comments: \_\_\_\_\_

Name: \_\_\_\_\_ Date Reported: \_\_\_\_\_

# Proactive Safety

## Example


- I was walking in the shop and noticed a piece of rebar laying on the floor that could be tripped on. (No one is around the item and you picked it up of the floor.  
✓What is this?

Physical Hazard Identification Card	
 (This Card is used to report facility issues such as housekeeping, damaged handrails, missing guards, etc.)	
Hazard Description: _____	
Location of Hazard: _____ Were you able to correct immediately? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Completion Comments: _____	
Name: _____	Date Reported: _____

# Proactive Safety

## Example


- I was walking in the shop and saw (someone) leave a gas can out on the floor.  
✓ What is this?

Behavior Observation Report		Observation	Feedback
		<input type="checkbox"/> Safe <input type="checkbox"/> Unsafe	<input type="checkbox"/> Safe – Positive Feedback Given <input type="checkbox"/> Unsafe – Feedback given to prevent recurrence
Observer's Name _____ Date _____			
Shift _____ Where Observed _____ Time _____			

# Proactive Safety

## Example

- I noticed a guard missing on a piece of machinery or equipment.  
✓ What is this?

Physical Hazard Identification Card	
	(This Card is used to report facility issues such as housekeeping, damaged handrails, missing guards, etc.)
Hazard Description: _____	
_____	
Location of Hazard: _____ Were you able to correct immediately? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Completion Comments: _____	
_____	
Name: _____	Date Reported: _____

# Proactive Safety Scorecard



Activity	Successful
Monthly Training (95%+ of Employees)	
Card Participation (95%+ Employees)	
<b>Near Miss Reporting (30+ Reports)</b>	
<b>Property Damage (7 or Less Events)</b>	
Safety Council Scorecards & Proactive Project	

# What is an Incident?

## *Definition*

- It is an uncontrolled or unplanned release of energy that causes or contributes to *injury, illness, death* and/or *property damage* to equipment or materials.



**All incidents have a cause and effect**



# What is a Near Miss?

## *Definition*

- It is also an unplanned event that did not result in *injury, illness, or property damage* – but had potential to do so.
- When near misses are not reported, their causes usually go uncorrected.
- Understand that these are opportunities to improve our safety management system.



# Reporting an Incident or Near Miss

- Both need to be reported immediately so they can be documented and investigated!
- You should expect that these incidents be reported no later than end of current work shift.
- Document them using your Safety Management System.



# Reporting an Incident or Near Miss


*Why is Incident and Near Miss Reporting so Critical?*

- If we do not know about it – we cannot address it.
- If we cannot address it – we cannot fix it.
- If we cannot fix it, it will likely happen again!

# Proactive Safety

## *How Do I Report?*

- Near Misses
  - ✓ First, it is an incident that is just barely avoided.
  - ✓ Did it directly affect you, someone else or property?
  - ✓ Be as specific as possible.
  - ✓ Near Misses can be submitted anonymously if you choose.

Incident Report Card	
Check Incident Type:	
<input type="checkbox"/> Near Miss	
<input type="checkbox"/> First Aid	
<input type="checkbox"/> Property Damage	
Date: _____	Time: _____
Employee(s) Involved in Event: _____	
_____	
Witness: _____	
_____	
Dept/Location _____	
What Happened: _____	
_____	
_____	
_____	
_____	
_____	
_____	
_____	

_____
_____
_____
_____
_____
_____
_____
Any Immediate Corrective Action?
_____
_____
_____
_____
Card Reported By:
_____
Card Reported To:
_____

# Proactive Safety Scorecard



Activity	Successful
Monthly Training (95%+ of Employees)	
Card Participation (95%+ Employees)	
Near Miss Reporting (30+ Reports)	
Property Damage (7 or Less Events)	
<b>Safety Council Scorecards</b>	

# Safety Council Member Scorecard



Safety Committee Member  Month

- ☐ Attended Monthly Safety Committee Meeting (50% Attendance Required)
- ☐ Flammable Cabinet(s) – Area Inspected: \_\_\_\_\_
- ☐ LO/TO Procedures Inspected: \_\_\_\_\_
- ☐ JSA Review(s): \_\_\_\_\_
- ☐ Inspect 1<sup>st</sup> Aid Cabinets and Trauma Bags: \_\_\_\_\_
- ☐ Behavior Based Observation Completed: \_\_\_\_\_
- ☐ Physical Hazard Card Completed: \_\_\_\_\_
- ☐ Reported Non-OSHA Incident (NM, PD, 1<sup>st</sup> Aid, etc.): \_\_\_\_\_
- ☐ Lead Toolbox Safety Meeting— Topic Discussed: \_\_\_\_\_
- ☐ Fire Extinguisher Inspection(s) – Area Inspected: \_\_\_\_\_
- ☐ Inspect torch sets (hoses, gauge covers, flashback arrestors, and soap/water bottles): \_\_\_\_\_
- ☐ Inspect all signage in area (securely in place, legible, accurate): \_\_\_\_\_
- ☐  Miscellaneous:
- ☐  Miscellaneous:

Committee Member must score at least 70 points. Each line item counts 10 points.

# CMC Steel Safety Culture



## *Commit to Safety*

- Allowing employees to be involved with these safety activities gives them the opportunity to understand that working safely benefits the company, your family, and YOU.
- Understand it takes EFFORT!

# CMC Steel Safety Culture

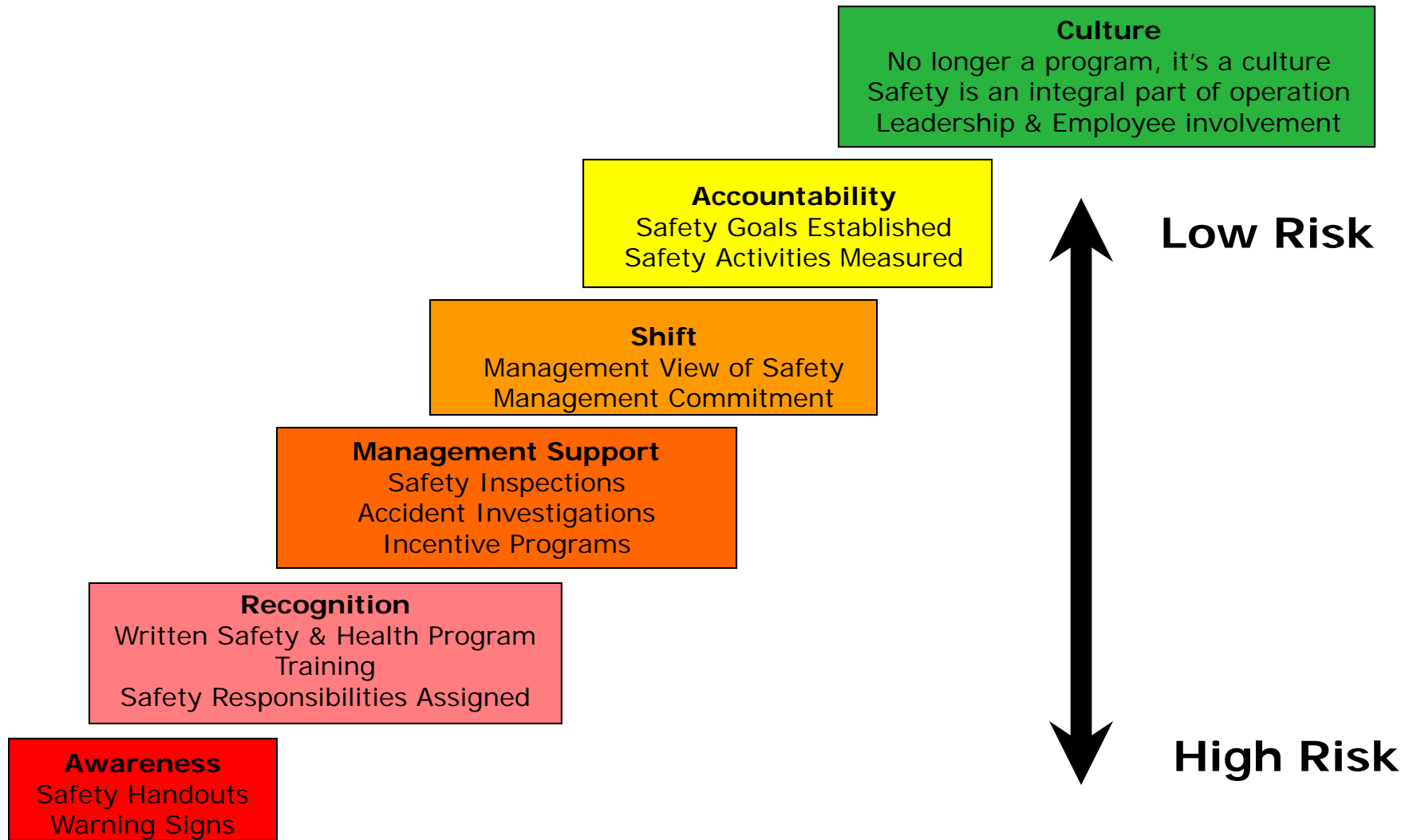


## *Safety Excellence*

- Beyond compliance...achieving Safety Excellence!
- Safety needs to be a value.
- Values are strongly believed in and rarely compromised.
- And, it involves cooperation up and down the organization



# Assess Your Current Safety Culture



# Questions?

