



Organization, Personnel & Effectiveness
Committee

Safety and Environmental Program Quarterly Update

Item 6a

January 12, 2026

Presented by: Ofelia Perez

Item 6a
Safety and
Environmental
Program
Quarterly
Update

Subject

Safety and Environmental Program
Quarterly Update

Purpose

Provide an update on metrics, initiatives, and
regulatory activities

Safety and Environmental Program Quarterly Update

Quarterly Report

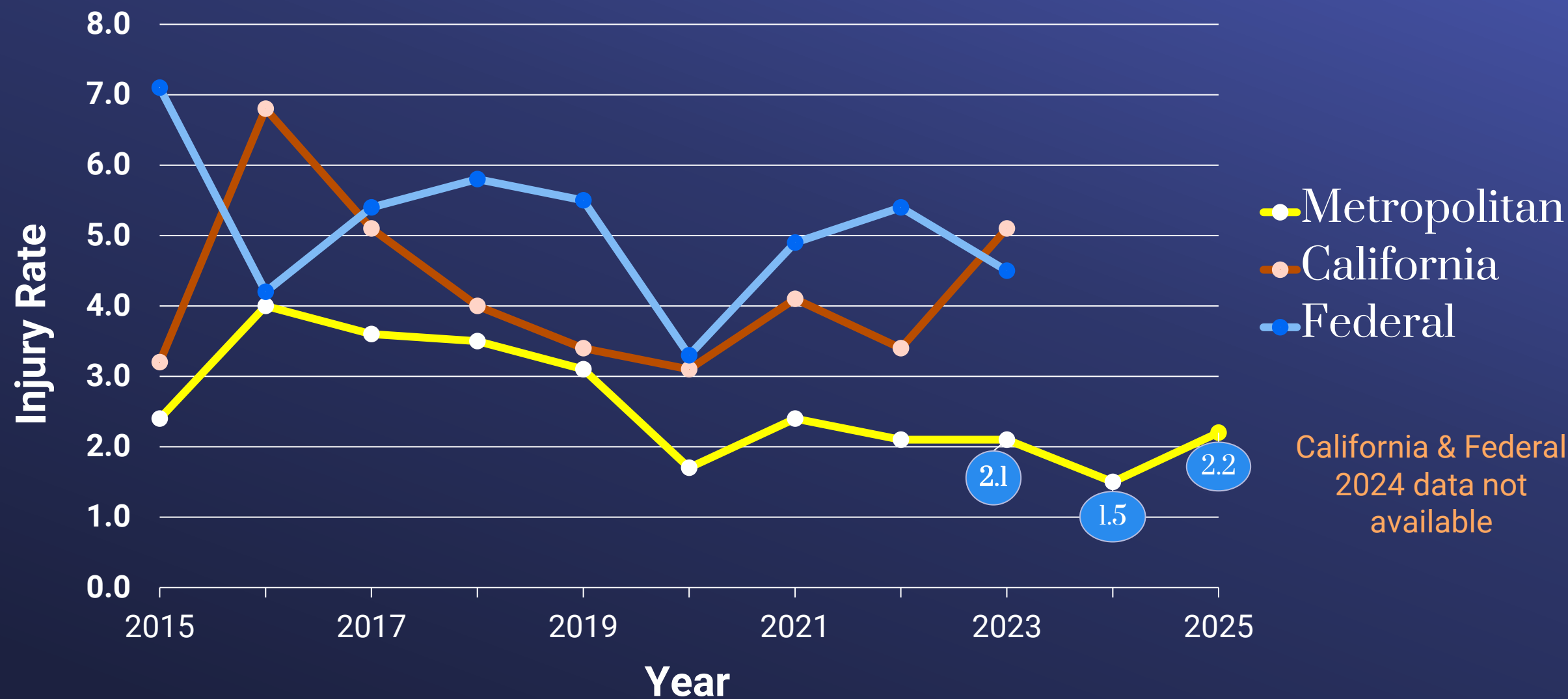
- Injury Data and Metrics
- Regulatory Inspections
- Communications
- Site Support Activities
- NSC Initiative

Injury Data and Metrics

Incident Rate
Enterprise-Wide

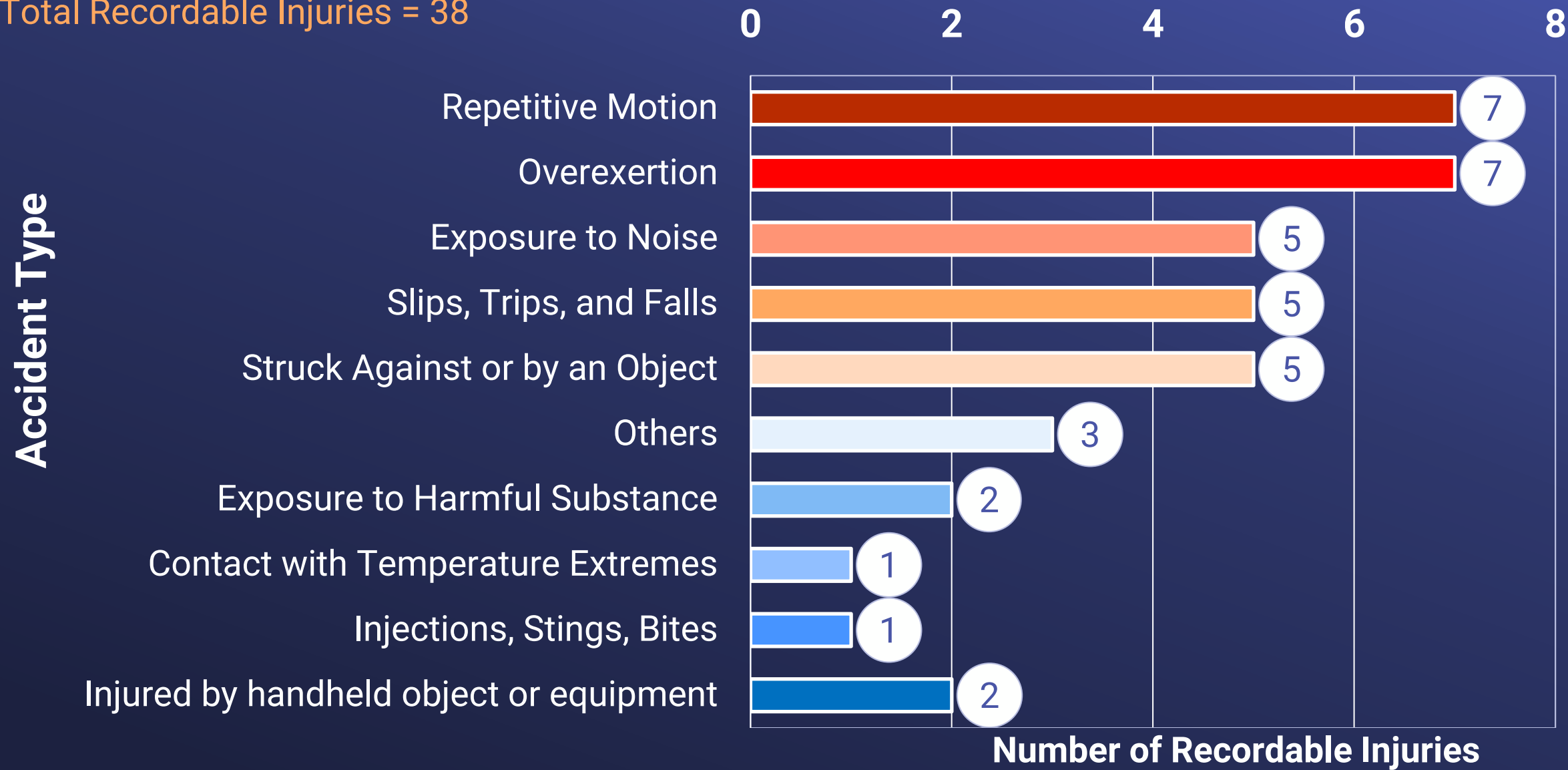
Year	#EE	# Recordable Injury	Total Incident Rate (IR)
2023	1899	35	2.1
2024	1907	26	1.5
2025 Year to Date	1925	38	2.2 Year to Date
CALIFORNIA AVERAGE INCIDENT RATE (2023) *2024 not available			5.1

Injury Rate vs. Industry Average

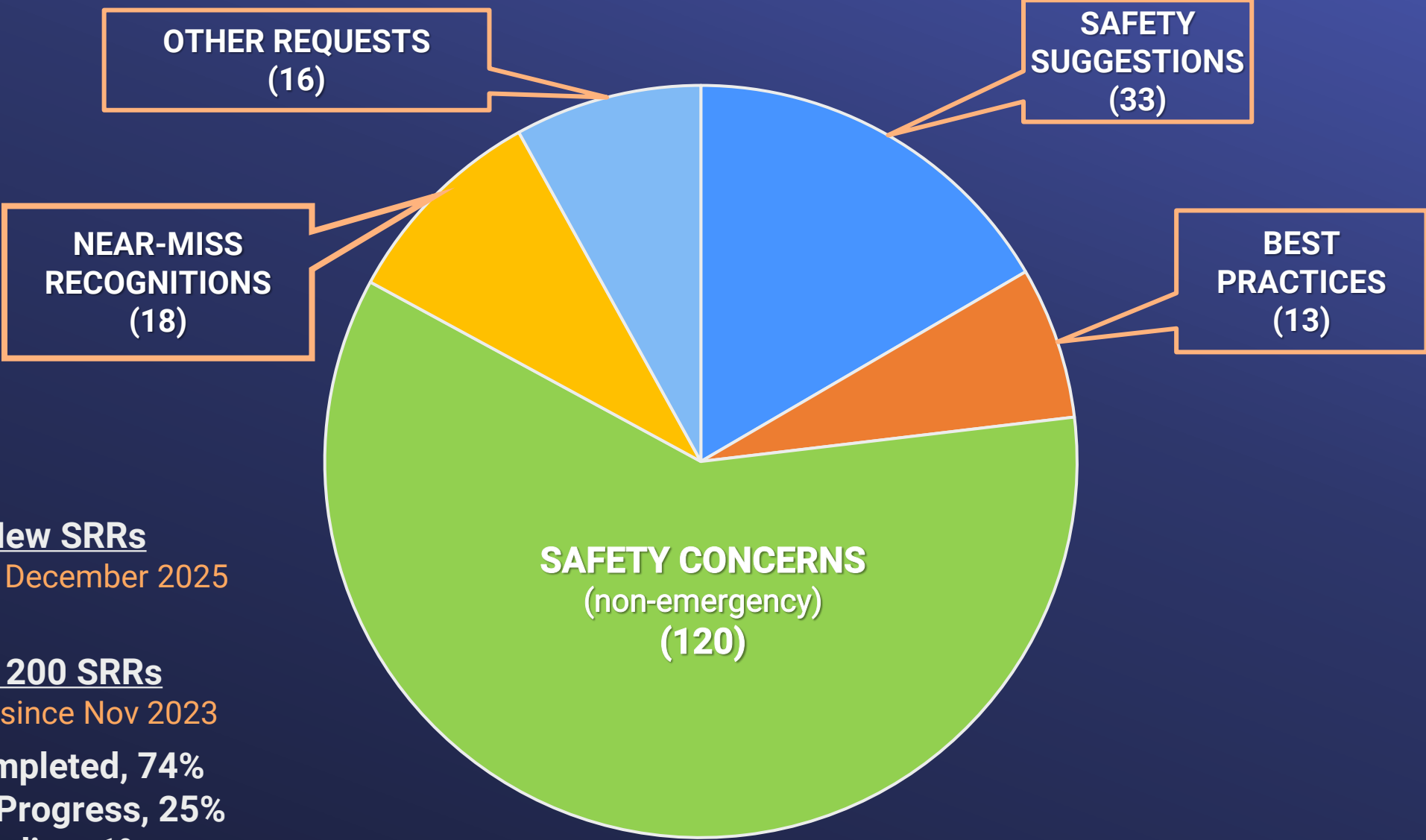


Recordable Injuries by Accident Type

Total Recordable Injuries = 38



Safety Review Requests (SRR)



15 New SRRs
October to December 2025

Total 200 SRRs
submitted since Nov 2023

147 Completed, 74%
51 In-Progress, 25%
2 Pending, 1%

EHS Key Performance Indicators (District-wide)

(3rd Quarter)

Key Program Indicators	Type	Goal	1st Qtr. Result ¹	2nd Qtr. Result ¹	3rd Qtr. Result ¹
Safety Inspection Completion Rate (Operations)	Leading	≥90%	99%	99%	99%
Mandatory Safety Training Completion Rate (District-wide)	Leading	≥90%	92%	92%	90%*
Toolbox Completion Rate (every 10 days) (Operations)	Leading	≥90%	93%	95%	95%
Safety Committee Meeting Rate (Operations)	Leading	≥90%	100%	100%	100%

¹ Green shading denotes goal met

*260 managers successfully completed Safety Culture Leadership training (84% completion)

EHS Key Performance Indicators (District-wide)

(as of December 2025)

Key Program Indicators	Type	Goal	Reported
Recordable Injuries	Lagging	0*	38
Regulatory Violations	Lagging	0*	4
Reportable Spills	Lagging	0*	17

* Aspirational Goal

Safety Inspections



Regulatory Inspections

Union Station 4/21/25

Inspection Completed

No Violation After Inspection For the Following Programs:

- Injury & Illness Prevention
- Lead Program
- Hazard Communication
- Respiratory Protection
- Heat Illness Prevention
- Hearing Conservation

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Occupational Safety and Health
Long Beach District Office
1500 Hughes Way, Suite C201
Long Beach, CA 90810
Tel. # (424) 450-2630 Fax # (424) 450-2675

GAVIN NEWSOM, Governor

NOTICE OF NO VIOLATION AFTER INSPECTION

Metropolitan Water District
700 Alameda Street
Los Angeles, CA 90012

An inspection was conducted by Sylvia Shattuck at a place of employment located at 700 Alameda Street, Los Angeles on 04/21/2025. This inspection was initiated by any or all of the following reasons: complaint, follow-up, referral, planned.

Description of area(s) inspected: A document review at Metropolitan Water District's Corporate Office of their written Safety Programs including Injury and Illness Prevention Program (IIPP), Heat Illness Prevention, Hazard Communication, Respiratory Protection, Hearing Conservation and Lead Program.

Signature Sylvia Shattuck Signature [Signature]
Compliance Safety and Health Officer District Manager

Date of issuance: 10/16/2025 Date inspection completed: 10/16/2025

Said inspection was completed on 10/16/2025. It has been determined that no violation of any standard, rule, order or regulation set forth in Title 8, California Code of Regulations and Division 5 of the California Labor Code has been found as a result of this inspection.

This notice relates solely and exclusively to the inspection on the above date, which was not necessarily a comprehensive inspection of the worksite. Due to the transitory nature of worksite conditions, violations can occur occasionally or routinely and may be undetected by any given inspection. This notice does not preclude the issuance of citations on any future inspection.

0950642 RID F4960 CSHO ID 1838374 Inspection Nr.

(Received 10/16/25)

Safety Inspections



Regulatory Inspections

Weymouth 6/16/25 Inspection Completed

No Violation After Inspection for
the Following Programs:

- Lead Management Program
- Abrasive Blasting Operations
- Valve and Dive Shop
- Filter Basins Walkthrough

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Occupational Safety and Health
Long Beach District Office
1500 Hughes Way, Suite C201
Long Beach, CA 90810
Tel. # (424) 450-2630 Fax # (424) 450-2675

GAVIN NEWSOM, Governor

NOTICE OF NO VIOLATION AFTER INSPECTION

The Metropolitan Water District of Southern California
F.E. Weymouth Water Treatment Plant
P.O. Box 54153
Los Angeles, CA 90054

An inspection was conducted by Sylvia Shattuck at a place of employment located at 700 North Moreno Ave., La Verne on 06/16/2025. This inspection was initiated by any or all of the following reasons: complaint, follow-up, referral, planned.

Description of area(s) inspected: A partial inspection was conducted at Metropolitan Water District's F.E. Weymouth Water Treatment Plant. This focused-on Lead operations occurring onsite including abrasive blasting.

Signature Sylvia Shattuck Signature [Signature]
Compliance Safety and Health Officer District Manager

Date of issuance: 12/16/2025 Date inspection completed: 12/16/2025

Said inspection was completed on 06/16/2025. It has been determined that no violation of any standard, rule, order or regulation set forth in Title 8, California Code of Regulations and Division 5 of the California Labor Code has been found as a result of this inspection.

This notice relates solely and exclusively to the inspection on the above date, which was not necessarily a comprehensive inspection of the worksite. Due to the transitory nature of worksite conditions, violations can occur occasionally or routinely and may be undetected by any given inspection. This notice does not preclude the issuance of citations on any future inspection.

0950642 F4960 1853809
RID CSHO ID Inspection Nr.

(Received 12/21/25)

Safety Inspections



Regulatory Inspections

Skinner 9/29/25

Inspection Completed

No Violation After Inspection for
the Following Programs:

- Confined Space Program
- Pipeline Safety
- Lockout/Tagout Procedures
- System Operating Orders Manual (SOOM)

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Occupational Safety and Health
Riverside District Office
3737 Main Street,
Suite 201
Riverside, CA 92501
Tel. # (951) 410-4250 Fax # (951) 782-0704

GAVIN NEWSOM, Governor

NOTICE OF NO VIOLATION AFTER INSPECTION

Ofelia Perez, Section Manager for Safety
Metropolitan Water District of Southern California
Robert Skinner Filtration Plant
P.O. Box 54153
Los Angeles, CA 90054

An inspection was conducted by Joel Foss at a place of employment located at 33740 Borel Road, Winchester on 09/29/2025. This inspection was initiated by any or all of the following reasons: complaint, follow-up, referral, planned.

Procedures for confined space entries (clearances) into pipelines.

Signature Joel Foss Compliance Safety and Health Officer
Signature [Signature] Senior Safety Engineer

Date of issuance: 12/04/2025 Date inspection completed: 09/29/2025

Said inspection was completed on 09/29/2025. It has been determined that no violation of any standard, rule, order or regulation set forth in Title 8, California Code of Regulations and Division 5 of the California Labor Code has been found as a result of this inspection.

This notice relates solely and exclusively to the inspection on the above date, which was not necessarily a comprehensive inspection of the worksite. Due to the transitory nature of worksite conditions, violations can occur occasionally or routinely and may be undetected by any given inspection. This notice does not preclude the issuance of citations on any future inspection.

0950634 RD F1308 CSHO ID 10-26 Optional Report Nr. 1853552 Inspection Nr.

(Received 12/4/25)

Safety Inspections



Regulatory Inspections

Hinds 7/30/25 – Received 3 Alleged Violations

- Heat Illness

- Allegedly did not adequately conduct hazard assessment
- Allegedly did not consider feasibility of Engineering Controls by cooling the entire building

- Rotating Shaft

- Allegedly inadequate guarding of rotating shaft

Regulatory Inspections

2025

Safety Inspections



Diemer 6/2/25 – Appealed 4 Violations
Awaiting Informal Conference

Jensen 9/23/25 (Routine PSM) – In Progress

Weymouth 10/28/25 (Routine PSM) – In Progress

Regulatory Inspections

2025

Environmental Agency Inspection



88 Total Regulatory Inspections (Routine)

- Underground Storage Tanks
 - 3 violations associated with USTs (Corrected)
- Administrative
 - 1 administrative violation related to Hazmat Inventory and Spill Prevention Control, and Countermeasure (SPCC) was promptly resolved

Communications

2026 Talk Safety With Me!

MWD Safety Talk

TB173 – Loss and Grief



Loss can occur suddenly, and grief is not always visible to others — yet it can be deeply painful for those experiencing it. Whether it's due to the death of a loved one, a diagnosis of a life-threatening illness, a divorce, or the loss of a home, the emotional impact can be overwhelming. At Metropolitan, we are committed to supporting our employees through these difficult times.

Grief is the reaction we have in response to loss, and it can affect us in lots of ways:

- Physical – changes in sleep or appetite, upset stomach, low energy, crying, or having trouble relaxing or concentrating.
- Mental – having a hard time making decisions, frequent thoughts of happy or sad memories, worry about what will happen next, or regrets.
- Emotional – strong feelings of sadness, anger, and denial that can come and go.
- Complicated Grief – or also known as prolonged grief disorder, is described by the National Institute on Aging, for when mourning can go on for so long or be so distressing that it becomes unhealthy and can develop into a serious health condition.

Strategies to manage grief and how to reach out for assistance:

- Take care of yourself – eat healthy food, exercise regularly, meditate, and avoid drinking too much alcohol or smoking which can impair your mechanisms.
- Participate in your favorite activities or listen to uplifting music – this helps in mood and well-being.
- Talk to your loved ones and friends – let family and friends know when you need support.
- Find a support group or mental health professional for additional support and resources.
- Metropolitan also offers an **Employee Assistance Program (EAP)** through **Healthcare**.
 - EAP offers benefits such as counseling sessions, a digital emotional program, suicide prevention, wellbeing coaching and a multi-feature website.
- Talk to your manager or Human Resources if work accommodations are needed.
- Grieving takes time – it is common to have a roller coaster of emotions for others when you need help. Where possible, provide assistance when others are grieving.



Ensuring a safe worksite begins with understanding the scope and nature of the job, the appropriate types of construction, signage, and PPE. It is important to ensure that all workers have the necessary training and equipment to safely perform their duties and that the site is secure for employee and public protection.

Reminders:

- During project planning, determine the type of barricades, PPE, and signage to be used at the worksite.
- Whenever job scope changes and adjustments need to be made, managers, leads, or their designees should reassess the site to ensure all controls remain appropriate.
- Be firm. Inform visitors that they must have proper training, PPE, and guidance from a qualified staff assigned to and familiar with the worksite for them to be authorized for entry.



Setting Worksite Restrictions and Authorizing Access

Setting up a perimeter and establishing rules for a construction site is an indispensable step. A sound perimeter ensures the safety of workers, visitors, and the surrounding public. Beyond fulfilling legal obligations, a well-constructed perimeter serves to reduce the risks and potential liabilities associated with construction work.

Worksite Setup:

1. **Don proper PPE at the worksite.** PPE will depend on the work performed on site.

a. General Construction PPE:

- High visibility clothing
- Safety glasses
- Safety footwear
- Long pants
- Hard hat
- Hearing protection when loud noise is expected



- b. Lead or asbestos work requiring a respirator must have additional barricades, such as "Danger" perimeter tape, hazard signage, and containment within the work zone. Only staff directly working in that zone should have authorized access.

Loss and Grief

MWD Safety Talk

TB175 – Proper Workplace Hygiene



Metropolitan field facilities and other work zones are considered industrial environments and inherently have varying amounts of dust, dirt, grease, grime, etc. on their surfaces. Employees working on equipment or structures that are leaning, rubbing against, or in contact with any industrial surfaces can anticipate their clothing getting dirty.

The following safe work practices help prevent personal clothing from getting dirty and carrying dust/dirt to other areas, such as break rooms and office spaces.

- Wear PPE, such as Tyvek coveralls, safety glasses, gloves, and boots to protect skin and eyes and keep clothing clean. This PPE should be removed before entering clean areas, such as vehicles, break areas, offices, etc.
- HEPA vacuum to remove excess dust/dirt from clothing before entering a vehicle or other clean areas.
- Wash hands and other skin areas before eating, drinking, or leaving the work zone.
- Use Hygienix wipes that are specially formulated to remove dust, such as trace metals. This can be used on skin (such as hands), PPE, and other surfaces.
- Wipe down PPE, tools, equipment, and vehicles regularly to prevent transferring contaminants beyond the work zone.



SKU# 30-020-0200

SKU# 45-320-0420

SKU# 12-155-10100

Proper Workplace Hygiene

Restricting Unauthorized Access to Worksites

2026
Safety, Regulatory, and Training

TALK SAFETY WITH ME!
Working Together for Safety

**TOOL BOX TOPICS FOR
MWD EMPLOYEES**

THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Communications

Union Station Headquarters Safety Newsletter Issue No. 4

// DECEMBER 2025 // ISSUE 4

Quarterly Newsletter

Headquarters Safety

Emergency Management

Workplace emergency action plans are designed to provide clear procedures for reporting and responding to emergencies. The procedures may vary depending on the type of emergency, work being performed, workplace setup, and facility location. The Emergency Action Plan Quick Guide provides employees important information to safely respond to an emergency while working at Headquarters. Click [here](#) for more information.

- Fire Prevention** - Metropolitan employees are not expected nor encouraged to fight fires. In the event of fire, employees are expected to alert co-workers, notify authorities, evacuate the area and follow the facility's Emergency Action Plan. For more info click [here](#).
- Earthquake** - Most earthquake-related deaths and injuries are caused by collapsing building materials and heavy falling objects, such as bookcases and cabinets. By planning and practicing what to do if an earthquake strikes, employees can react appropriately when the shaking begins. For more info click [here](#).
- Active Shooter** - Be prepared to run, hide or fight (as a last resort) when an active shooter is in your vicinity. If feasible, escape to a safe area far from the location of the shooting incident. Do not go to evacuation assembly areas. It is best to avoid large congregations of people until law enforcement has the situation under control. For more info click [here](#).

In This Issue

- EMERGENCY MANAGEMENT
- RETIREE / NEW HIRES
- END OF YEAR INCIDENT SUMMARY
- ACCIDENT TRACKING
- SAFETY TALKS
- TAKE 5 FOR SAFETY
- SAFETY SPOTLIGHT ITEMS
- IMPORTANT CONTACTS

Retiree / New Hires

The Metropolitan Security and Emergency Management Unit had three recent security specialist retirements and is pleased to announce several new hires (see below).

We wish our senior security specialist retirees all the best in well-deserved retirements. Please feel free to introduce yourself to your new area security specialist and welcome them aboard.

Facility/Area	Retiree	New Hire
Diemer and Orange County C&D	Senior Security Specialist Thomas Beringer	Associate Security Specialist Brian Keith
Mills, Lake Mathews, and CUF	Senior Security Specialist Kevin Harris	N/A
USHQ, Soto, LA C&D	N/A	Associate Security Specialist Sam Madi
Desert	Senior Security Specialist Ericson Acda	Associate Security Specialist Mark Sibayan

End of Year Injury & Illness Summary

4th Quarter Injury Summary (As of 12/15/25)

	District-wide	Headquarters
(Total)	79	3
Illness Incidents	45	2
Accident Incidents	34	1

Tracking Across the Body Part Injured

Injuries by Primary Body Part (As of 12/15/25)

Body Part	Injuries
Head/Face	4
Eye	2
Back	1
Wrist/Hand	6
Other	1

Safety Review Request Info

The Safety Review Request E-Form is for employees to report safety related items so that they can be evaluated. This E-Form can be used to submit a safety concern, near-miss recognition, safety suggestion, or other safety request. Click the link to submit a request: [Safety Review Request](#)

Contact Us

Safety, Regulatory & Training, Health & Safety Program Support Team

USHQ, 8th Floor
Safety Confidential Hotline
(213) 217-5504
HealthandSafety@mwdh2o.com

Site Support

Sandy Tran - ext. 75577
stran@mwdh2o.com

Frankie Plascencia - ext. 76203
fplascencia@mwdh2o.com

Jasper Tolentino - ext. 75730
jtolentino@mwdh2o.com

Safety Spotlight Items

Safety Forum Rundown

Metropolitan values every employee's input and aims to provide a work environment defined by collaboration and communication related to health and safety (H&S). A Safety Forum of the local safety committees is held twice a year to address District-wide and local safety issues. SRT recently released the Safety Forum Rundown which is a showcase of the top takeaways from the event. To review highlights and new warehouse store items, click [here](#).

2026 Safety Talk Book

SRT is happy to announce the release of the new 2026 Safety Talk Book in January 2026. The book features new Safety Talks including but not limited to:

- Safety Review Requests
- Loss and Grief
- Restricting Unauthorized Access to Worksites
- Manual or Pneumatic Removal of Coated Bolts

Safety Talk Books will be distributed to managers in January. Please reach out to SRT with questions or to request a book copy.

Facility Management

Help keep our building safe!
See something, say something.
CALL EXT. 77777, OPTION 5
EMAIL FacilityManagement4@mwdh2o.com

Spills, leaks, restroom services, lighting, heating/cooling, pest control, janitorial, facility services

Telephone / Email

911
DOC Duty Officer (800) 555-5911 - Security@metcentralmwdh2o.com
Page (213) 217-7715 - page@mwdh2o.com
(213) 217-7777 Option 5 businessoperationscenter@mwdh2o.com
(213) 217-7979

Safe and effective health, safety,
www.mwdh2o.com

BE INFORMED,
BE INVOLVED

Environmental Programs Highlights

“Spare a Minute for Air” highlights air quality regulatory requirements for Electrical Teams

Communications



Spare a Minute for Air Electrical Team



This guide is intended to provide a high-level overview on the main Air Quality related requirements specific to this team.

ALL PERMITTED/REGISTERED ENGINES

- Always keep permits/registrations with equipment, and promptly post updated versions when provided.
- Engines need to be equipped with a non-resettable hour meter, if the meter is replaced notify AQ Program and document in logbook.
- Complete all logbook fields, replace books when full/damaged.

PORTABLE ENGINE USE

- Portable diesel generators cannot be used to power stationary sources except during emergencies or electrical upgrades/stationary generator repair (max 90 days).

STATIONARY ENGINE USE

- Hours per year for maintenance and testing runtime are restricted, check permits for exact limits.
- SCAQMD stationary engine permits also have strict annual limit of 200 hours for all runtime reasons, must request exemptions.
- Additional records to keep accessible for review: maintenance (e.g. oil analysis & changes) and documentation of utility outages.

LOW-USE ENGINES

CARB Registered units limited to <200 hours/year

Check Registration Conditions

PLACARD COLORS:

- Red, Brown, Green (not all units)

QUALIFYING EMERGENCY EVENT USAGE DOES NOT COUNT TOWARD LIMIT:

- Wildfires, Floods, etc.
- Governor's Proclamation of State of Emergency
- Contact AQ Program to verify eligibility



For a detailed overview of all requirements, visit the [Health, Safety & Environmental Manual](#) located on the Intranet.

Requirements below do not apply to Gene, Iron, Intake and Red Mountain.

SOLVENT VOC CONTENT LIMITS

1. **25 g/L - General Cleaning** (general work areas, surfaces, parts and equipment)
2. **100 g/L - Electrical Cleaning** (equipment that collectively performs functions essential to operation of an electronic device)

The use of liquid denatured alcohol or other solvents may be allowable for specific purposes. Consult HSE 204.104 and verify compliance with AQ Program.

Acetone is a compliant solvent and VOC-exempt



AEROSOL SOLVENT USAGE

Use of aerosols in the field along the distribution line/station locations has no restrictions.

New per facility limit of 1,750 ounces/month applies to all products exceeding the 25 g/L and 100 g/L VOC content limits described above.

Ultra Low VOC Formula – new stock item



VOC ≤ 25 g/L

No monthly limit ✓



25 g/L < VOC < 100 g/L

No monthly limit for electrical cleaning ✓

General cleaning use is limited ✗



VOC > 100 g/L

General and electrical cleaning use is limited ✗

Ensure new products are approved through New Stock Item Requests and check with AQ Program to verify compliance with VOC limits or alternative MIR values.

For additional questions, contact Kiersten Melville (x77187), Anna Yeutter (X76765) or Josh Legaspi (x76889), or email AQProgram@mwdh2o.com.

Safety Forum Highlights

Issue No. 1

Communications

Safety Suggestions and Initiatives

- 1) Life Ring Replacement
- 2) Anti-Skid – rubber grips for boot soles to use on epoxy coated pipelines
- 3) Mounting Bracket for Medical Supply (upon request)
- 4) Trailer chocks
- 5) Pintle Hitch Type for Trailers (special order)
- 6) Forklift Classification Labels

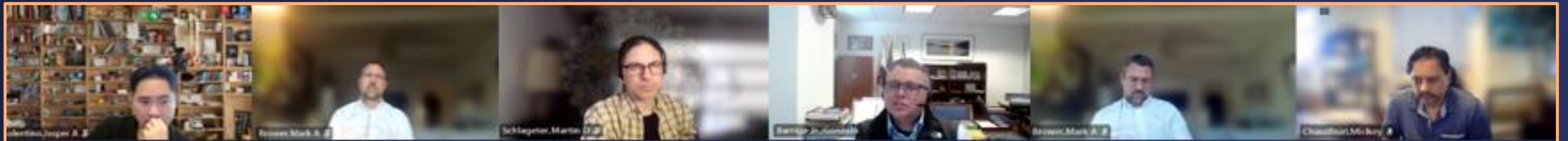


Executive Safety Committee Highlights

Meeting No. 5

Communications

- Showcased Safety Forum Highlights
- Reviewed Root Cause Analysis for Jensen Mod. 2 and Lessons Learned
- Upcoming Initiatives
- Leadership Feedback on NSC Training



Site Support Activities – Safety Review Request (SRR)

Stairs and Safety Handrails Installed

Skinner Parking Lot Access



Upper Stairs

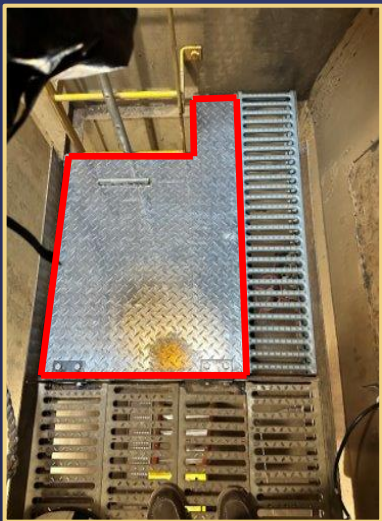


Lower Stairs

Conveyance & Distribution Stair Access



Site Support Activities – Safety Review Request (SRR)



**Yorba Linda Feeder
Hinged Hatch Opening**



**LV MSU Crane Safe Access
And Fall Protection**



Before



After

Anti-Slip Coating and Stencils

**Mills
Increase and
Replace Life
Rings**



**LV Breezeway
Recoated and Fixed Trip Hazard**

Jensen Safety Committee



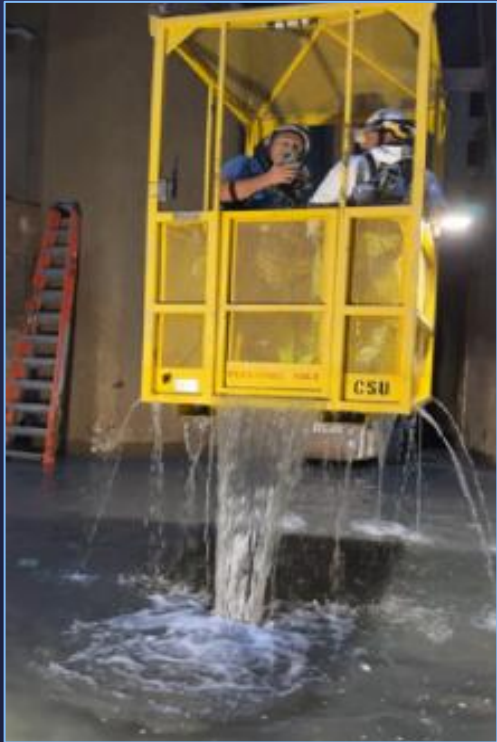
Relocate Alarm Higher to Protect Hearing

Site Support Activities



Lake Mathews Outlet Tower Shutdown November 2025

- Cal/OSHA Pre-Job Meeting and Inspection
- Permit to Use Diesel Loader inside the Tunnel
- Ventilation Plan



January 12, 2026

Organization, Personnel & Effectiveness Committee

Item # 6a Slide 23

NSC Initiative

Safety Culture Leadership Training Series

84% Managers Trained
Oct/Nov 2025

The screenshot shows a presentation slide from the National Safety Council (NSC). The slide has a green and white design. At the top is the NSC logo. The main title is "Advancing Safety Culture - A Path Forward". Below the title, it lists two pilot sessions: "Pilot # 1 - August 6, 2025" and "Pilot # 2 - August 20, 2025". At the bottom, it says "Values: Be Safe, Be Bold, Be Impactful, Be NSC" and "CONFIDENTIAL". On the right side of the slide, there is a video call interface showing several participants in a grid. Below the video call, the text "Safety Culture Defined" is followed by a definition: "... the shared values, actions, and behaviors that demonstrate a commitment to safety over competing goals and demands". Below this, it says "Other ways to view culture:" followed by three bullet points: "What we believe in", "The way we do things around here", and "Or, the behaviors and actions that take place when 'no one is looking'". The NSC logo is also visible in the bottom right corner of the slide.

hsc
National Safety Council

Advancing Safety Culture - A Path Forward

Pilot # 1 - August 6, 2025
Pilot # 2 - August 20, 2025

Values: Be Safe, Be Bold, Be Impactful, Be NSC

Safety Culture Defined

... the shared values, actions, and behaviors that demonstrate a commitment to safety over competing goals and demands

Other ways to view culture:

- "What we believe in"
- "The way we do things around here"
- Or, the behaviors and actions that take place when "no one is looking"

NSC
©2025 National Safety Council

Safety Culture Leadership
Recorded Makeup Sessions Jan 2026

Modeling the Behavior
2026/27

Safety Back To Basics
2027/28

5 Safety Culture Subsets

Reporting Culture

Encouraging reporting of unsafe conditions and thanking employee for their input

Just Culture

Distinguishing between errors and intentional violations, focus on learning and improving

Learning Culture

Learn from mistakes, share information, treat employees as resources to improve operations

Overall Subculture Ratings

Strongest - Informed
Weakest - Flexible

Informed Culture

Keep employees informed to prevent new incidents

Flexible Culture

Flexible to quickly make changes and share findings enterprise-wide

Safety Culture Leadership Training Feedback

3 Most Notable Take-aways

Provide intermediate communications during event review and root cause investigations

- Allows concerned parties to keep current on progress of the investigation(s)

Institute Learning Teams for significant projects to document successes and improvements

- Engineering – *“Has a good Lessons-Learned process; catalogues good and corrective actions for similar future projects/specifications”*
- IT - *“Reviews every project to learn what went wrong and what went right”*

How to manage safety accountability outside of discipline

- Accountability Outside of Discipline

Employee Safety Recognition



Safe Behavior

Consistently demonstrates safe choices in daily work, encourages others to do the same



Taking Time for Safety

Recognized for “Take 5 for Safety”, habit of identifying hazards in planning stages of work, re-assess situations as they change due to new hazards



Safety Innovator



Safety Leadership

Leads by example and fosters strong safety culture within the Team



Culture Advocate (Supervisors)

Annual Team/Unit Safety Recognitions

	Safety Inspections Completed	Training Completed	Toolboxes Completed	Safety Committee Meetings Held	Job Safety Hazard Checklists	Hazard or Near-Miss Recognition Reported	Recordable Injury Count
Champion of Safety							
Safety Excellence							
Safety Communication							
Hazard Prevention							

