



Metropolitan's Health and Safety Program Update

Engineering & Operations Committee

Item 6a

February 7, 2022

Health and Safety Program



Management Commitment



2021 Initiatives Update



COVID-19 Response



2022 Key Focus Areas

Health and Safety Program



Management Commitment



2021 Initiatives Update



COVID-19 Response



2022 Key Focus Areas

Collaborative Approach to Success



Protecting Our Most Valuable Asset Employees!



Safety is Essential



**SAFETY
FIRST**

**ZERO
INJURIES**

Metropolitan's Injury Rate vs Industry Average



Health and Safety Program



Management Commitment



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COVID-19 Response



2022 Key Focus Areas

2021 Initiatives Update

- Enhance Metropolitan's Safety Culture
- Further Partnership Between Safety and Engineering
- Improve Emphasis on Leading Indicator Performance Goals
- Strengthen Partnership with Employees and Bargaining Units
- Conduct Third-Party Safety Program Assessment





Initiative - Enhancing Safety Culture

- Celebration of 25th Anniversary National Safety Month
 - “Safety is Essential” Theme
 - Brown Bag Safety Webinar
 - Employee T-Shirt Design Contest
- Safety Awareness Resources
 - Employee-Designed Safety Posters
 - New Safety Talks
 - “Speak Up for Safety” Campaign



Celebrating June “National Safety Month” 25th Anniversary



- Partnership between WSO, External Affairs and Human Resources with “Safety is Essential” theme
- Kickoff Memo from the General Manager with a Safety Awareness Quiz (for a free T-shirt)
- Employee T-Shirt Design Contest - (50 entries)
- Brown Bag Safety Webinar with Trudi DesRoches (Diemer), Gary Syfers (Mills), and Mike Patell (US)



“National Safety Month” T-Shirt Design Contest

Winning T-Shirt Designed by Chad Bonnett (Mills)



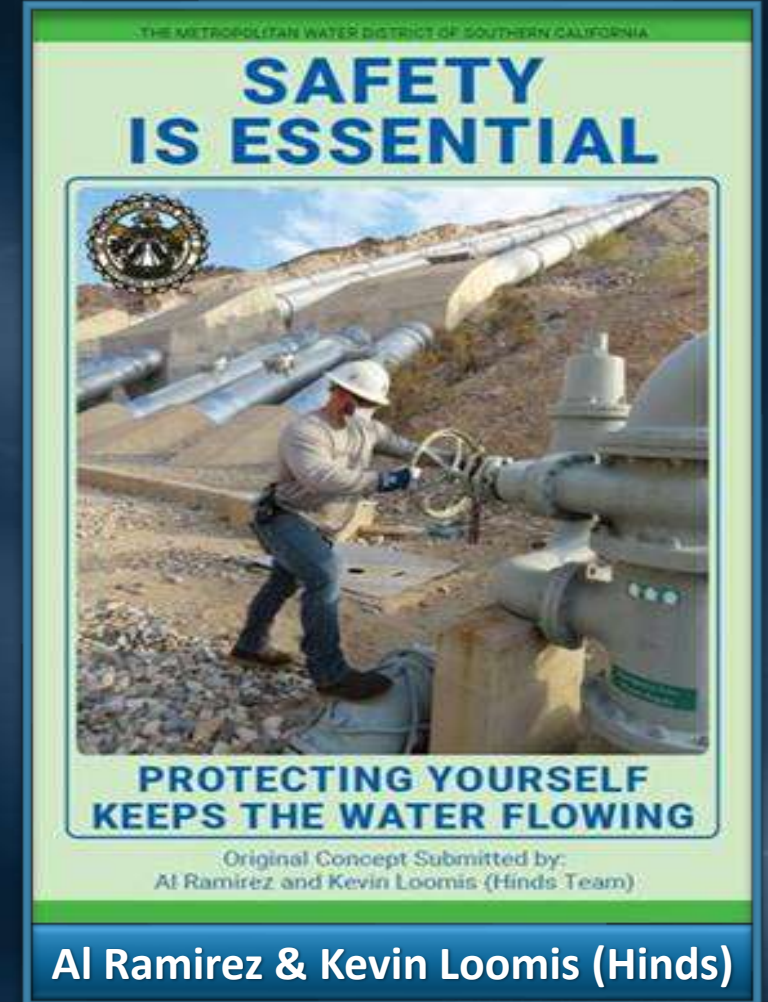
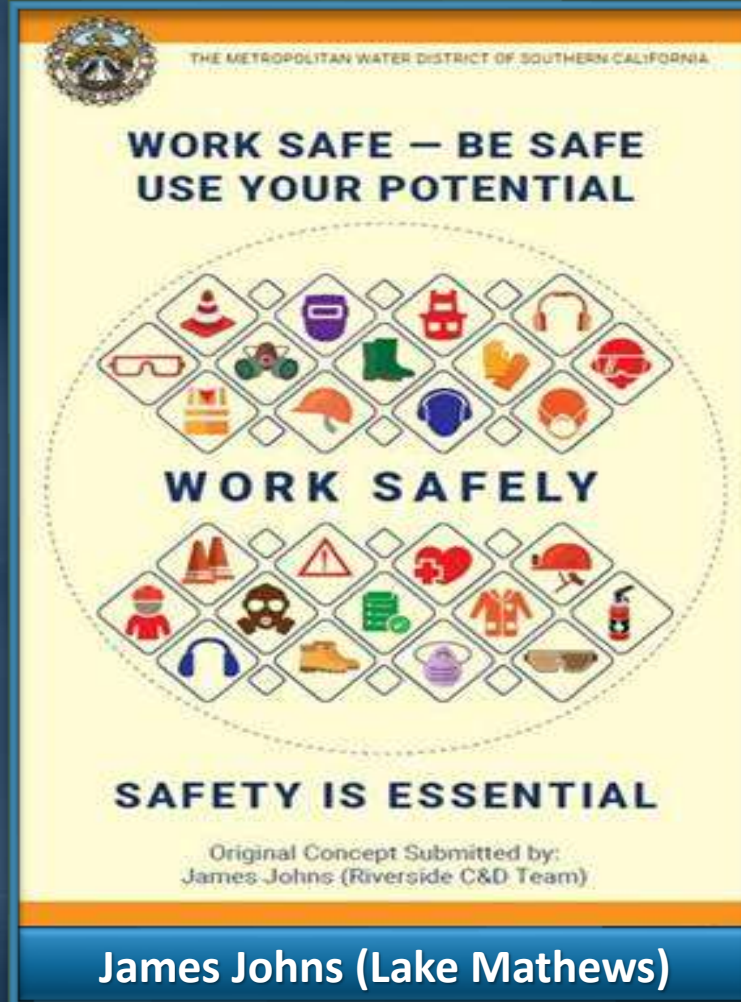
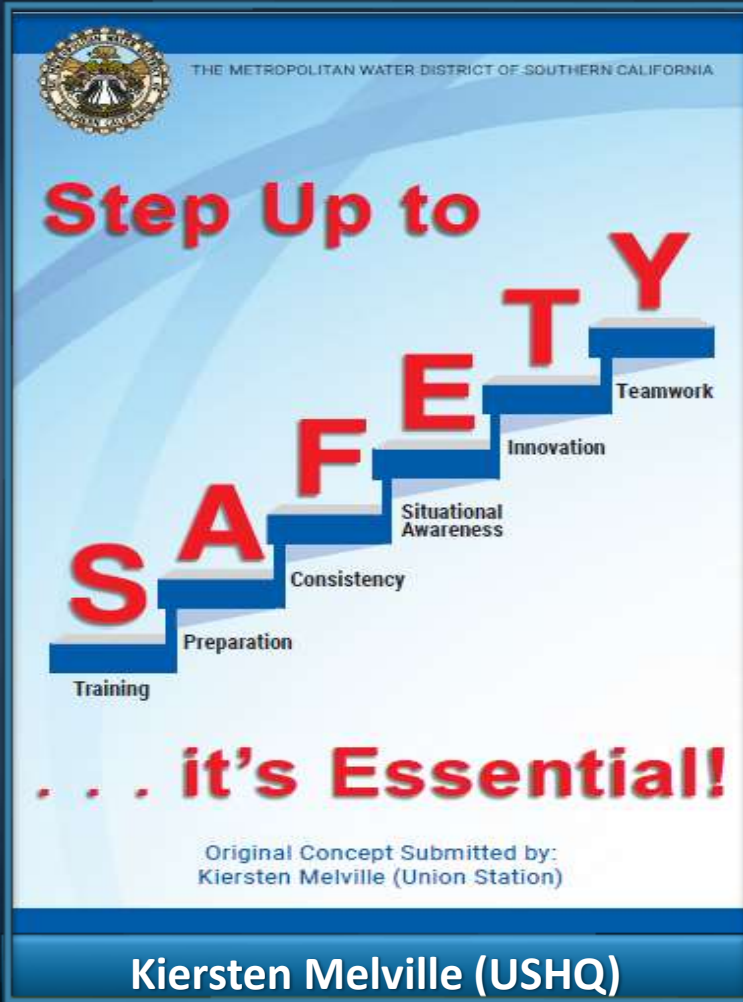
Original Concept



Final T-shirt Design



Runner-up T-shirt Designs Turned Into Safety Posters



Developed 12 New Safety Talks



"Speak Up for Safety" Campaign

MWD Safety Talk

Employee Environmental, Health & Safety Information for
Communicating Safety



Workplace Safety Culture

The strongest and most effective safety cultures are those where safety is a shared responsibility by everyone.

"Speaking up for safety" is the rule of thumb at Metropolitan. Everyone is empowered to speak up about safety issues without fear of reprisal. We all need to be respectful, objective, open-minded, understanding and patient when listening to each other's point of view, concerns, and suggestions.

Why We Stay Quiet

So often, it seems so much easier to sit back and say nothing.

- We feel that it is someone else's responsibility to speak up.
- We assume that others are too experienced to put themselves at risk.
- We fear being judged or ridiculed by others for speaking up.
- We fear repercussions from others, and from our managers.



But by not speaking up we become part of the problem, rather than part of the solution. Communicating a safety concern gives us the opportunity to fix it and continue to improve safety.

Reasons to Say Something

1. **Silence is deemed as approval.** We may think that keeping quiet keeps us from being involved in any conflict or problem, but it is quite the opposite. Staying quiet means that we are OK with the situation, even when we know or suspect it may be wrong.
2. **No one else may realize the issue.** When we notice a hazard that could cause an accident, we cannot assume what is obvious to you is obvious to others. Our experience and knowledge may have value in each situation because no one else has our unique perspective.
3. **You may not be alone in your concerns.** It is possible that your observations and conclusions are shared by others, but they are also unwilling to speak up. By speaking up first, you may give others the confidence to also speak up and voice their concerns and opinions as well.

"Speak Up to be Part of the Solution"

Examples of Valuable Input

We value everyone's input in safety. We strive to provide a work environment that encourages open communication of health and safety (H&S) issues without fear of reprisal. Below are some examples of H&S items that we encourage employees to communicate.

- New or previously unrecognized hazards.
- Safety concerns, issues, and deficiencies.
- Safety improvements, suggestions, and solutions.
- Accidents, injuries and near misses.
- New substances, processes, procedures or equipment that can potentially introduce a new hazard.
- Work assignment concerns due to lack of:
 - Planning and/or job hazard assessment
 - Safe work practices/procedures
 - Specialized equipment
 - Personal protective equipment
 - Specific initial or refresher training

Communication Methods

Metropolitan has many methods of open communication where employees are encouraged to speak-up and not be afraid of retaliation, judgement, or ridicule. We encourage employees to comfortably use any of the avenues of communication as follows:

- Planning, toolbox and other safety meetings.
- Management and supervisors.
- Local Safety Committee.
- Site SRS Representatives or other SRS Staff.
- Confidential Hotline - (213) 217-5504 or Extension 75504



Speaking Up

When speaking up, employees need to be respectful and mindful of the following when bringing issues to light:

- **Be Specific.** Make sure you are clear on what are your concerns.
- **Be Objective.** Focus on the facts. Do not let personal issues get in the way.
- **Provide Solid Reasoning.** What is the safety concern? What are the possible consequences if not addressed?
- **Offer Different Solutions.** Add your ideas of how to correct the issue of concern. What safety improvement does it offer? What other benefits does it bring?

**By speaking up, you become part of the solution.
When listening, be respectful, patient, and seek to understand.**





Initiative - Further Safety Partnership with Engineering for Capital Projects

- Engineering Safety Liaison
 - Engage starting in early planning stages for capital projects
 - Participate in quarterly collaboration meetings
 - Serve as safety professional for Resident Engineers on construction projects
- Safety Inspections
 - Routinely visit construction sites to identify and resolve safety issues



Gene Wash Cone Valve Replacement



Garvey Erosion Protection



USHQ Upgrades

Further Safety Partnership with Engineering for Capital Projects

- Contractor Safety
 - Review contractor submittals
 - Provide contractors guidance and training on facility safety hazards
- New Initiative
 - Develop a comprehensive list of contractor-required safety documents



Lake Mathews Upgrade



Garvey Hypochlorite
Feed System Upgrade



Initiative – Performance Indicator & Goals

Performance Indicators

Updated Goals

Leading
Indicators

Near-Misses Reported	% Completed Year over Year
Mandatory Safety Inspections	90% Completed
Mandatory Training	90% Completed
Job Safety Hazard Checklists	% Completed Year to Year
Toolboxes	90% Completed

Lagging
Indicators

Near-Miss Corrective Actions	% Completed
Recordable Injuries/Illnesses	Zero
Cal/OSHA Citations	Zero



Initiative - Strengthen Partnership with Employees and Bargaining Units

- Facility Safety Committees
 - Meet at least quarterly to review safety inspections reports, injuries and near-misses, and the status of safety suggestions
- Safety Committee Forum
 - Safety Committee Chairs from each facility meet semi-annually to share safety-related concerns and solutions
- Labor/Management Safety Committee
 - Leadership from AFSCME Local 1902 and Management meet bimonthly to discuss new safety laws and regulations and MWD-wide safety concerns and solutions

Safety Committees' Accomplishments



Mills Upgraded Life Rings



Diemer Leak Diapers



Jensen Bollard Visibility



Diemer High Voltage Scan Port Installation



Mills Replaced Plastic Grate with Steel Grating



Weymouth Curb Painting



Diemer Chains replaced with Swing Gate

Safety Forum Accomplishment

Problem: Small chlorine releases from control valves posed a minor safety hazard and required notifications

Solution: Install Vent Exhaust Gas Arrestors (VEGA)

Results:

- Neutralizes up to 3 pounds of chlorine
- Eliminated leaks from vacuum control valves



Labor-Management Committee Accomplishments

Vehicle Towing Capacity & Trailer Weight

Vehicle Towing Capacity

Vehicle No: **50014450**

Certificate Date: **9/29/2020**

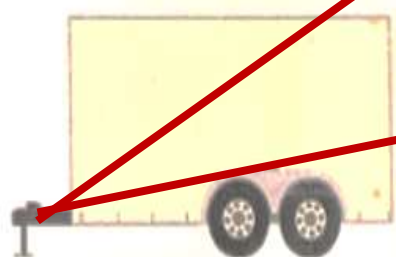
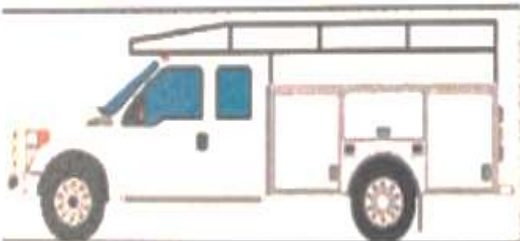
Vehicle Type: Utility Truck

Tow Vehicle

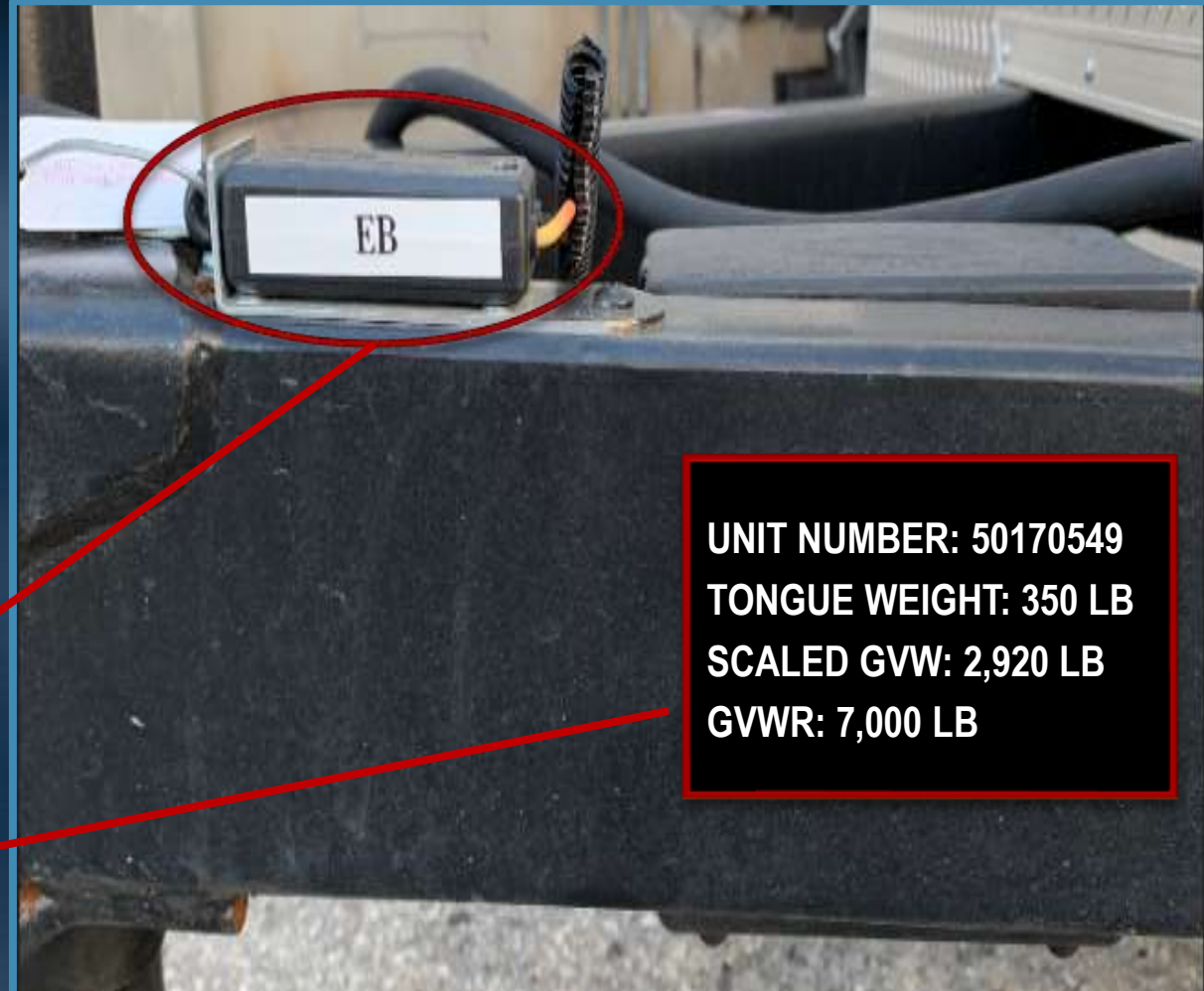
Factory GVWR	13,000
Loaded/Modified GVRW	10,900

Trailer

Maximum Tongue Weight	1,200
Maximum Towing Capacity	12,000



Vehicle Towing Capacity Card Placed in Sun Visor



UNIT NUMBER: 50170549
TONGUE WEIGHT: 350 LB
SCALED GVW: 2,920 LB
GVWR: 7,000 LB

Trailer Tongues Marked with Trailer Weight and EB

Labor-Management Committee Accomplishments

Safety Device for Hinged Substructure Access Lids

- Partnership with C&D Safety Committee, Safety, Engineering, La Verne Shops



Available in MWD Warehouse



Lid Prop with Lock Pins



Initiative - Conduct Third-Party Safety Program Assessment

- General Manager announced the Safety Culture Assessment
- On November 1, the NSC sent a confidential survey to all employees to assess safety culture and perceptions
- Coordinated with AFSCME Local 1902



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Date: October 28, 2021
To: All Metropolitan Employees
From: Adel Hagekhalil, General Manager
Subject: Safety Culture Assessment for Metropolitan



National Safety Council

Founded in 1913, NSC is a non-profit, non-governmental organization— the oldest and largest safety organization in the U.S.

“We are one” and ensuring the safety of all Metropolitan employees is our top priority. I am proud of our safety program, and we are continuing to look for opportunities to improve. We are excited to be partnering with the **National Safety Council (NSC)** to conduct a *Safety Culture Assessment* for Metropolitan. Founded in 1913, the NSC is a non-governmental, not-for-profit, membership organization—the oldest and largest safety organization in the U.S.

Safety Program Assessment Process

All-Employee Survey Completed

- 75.5% employee participation
 - Survey results benchmarked against 1,490 organizations
 - Survey used to prioritize focus areas for review

Six Safety Performance Categories

Organizational
Climate

Supervisor
Engagement

Safety
Support
Climate

Employee
Involvement

Safety
Support
Activities

Management
Commitment

“MWD has a very strong existing Organizational Climate foundation to build upon”

***“Management needs to set and communicate safety goals;
Insist supervisors think Safety First”***

Safety Program Assessment Next Steps

Schedule



Health and Safety Program



Management Commitment



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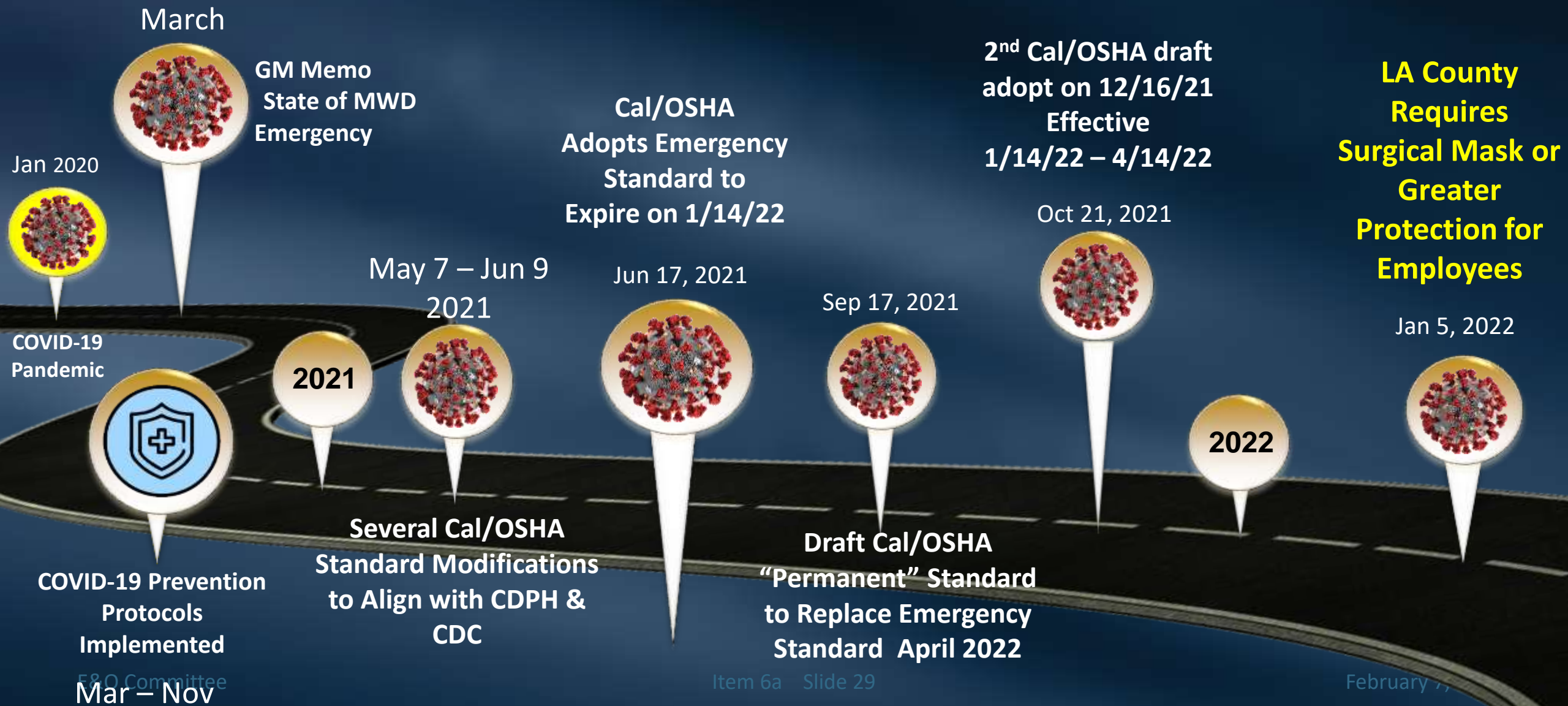


COVID-19 Response



2022 Key Focus Areas

Continued Tracking of COVID-19 Regulations



Continuing COVID-19 Prevention Measures

- Updated Indoor Mask Requirements
(No Cloth Masks Allowed)
 - Surgical, KN95, or N95
- Regulatory requirements now emphasizing self-monitoring for COVID-19 symptoms and quarantining
- Considering options for onsite or at-home testing if needed



Continuing COVID-19 Prevention

Healthy Indoor Air Quality Management



Increased Outside Air



Increased Filtration



Running HVAC Longer



UV Disinfection



Portable Filtration

Health and Safety Program



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2022 Key Focus Areas

2022 Key Focus Areas

- **Reduce Injuries**
 - **Increase employee engagement to create a safer environment**
 - **Improve collaboration and communication on safety with all Metropolitan work groups**
- **Complete the National Safety Council Review**
- **Ensure Safe Return to USHQ and Other Facilities**
- **Focus on Safety Staff Succession Planning**

