

Ethics, Organization & Personnel Committee

Health and Safety Program Update

Item 7b March 13, 2023

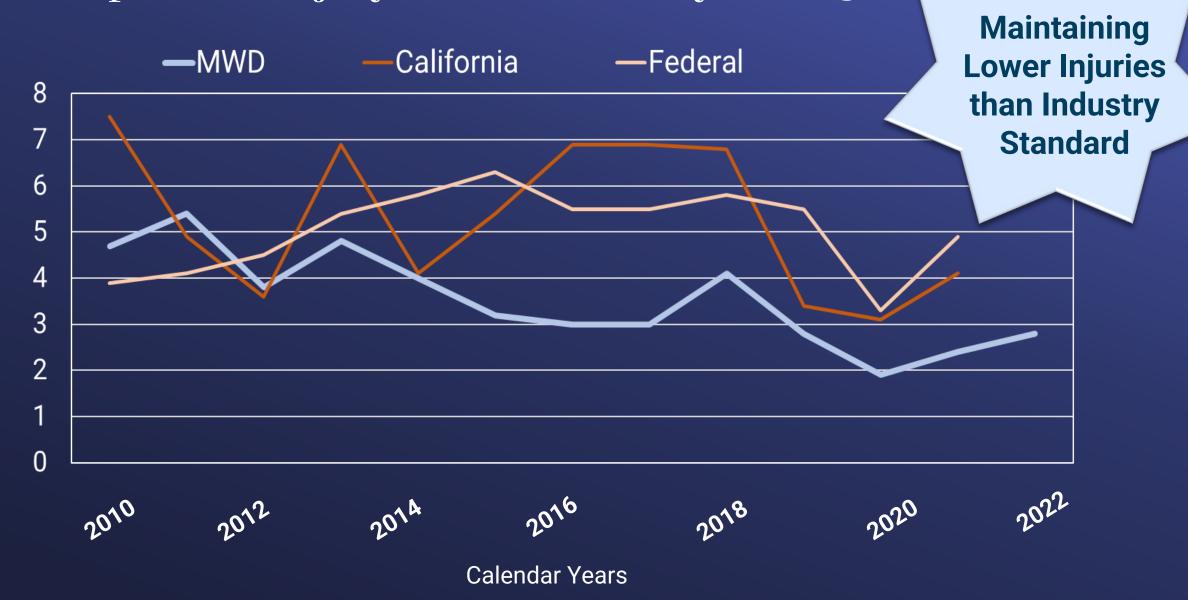
Protecting Our Most Valuable Asset

SAFETY FIRST

ZERO INJURIES



Metropolitan's Injury Rate vs. Industry Average



Health & Safety Programs Update

Management Commitment

Collaboration Partnerships for Success

2022 Activities

- State Audit
- Accomplishments

NSC Safety Culture
Assessment

Milestones and Next Steps

2023 Next Steps

- Continue Core Functions
- NSC Initiatives

Collaborative Approach to Success





Building Partnerships



Operations and Engineering

- O&M and Shutdowns
- CIP Projects

Real Property Group and CRA Housing Improvement

- Active and Future Projects
- Abatement and Regulatory Compliance

Employees and Bargaining Units

- Assessment of Employee Health and Safety Concerns
- Ergonomic Virtual Workshops for Office Employees

Supporting Field Activities



Upper Feeder







Shutdown





Supporting CRA Housing Renovation



Bathroom Plumbing







Responding to Employee Safety Concerns

Weymouth Basin Cleanout



Employee Concern:
Working with
organic matter



Resolution: Increased ventilation, tested atmosphere, added PPE

Meter Cabinet Near Federal Radiation Cleanup Site



Employee Concern: Radiation exposure

Resolution:
Surveyed to confirm
federal clean up was
effective and no
level of concern for
radiation



Health & Safety Programs Update

Management Commitment

Collaboration Partnerships for Success

2022 Activities

- State Audit
- Accomplishments

NSC Safety Culture Assessment

Milestones and Next Steps

2023 Next Steps

- Continue Core Functions
- NSC Initiatives



"Although Its Safety Program Generally Adheres to State Law, MWD Could Strengthen Its Safety Policies"

State Audit Process

- Document Review
- Employee Interviews
- Site Visits at Gene and Weymouth

Safety Audit Successes

- Adheres to State Law
- No Non-Compliance Findings



State Audit Findings Implemented

HSE 101.4 Safety Communications

- Written Policies and Procedures for Communication
- Stop Work Authority
- Non-Retaliation Policy

HSE 101.4 Safety Communications

Injury and Illness Prevention Program

MWD Health, Safety, and Environmental Manual

Revised October 2022

1.0 PURPOSE

Metropolitan values every employee's input and strives to provide a work environment of collaboration and communication related to health and safety (H&S).

This procedure outlines systems of communication that create avenues for regular H&S discussion and collaboration between management, Operational Safety and Regulatory Services (SRS) staff, and employees (including interns, contractors and volunteers). This includes minimum levels of collaboration between SRS Site Representatives and management. Also, this procedure encourages employee reporting of hazards in the workplace without fear of retaliation.

1.1 AVENUES OF COMMUNICATION

- Managers and Supervisors
- Planning Meetings, All Hands Meetings, and other related meetings
- Regular Toolbox/Safety Talk Meetings
- Shutdown or Special Project Toolbox Meetings
- · Local Safety Committees
- · SRS Site Representatives or other SRS Staff
- Open and Non-Retaliatory H&S Communication Protections
- · Stop Work Authority (Take 5 For Safety)
- Confidential Hotline (213) 217-5504 or Extension 75504

2.0 ROLES AND RESPONSIBILITIES

2.1 FIELD UNIT AND FACILITY MANAGERS

Field Unit Managers and Facility Managers (Facility Managers) must include SRS Site Representatives in the meetings described below to encourage open communication and collaboration in developing effective H&S solutions.

2.1.1 PLANNING AND/OR MANAGEMENT MEETINGS (TYPICALLY WEEKLY)

 Facility Managers must require that their Team Managers, Supervisors and other lead staff include SRS Site Representative(s) in planning meetings and project review meetings. Integrating and discussing H&S issues during these meetings provides for ongoing collaboration among managers, planner/schedulers, and SRS Site Representatives.

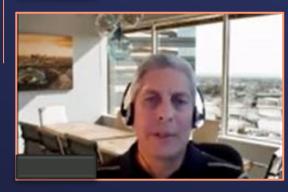


State Audit Findings Implemented

Non-Retaliation Training



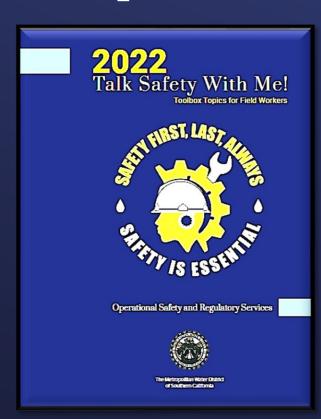




Partnered with Ethics Office

- Why Preventing Retaliation Matters
- Reviewed MWD Retaliation Policy (Admin Code 7128)
- Tips for Employees and Managers
- How to File a Retaliation Complaint
- Investigation Procedures

2022 Accomplishments



Cover Designed by Chad Bonnett Mills I&C Technician



Safety Talks

MWD Safety Talk



e when visiting right of ways, blight neighborhoods, re iliar with the area, ask your manager, co-workers, or your yourself before the site visit and follow the guidelines bel

all Center: 1-800-555-5911 Cell: 310-926-7181 or Ext. 76180

Hazards of Pneumatic Tools



ming stretches at the beginning of the workday helps warm up muscles and improve elasticity. Investing 5-15 nutes to stretch throughout the workday helps reduce fatigue, prevent body sprain/strain injuries, improve posture

- allowing you to push your body beyond on - increasing the blood flow to your musck e & Technique - preventing muscles and join

e feeling of the stretch changes to a mild stret athe with a slow, normal rhythm. Don't hold y

ich stretch should be done slowly and gently

stretch focuses on a specific part of the bod

We after prefer press, press, and exposures can result from names, and, motion metals Med surfaces, or treats legisters. Specific form seeding can have great distances, so be see of your surroundings as well as objector below? I wilding from above, excited thecks—Electrical shocks can occur when proper precursions are not taken. I seed to the press of the press of the proper precursions are not taken.

(In visualing indepartments)

Training, Welding on moly to portioned by kained employees

Equipment: Use style-great and properly maintained seleting equipment. Take dimagned equipment and of accessed and open the condition and properly maintained seleting equipment and or defection experiment with a consist and experiment of accessed and open and open accessed and open accessed and accessed accessed and accessed accessed and accessed accessed and accessed accessed and accessed and accessed accessed and accessed accessed accessed accessed accessed and accessed access

MWD Safety Talk

Employee Environmental, Health & Safety Information for



m be cause by a faulty trigger, hose failure or

use can whip around violently until the air is shut hose or while scrambling to get out of its way. When using quick disconnect type fittings,

MWD Safety Talk

Employee Environmental, Health & Safety Inf Pneumatic Tool Safety



MWD Safety Talk



MWD Safety Talk

ental, Health & Safety Information for Welding Safety



tye and skin damage, injuries from inhaling furner, electrocution and burns

ards produced from welding includes the following:

dans provinces onto securg notation or entirety.

All Cestimization—Vestign produce that the fact that one make up of tools pass and fine particles. Here it may be produced from healing up tour make from of morning making and produced from healing up included making of making control of minuted (film particles). The healing of making control of minuted (film particles) and of making control of minute (film particles).

A revisar sheen for house dissipa-personal Protective Engineer (PPE) Must be worn by all employees performing or assisting in welding operation. PFE engineer from the Engineer worn and approval to reading progress. PFE Finded eye production, Telester and and selection. For instance of process, their and sobly protection. PFE in the engineer of the PFE in the engineer of the engineer of the PFE in the Engineer of the Engineer

MWD Safety Talk





lealth hazard concerns come from generating airborne asbestos fibers from disturbance of the ginal matrix of the asbestos containing material (ACM). This can happen when removing gaskets at do not come away in one piece, drilling or cutting into drywall systems, scraping mastic, putly, or alant, removing or replacing broken virigi flooring tiles, and other suspected ACM. Asbestos fibers in become airborne, enter the employee's breathing zone, and may potentially cause asbestosis,

MWD Safety Talk

Employee Environmental, Health & Safety Information for Crane Use and Travel

MWD Safety Talk

Employee Environmental, Health & Safety Information for Hantavirus and Safe Clean-up of Rodent Waste



What is Hantavirus? . Hantaviruses are a family of viruses spread mainly by rodent species. Transmission is usually throu handling and breathing dusts from rodent droppings, urine and saliva or from rodent bite.

Hantaviruses are known as "New World" hantaviruses and may cause hantavirus pulmonary synd

caused by infection with hants

are the primary carriers of SNV

ere are other illnesses that can

Rat, Rice Rat, Deer Mouse & White-Footed Mouse

area under no load at the start of each shift. oad capacity, then lest the hoist brai Hantavirus Pulmonary Syndrome (HPS)

· Hantavirus Pulmonary Syndrome (HPS) is a severe-sometimes fatal, respiratory disease in humans

oppling under the load; and extended a

Sin Nombre virus (SNV) is the cause of HPS in the western United States. (In California, door mice

MWD Safety Talk

Environmental, Health & Safety Information for Proper Use and Donning of Hearing Protectors







lolder Spark Plugs, NRR 33 E-A-R (3M) Classic, NRR 29 E-A-R Eartoft, NRR 31 tem #45-108-60120

the entire tapered end of the earning to a <u>small wrinkle-free</u> cylinder. Insert Plug - Reach hand over head and gently sull ear upward and outward.

earplug well inside ear canal. Hold 30-60 seconds until earplugs expands. Release and push in again for 5 se ensure fit. Tug lightly to ensure they are sung and secure.





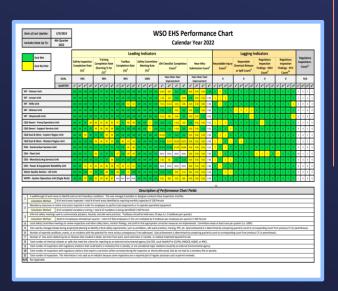






2022 Accomplishments

EHS Performance Chart and Award Recognitions





Water System Operations 2021 SAFETY AWARDS



BEST IN OVERALL SAFETY Diemer Unit

Awarded to all Units that met the required goals for both leading and lagging indicators.



BEST IN SAFETY COMMUNICATION Diemer, Mills, & Weymouth Units

Awarded to all Units that met the required goals for leading indicators.



BEST IN INJURY PREVENTION Mills Unit

Awarded to the Unit that was most proactive in preventing injuries.



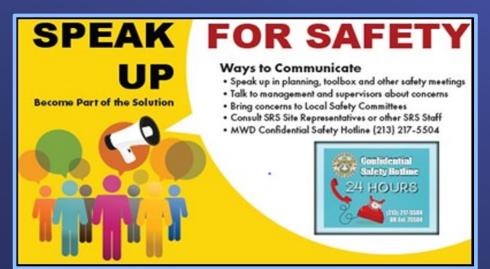
MOST IMPROVING SAFETY PROGRAM Construction Services Unit

Awarded to the Unit that improved the most in the required leading and lagging indicators.

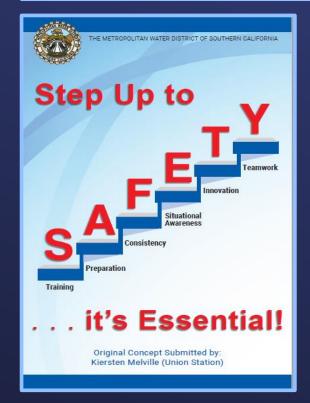


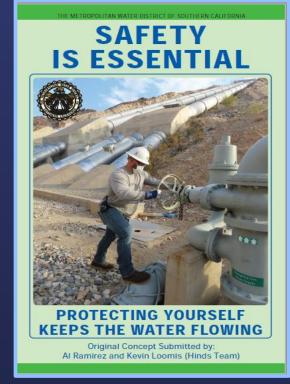
2022 Accomplishments

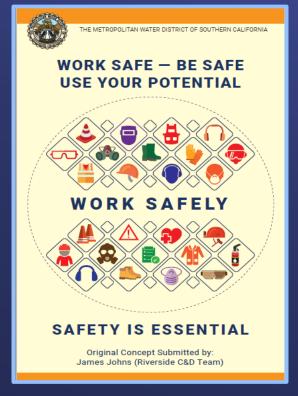
Enhance Communications and Promote Safe Behaviors











Health & Safety Programs Update

Management Commitment

Collaboration Partnerships for Success

2022 Activities

- State Audit
- Accomplishments

NSC Safety Culture Assessment

Milestones and Next Steps

2023 Next Steps

- Continue Core Functions
- NSC Initiatives

Safety Culture Assessment

2021-2022

All Employees Survey Completed

Focus Group & Program Assessment Completed On-Site Assessment Completed FINAL REPORT 2022

IMPLEMENTATION 2023

75%

85%

Participation Level

Metropolitan's Strengths

Safety
Culture
Assessment

- Leadership's openness to participate and invest in the Safety Culture Assessment, focused action to drive continuous improvement
- Employees who demonstrate a commitment and sense of personal responsibility for safety and health
- Stable organizational climate, employee loyalty and commitment resulting in long-term employment with MWD

Safety Program Maturity



MWD Safety Program benchmarked to thousands of organizations in NSC database



All Employee Access to NSC Report



Safety Culture Final Report





NSC Safety Culture Assessment
Metropolitan Water District of Southern California (MWD)
2021-2022

- Memo with Report Link
- Link on SRS Webpage



Date: February 13, 2023
To: All Metropolitan Employees

m: Adel Hagekhalil, General Manager ct: Release of Safety Culture Assessment Report

Metropolitan partnered with the **National Safety Council (N** *Culture Assessment* to identify opportunities to improve out than a year of this assessment, I am pleased that the fin and is now available for all employees to view.

I want to thank all of you who participated in the sinterviews, especially those individuals who shippers our safety program for all employees.

I want to make sure every employee has the opportunity to read the report. You can read the report here: MWD-NSC Safety Culture Assessment Report

One of the Outcomes in my Strategic Priorities is to complete the NSC analysis and implement its recommendations. Beginning this year NSC will work with Metropolitan leadership on implementing the following top 3 recommendations:

- Office of the General Manager and Executive Management setting safety vision, mission, and annual safety goals.
- Develop and adopt a continuous improvement process and regularly assess progress.
- Provide adequate safety staff and resourcing to effectively support safety, and review organizational structure to enable Safety & Regulatory Services (SRS) to operate with independence and consistent application of requirements.

If you have any questions about the NSC Safety Culture Assessment Report, please contact Dan Guillory, Operational Safety and Regulatory Services Section Manager, at (213) 217-5507 or dauillory⊕mwdh2o.com.

Thank you all for your continued commitment to safety

Supporting Field Safety Awareness Safety is Essential

Celebrating Safety Day

Site-wide cleanups, awards, facility tours, technical workshops, vendor exhibits, staff celebratory luncheons, and more







Safety Advisory Notifications



Near Miss Safety Advisory Notice

"Near Miss"
Incident with potential for more serious consequences, if not addressed

SAFETY ADVISORY

January 2023

NEAR MISS RECOGNITION

Operational Safety and Regulatory Services Section (SRS) recognizes the C&D Western Region Unit, Valley Team for preventing a potentially serious injury by identifying a faulty ground switch linkage in the Venice Power Plant switchyard's operating equipment. Sharing lessons-learned is a good example of how reporting near misses helps improve safety and brings awareness to others.

Event Details

While performing the "Return to Service" steps during an Intercompany Clearance with Southern California Edison (SCE), MWD's staff (Switcher) observed that a ground switch linkage malfunctioned during its operation. Staff's strict adherence to following training and procedures led to the detection of the faulty equipment, specifically the visual confirmation that disconnects, such as ground switches, are all in the correct position.

Event Date Wednesday, August 24th, 2022





Location
Venice PCS/HEP
Switchyard

Ground Switch

Background: SCE had MWD de-energize the Venice Switchyard so SCE could perform maintenance on their system.

- When the Switchyard is de-energized, the ground switch may be requested to be closed (i.e., vertical position).
- When the Switchyard is energized, the ground switch is open (i.e., horizontal position).

<u>Safety Issue:</u> When MWD Switcher completed the switching step to "Open the Ground Switch," the ground switch linkage remained in the closed (i.e., vertical) position. The MWD Checker noticed the ground switch (vertical linkage member) did not operate into the open (i.e., horizontal) position. Switching staff immediately stopped switching and made notifications.



Figure 1 - Examples of Closed (left) and Opened (right Ground Switches

Resolution: The system was isolated to repair the faulty equipment and the system was returned to service

Safety Improvements

Kev

Take-Aways

- Additional lighting was installed in the switchyard to help employees see the ground switch linkage vertical disconnect position, especially under low light times of morning and night.
- The Hydroelectric Team and System Operations Review Committee (SORC) will evaluate the testing and maintenance requirements for ground switches to ensure their functionality.
- Whenever de-energizing or energizing, make sure to visually confirm that the ground switch linkages are in correct position.
 Always visually inspect equipment before, during, and after work tasks to confirm
- opened/closed or disconnect switches are in correct position.
- Stop work and evaluate any potentially unsafe equipment or work conditions.
- Notify appropriate Facility Operations Manager and other appropriate parties of any faulty equipment so it can be repaired or replaced.

Recognize employees who identify "Near Miss" situations and resolve the potential hazard

Advisory Notice is shared with all affected work forces across the District

Office Safety Awareness



Communicating Safety Implementation beyond Field Activities



No comfort appliances allowed (coffee maker, fans, heaters, etc.)

Do not daisy chain power strips

Do not overload the power strip's

Only one plug allowed per cubicle

capicity rating

or wall outlet





Ergonomics Virtual Workshop

January Workshop 78 attendees

February Workshop
45 attendees

"Excellent.
Felt very good after all the stretches"

"This was one of the best workshops I've attended. Learned a great deal in a very short amount of time"







FEBRUARY 15, 2023 11:00AM-12:00PM ERGONOMIC VIRTUAL WORKSHOP

Posture, Pain Prevention, and Productivity

The workshop is highly interactive and teaches how ergonomic breaks implemented multiple times a day can prevent pain and musculoskeletal disorders. Attendees will be taught 5 to 10 targeted posture exercises that they can perform at their workstations with no equipment. needed.

Presented by WSO, Safety & Regulatory Services

Zeena Dhalla, Certified Posture Alignment Specialist



Topics

- Good postureCauses of poor
- Causes of poor posture
- Common posture problems
- Posture break exercises
- Right way to work at a desk
- How to text on a cell phone w/o neck pain
- Posture assessment by group on a volunteer

"The exercises were very helpful and appropriate for the office environment"

> "Very easy to follow along. Great teacher"

Health & Safety Programs Update

Management Commitment

Collaboration Partnerships for Success

2022 Activities

- State Audit
- Accomplishments

NSC Safety Culture
Assessment

Milestones and Next Steps

2023 Next Steps

- NSC Initiatives
- Continue Core Functions

Safety Culture Assessment

2023 Top Priority Recommendations

- l. Office of the General Manager and Executive Management needs to set safety vision, mission, and annual safety goals.
- 2. Adopt a continuous improvement process and regularly assess progress.
- 3. Top Management needs to provide adequate safety staff and resourcing to effectively support safety requirements in all instances. Review organizational structure to enable Safety to operate as an independent function.

NSC Full Implementation Schedule

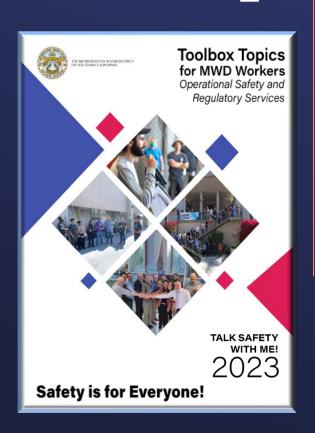








2023 Next Steps



Implement Top 3 NSC Recommendations

- Safety Vision and Goals
- Adopt Continuous Improvement with Regular Assessments
- Review of Organizational Structure

Continue Safety Support and Partnership

- O&M , Shutdowns, and CIP Projects
- CRA Housing Improvement
- Address Safety Concerns
- Develop and Conduct Safety Training and Toolboxes
- Support Field and Office Activities

