



Role of the Corporate Manager Commitment and CAL/OSHA Benefits

Michael Resetar
Morton Salt Company

CAL/VPP Workshop
Nov. 9, 2010
Sacramento, CA





Welcome Conference Participants





A Corporate Model for Safety & VPP System Success



Experience growth.



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History – Company Background



1914



1921



1933



1941



1956



1968



Experience growth.



History – Company Background



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“Nothing is more important in the Salt Group than health and safety... not production, not sales, not profit.”

A handwritten signature in black ink, appearing to read 'M. L. D.', is centered below the quote.



Experience growth.



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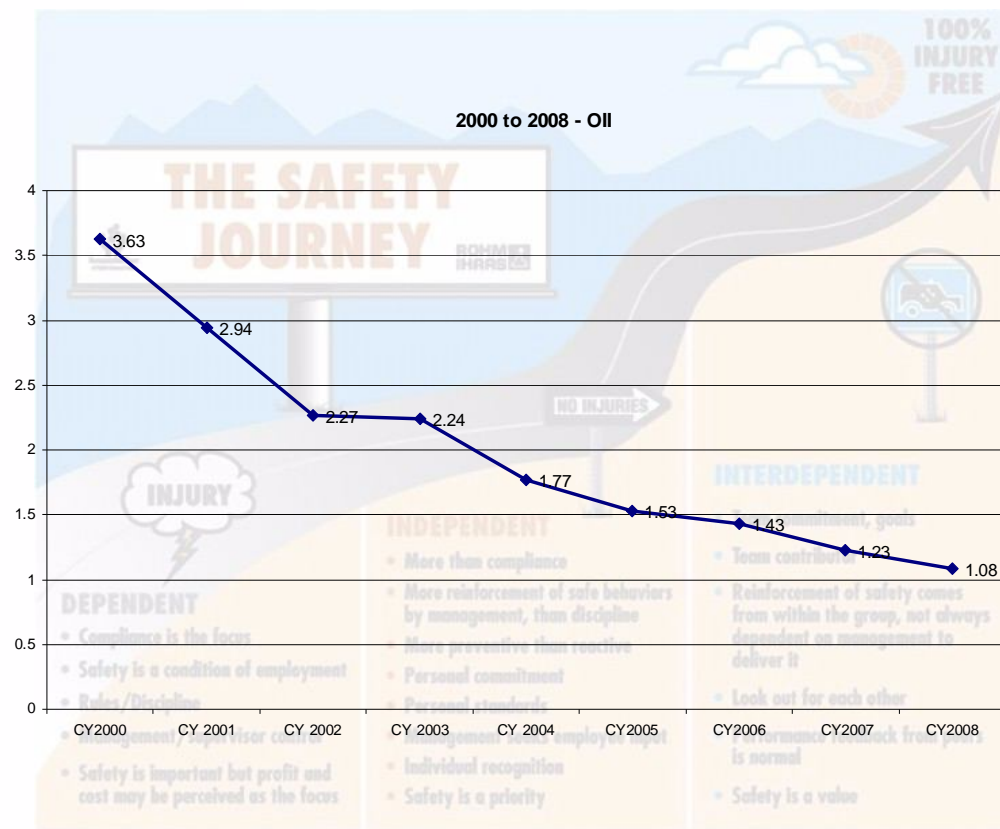
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Safety Performance Outcomes



Safety Journey



SAFETY BELIEFS

What We Have To Believe

PEOPLE

The health and safety of **people** is valued above all else.

PREVENTION

All occupational injuries and illnesses can be **prevented**.

EXCELLENCE

Excellence in safety is compatible with excellence in other business parameters such as quality, productivity and profitability; they are mutually supportive. Safe, healthy employees have a positive impact on all operations and customers, and enhance credibility in the community.

INTEGRAL PART

Safety must be made an **integral part** of everything we do.

ATTITUDES

Good safety is a result of the **attitudes** and beliefs of people. Most injuries and safety incidents occur because of lack of attention to safety. People take risks and allow others to take risks because they **believe** they will not get hurt.



Follow the EHS Cardinal Rules

Environmental, Health and Safety Guidelines designed to protect human and property resources.

- **CONFINED SPACES** will not be entered until adequate provisions are made and conditions are verified.
- **SAFETY PERMITS** will be obtained and procedures strictly followed, where required.
- **SAFETY EQUIPMENT** will not be **DISABLED** without proper review, alternative measures, and adequate communications, when processes are in operation.
- **ILLEGAL DRUGS OR ALCOHOL** will not be in the possession of employees, sold or used on company property. Employees will not report to work under the influence of illegal drugs or alcohol and are not permitted to bring **FIREARMS** on company property.
- **ENERGY SOURCES** will be properly isolated, locked out and tagged out as required, before work begins.
- **HIGH WORK** will not be done until adequate fall protection measures are made.
- **HOT WORK** will not be done until adequate provisions are made to prevent fire and explosions.
- **SMOKING** is permitted in designated areas only.
- **PROPER OPERATION**— Do not by-pass pollution control equipment or change pollution monitoring, sampling or control systems without proper authorization.
- **DATA INTEGRITY**— Never falsify or knowingly omit relevant information in any EHS documents, statements and permits.
- **CHANGE MANAGEMENT**— Never make a process, equipment or procedural change without the required review.
- **REPORTING**— Immediately report all non-routine chemical releases (liquid, solid, or gas) that are in excess of reportable quantities.

Guidelines to follow throughout the year



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Safety Journey

Job Safety and Health
It's the law!

OSHA
Occupational Safety and Health Administration
U.S. Department of Labor

EMPLOYEES

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the OSH Act.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violations.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records and records of your exposures to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the OSH Act that apply to your own actions and conduct on the job.

EMPLOYERS

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the OSH Act.

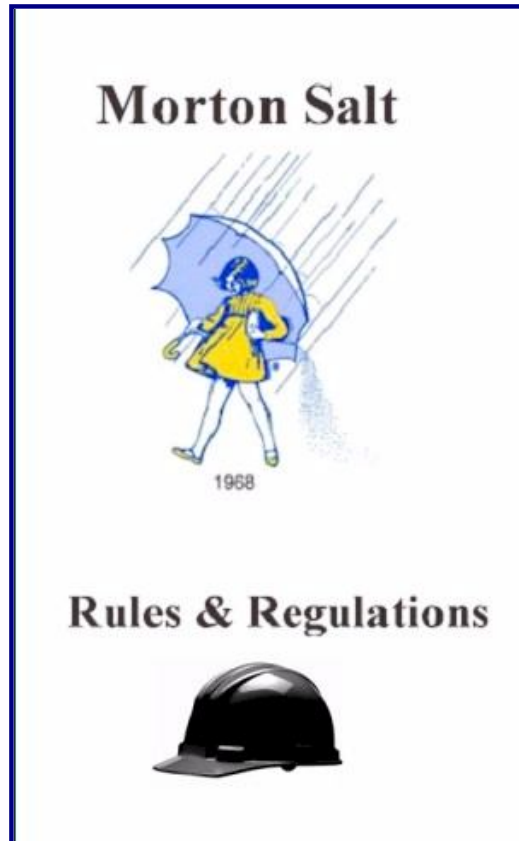
This free poster available from OSHA –
The Best Resource for Safety and Health


Free assistance in identifying and correcting hazards or complying with standards is available to employers, without citation or penalty, through OSHA-supported consultation programs in each state.

1-800-321-OSHA
www.osha.gov



Safety Journey



	SALT GROUP	EH Policy	
		Issue Date: June 19, 2000	
		Page 1 of 2	
Environmental Health & Safety Procedure			
Title: INDUSTRIAL HYGIENE POLICY			

COVER PAGE

	Name and Title	Signature	Date
Written By:	EHS Coordinator		
Owner:	EHS Coordinator		
Approved By:	Facility Manager		

REVISION LOG

REVISION NO.	REASON FOR CHANGES	DATE
000	New Issue	6/19/00

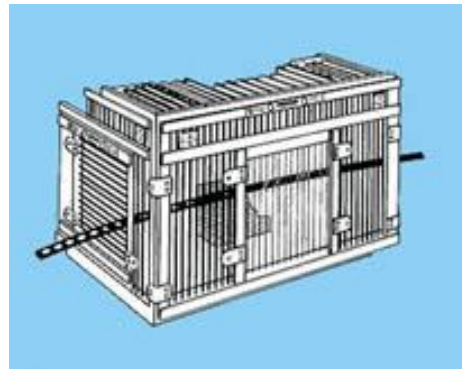
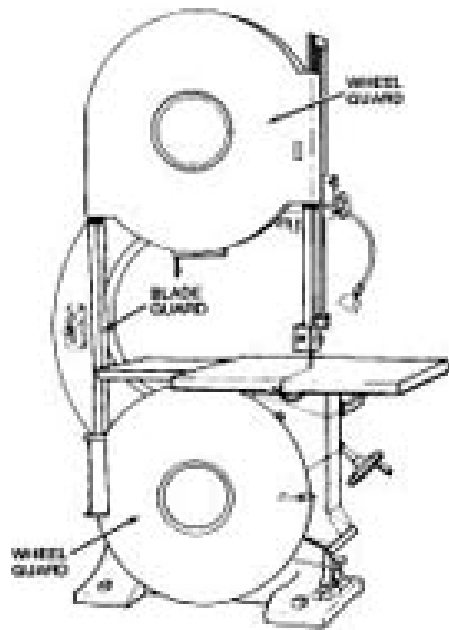


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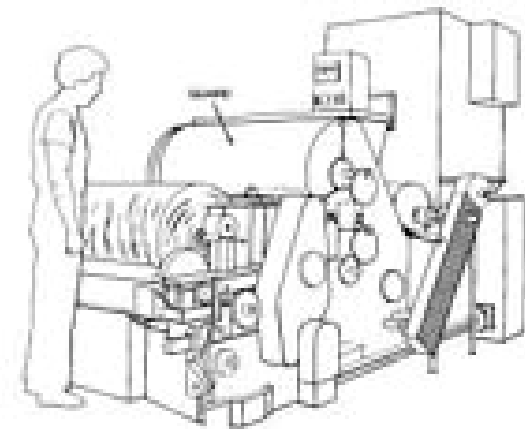




Safety Journey



Fixed point of operation guard



SAFETY JOURNEY

Beyond Safety Journey

No Injuries

Injury

DEPENDENT

- Compliance is the focus
- Safety is a condition of employment
- Rules/Discipline
- Management/supervisor control
- Safety is important but profit and cost may be perceived as the focus

INDEPENDENT

- More than compliance
- More reinforcement of safe behaviors by management, than discipline
- More preventive than reactive
- Personal commitment
- Personal standards
- Management seeks employee input
- Individual recognition
- Safety is a priority

INTERDEPENDENT

- Team commitment goals
- Team Contributor
- Reinforcement of safety comes from within the group, not always dependent on management to deliver it
- Look out for each other
- Performance feedback from peers is normal
- Safety is a value

Vision 2012

Safety is a Value Outcome of Things Working Perfectly Together



100%
Injury Free





Safety Journey & Beyond/VPP

Effective Decision = Quality x Acceptance

$$ED = Q \times A$$



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Safety Journey & Beyond/VPP



MORTON -
CANADIAN SALT

*ON TARGET
PROBLEM-SOLVING GUIDE*

Root causes of problems
and
Virtual testing of solutions



Countermeasure Wheel

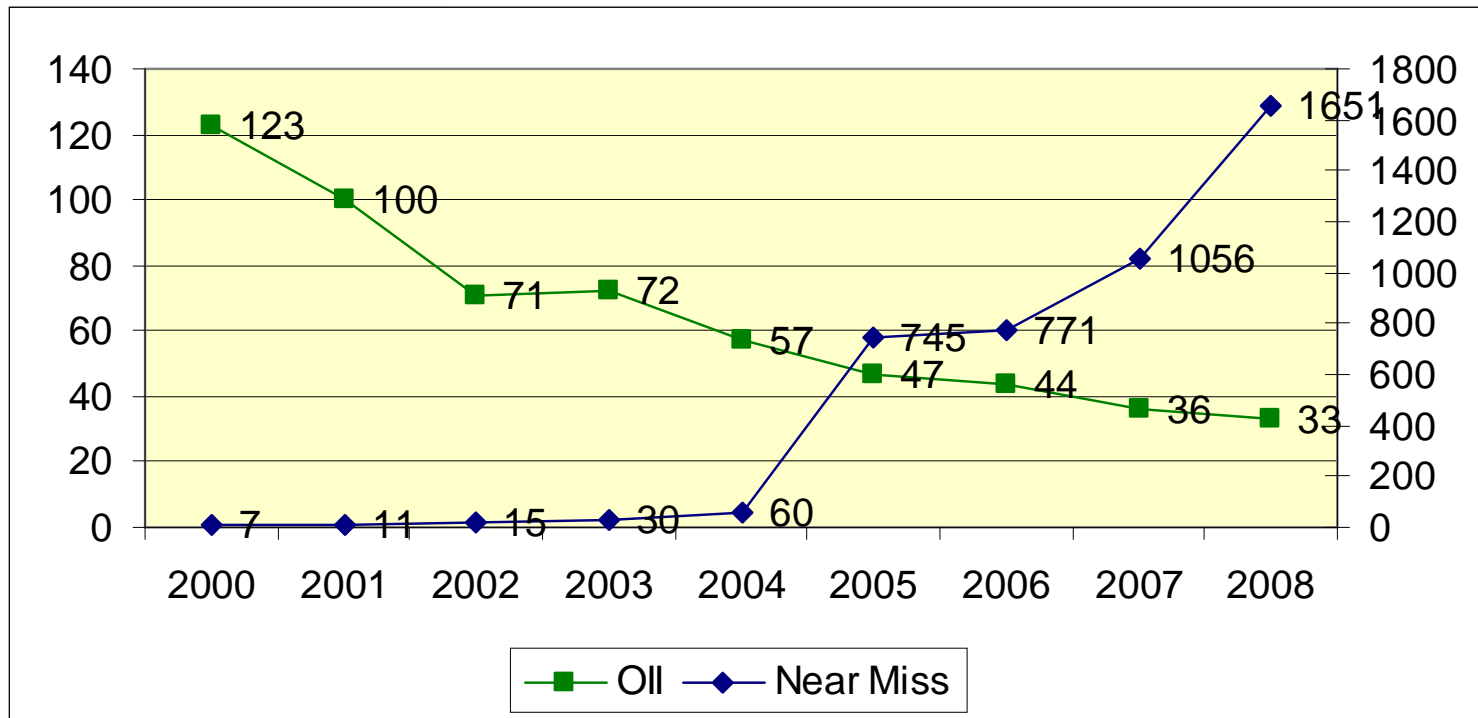


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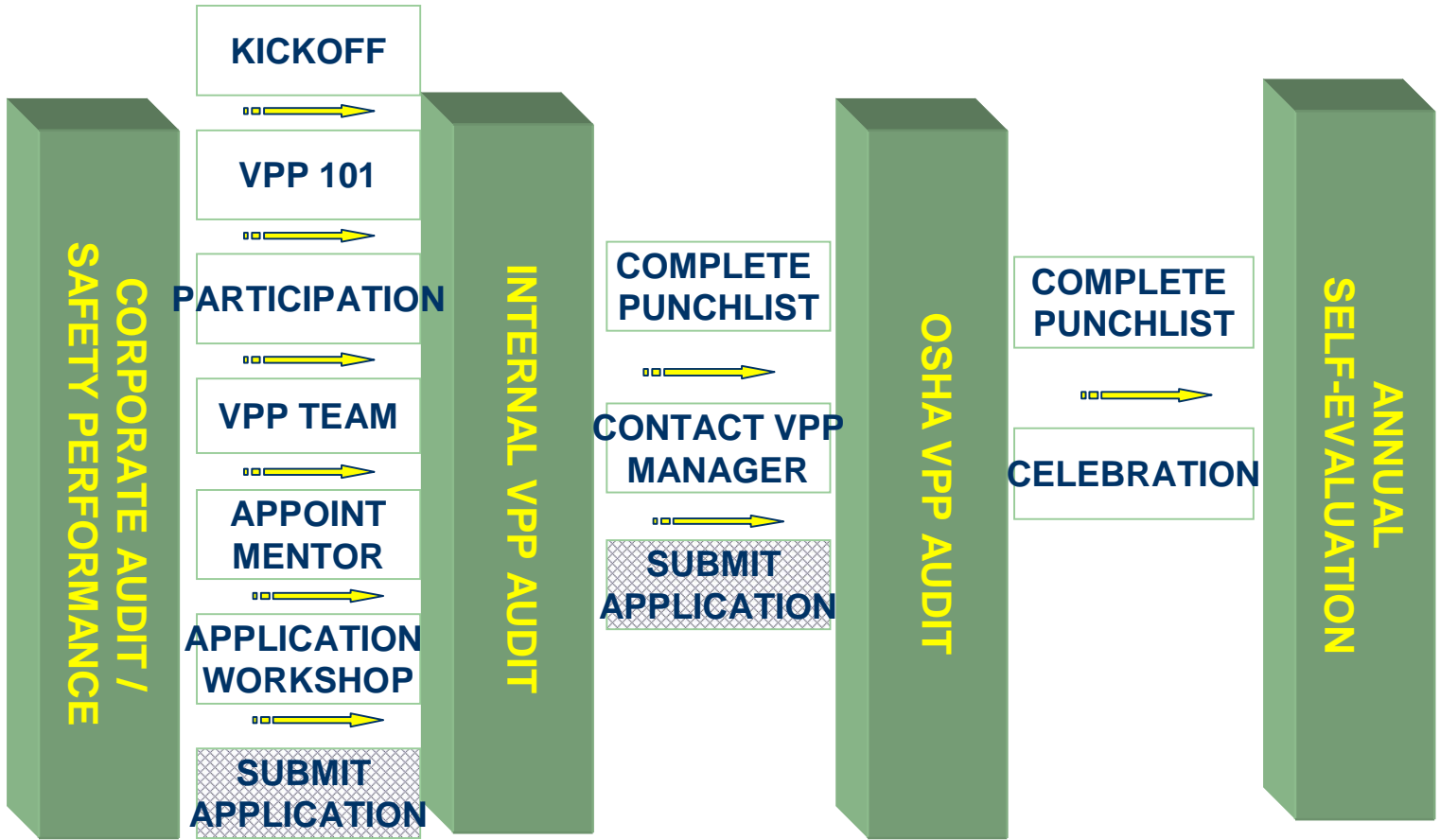
Safety Journey & Beyond/VPP

Incident to Near Miss





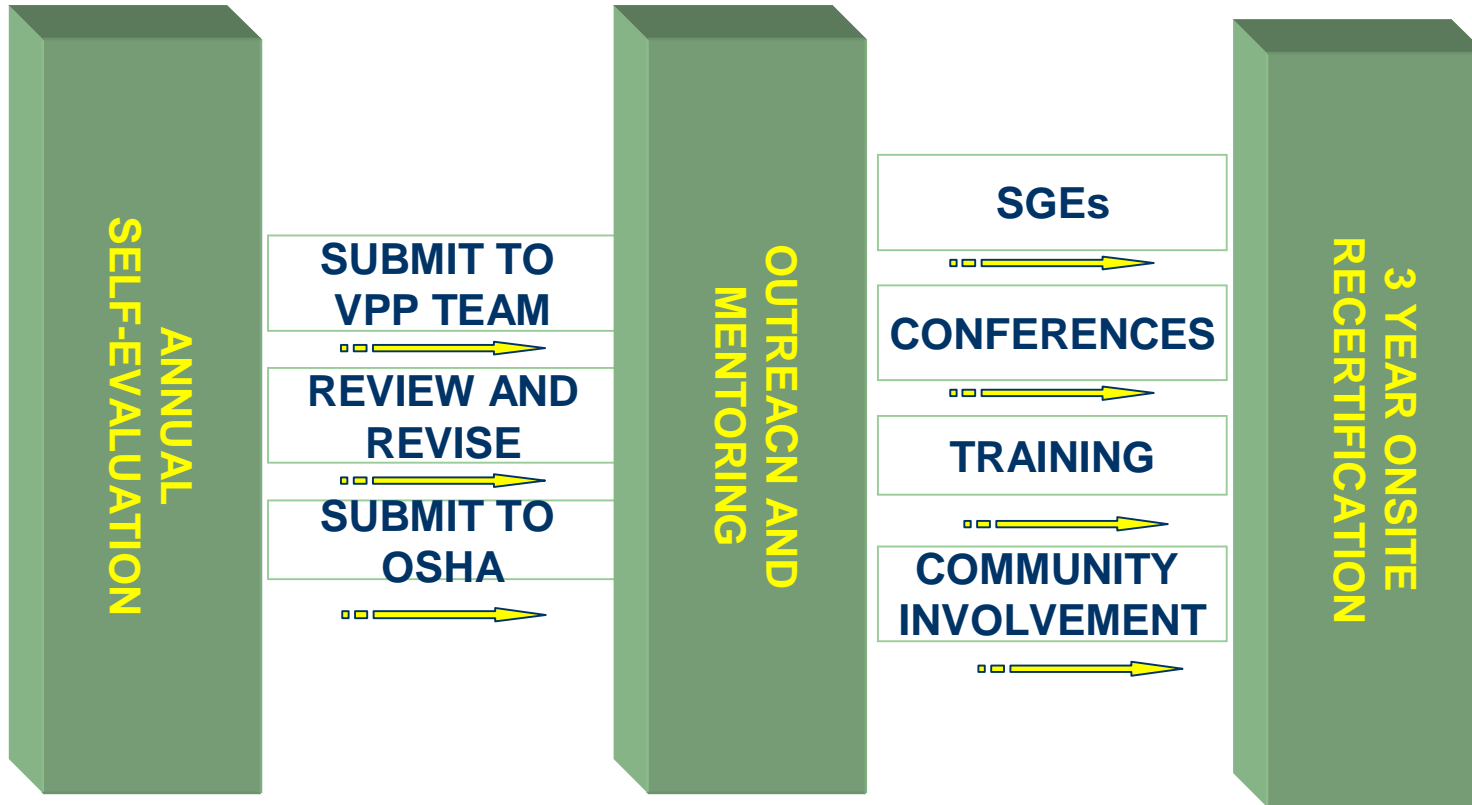
INITIAL START OF VPP PROCESS



VPP Ready!



FIRST YEAR

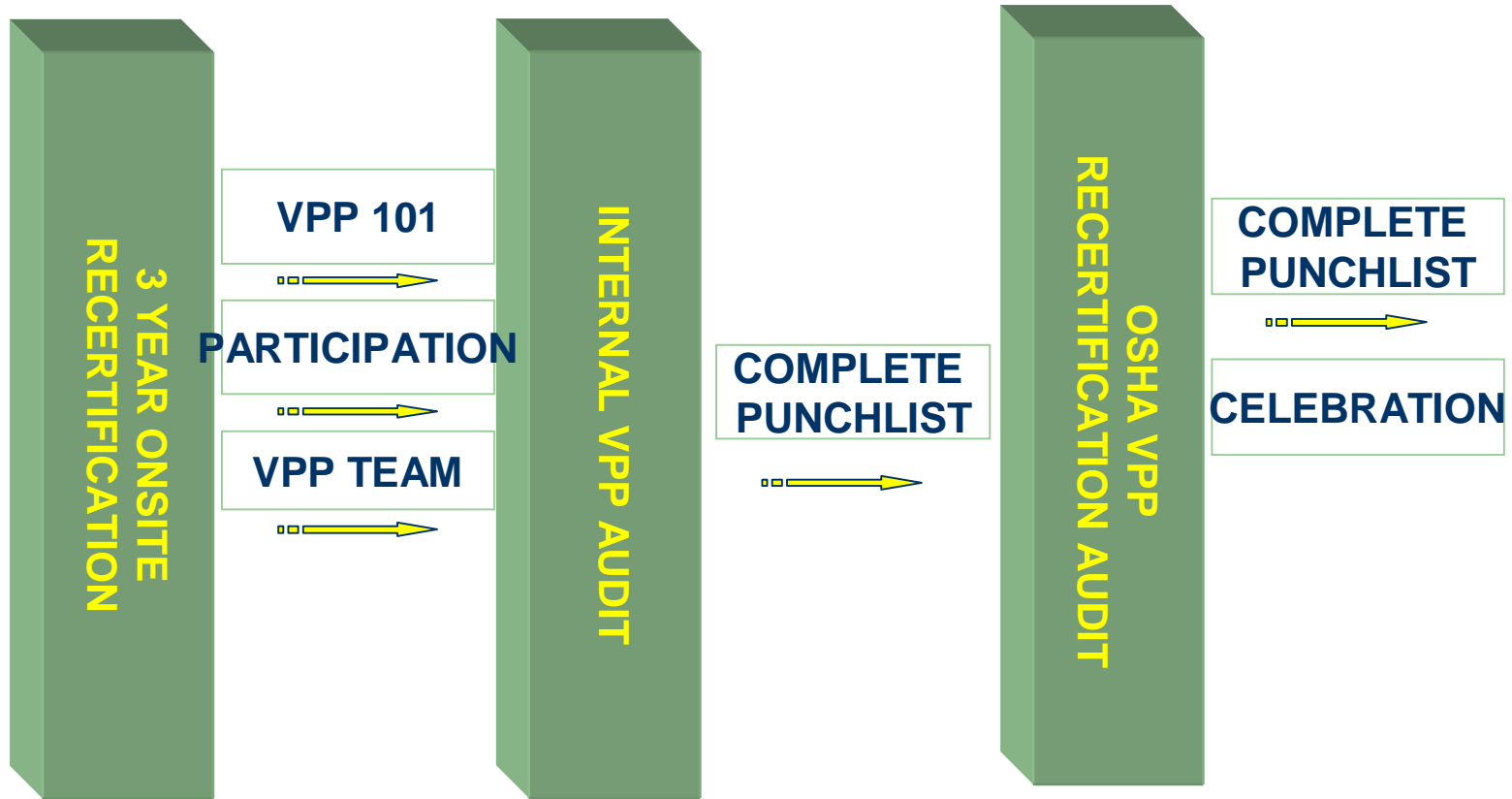


VPP Ready!

NOTE: VPP TRAINING WILL BE REVIEWED ANNUALLY AND IN NEW HIRE ORIENTAION



THIRD YEAR



VPP Ready!



Outreach, Mentoring and Community Involvement

VPP- The responsibility to share



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VPPPA Participation

- Jimmy Jacquez, Director at Large, Region V
- Christina Ross, Vice Chairperson, Region VIII
- Scott Stice, Treasurer, Region VIII
- Gilbert Aceves, Rep from a site with CBE, Region IX



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SGE's and STM's (CA)

- 1 SGE Chicago
- 3 SGE Grantsville
- 2 STM's California



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Audits

- Federal Audits
 - Bobcat, Delta, DAL Global Systems, Yellowstone National Park, USPS
- California Audits
 - Georgia Pacific, Waste Management Carlsbad, Hamilton Sunstrand (2), Long Beach and San Diego
- Other Audits
 - Blue Linx, Cincinnati OSHA Area Office



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Mentorship/Education

- VPP Introduction presentations
- Union presentations
- Mock Audits
- VPPPA Booth for Utah Safety Conference
- VPP 101 Class (conference and companies)
- VPP Application Work Shops
- Regional and National Presentations



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Companies-Mentored

- EG&G
- Deseret Chemicals
- Hill Air Force Base
- Northrup Gruman
- Simmons
- Tooele Army Depot
- LDS Printing
- Johns Manville Roofing
- Grife
- Holy Refinery
- Pattel Engineering
- Clean Harbors
- Conoco-Phillips
- Lazy Boy
- Honeywell
- Dairy Farmers of America
- Conoco Lubricants
- Waste Management



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Achievements

- 2008 Region VIII Mentor of the Year
 - Grantsville Facility
- 2008 Region IX Mentor of the Year
 - Gilbert Aceves



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Safety Journey & Beyond/VPP

Five Star Approach



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Summary

- **Start with basics: Safety Journey – standardize**
- **Complete activities that achieve acceptance**
- **Advance to *Interdependence***
- **“VPP Ready”**
- **Focus on all aspects of business:**
 - ✓ **A short fall increases risk on an accident**
- **Celebrate achievements on your Journey**

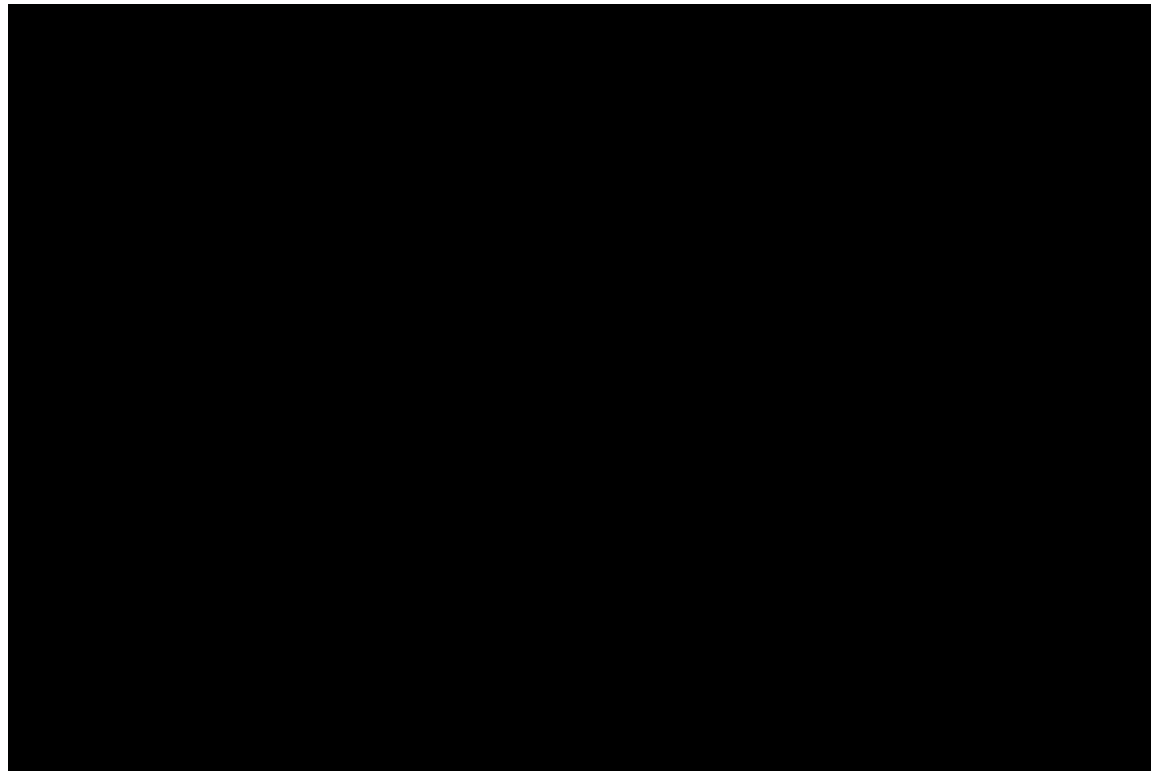


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Perth Amboy Video



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Questions?



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Thank You



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