

California Voluntary Protection Program

VPPPA IX
Newport Beach, CA

Overview of Cal/VPP Star

Iraj Pourmehraban
Cal/VPP Star Manager

Cal/OSHA Website

- **Cal/OSHA**
- **California Voluntary Protection Program**
- | [Home](#) | [Cal/VPP](#) | [SHARP](#) | [Golden Gate](#) | [Alliances](#) |
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- **Cal/VPP Star**
- DOSH promotes safety and health by recognizing employers who have voluntarily managed outstanding safety and health programs.
- The California Voluntary Protection Program STAR (Cal/VPP STAR) is designed to recognize employers and their employees who have implemented safety and health programs that effectively prevent and control occupational hazards. These programs go beyond minimal Cal/OSHA standards and provide the best feasible protection at the site.
- Management commitment and employee participation are key elements in achieving Cal/VPP STAR recognition. Cal/VPP STAR establishments are considered to be leaders in the field of workplace safety and health.
- Successful applicants approved for participation in Cal/VPP STAR receive State and national recognition and are exempt from Cal/OSHA programmed inspections.
- Although designed for fixed-site establishments, large construction projects that will be in operation for at least one year may be eligible for Cal/VPP STAR recognition.
- [Cal/VPP STAR Q&A](#)
- [Purpose and description](#)
- [Cal/VPP STAR contacts](#)
- [Cal/VPP STAR Programs](#)
- [Cal/VPP Star Program Eligibility Review Process](#)
- [Employer application guidelines](#)
- [Cal/VPP STAR workshop information](#)
- [Cal/VPP STAR sites](#)
- [Evaluation check list \(pdf 80KB, Word 178KB\)](#)
- [Onsite Preparation](#)
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Cal/VPP Star Team

- Barry Blodgett, PE
- Joe Chiou, CIH
- Jose “Rollie” Fajardo
- Ruben Garza
- Sam Ghezavat, JD, CSP
- Iraj Pourmehraban, PE, CSP
- Vacant consultant position
- Special Team Members (STM)

New Application

- ✓ Precision Engine Controls, San Diego, 5/24
- ✓ Delta Airlines, Ontario 6/7
- ➔ Timec, Benicia
- ➔ Nabors, Bakersfield
- ➔ Cintas, Fremont
- ➔ Prudential, Irvine
- ➔ Hospira, Santa Fe Springs
- ➔ CH2M, Gilroy
- ➔ Sherman Williams, Victorville
- ➔ Occidental of Elk Hills, Bakersfield
- ➔ Intercontinental Hotel, Los Angeles
- ➔ Oldcastle Glass, Modesto
- ➔ Kinder Morgan, Carson
- ➔ Pacific Ship Repair, San Diego
- ➔ Raytheon, Chula Vista

New Sites

- ★ Covanta Delano
- ★ Coca-Cola North America, Shasta
- ★ Covanta Burney/Mt. Lassen Power
- ★ Clean Harbors Buttonwillow
- ★ IBM Almaden Research Center, San Jose
- ★ Thyssenkrupp Safway Scaffolding, Benicia
- ★ KOCH Carbon Plant Long Beach
- ★ APS Long Beach
- ★ Covanta Mendota, L.P., Mendota
- ★ Georgia Pacific, Woodland
- ★ Kinder Morgan, Benicia
- ★ RRI Generation Station, Oxnard

2010 Re Evaluation

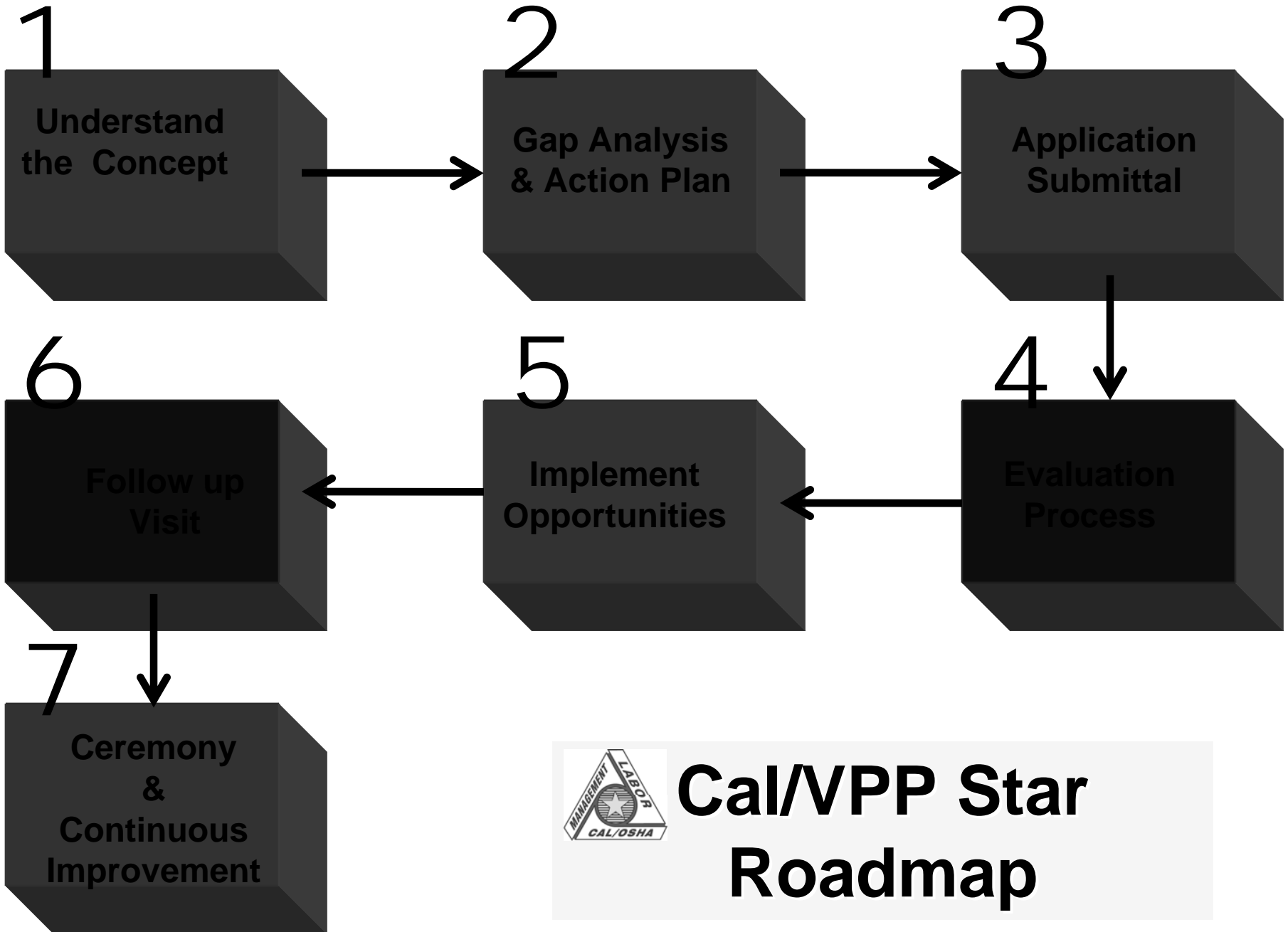
- ✳ Pactiv, Bakersfield, March, 15
- ✳ Wheelabrator, Shasta, March, 22
- ✓ Valero Refinery, Benicia, April, 26
- ✓ Wheelabrator, Norwalk, April, 5
- ✓ Hamilton Sundstrand, San Diego, April, 12
- ✓ Hamilton SLS, Long Beach, May, 24
- ✓ GP Gypsum, Antioch, May, 17
- ➡ GE Cardinal, Stanford, June, 7
- ➡ Covanta Stanislaus, Crows landing, March
- ➡ Cost Waste Management, Carlsbad, August
- ➡ Acushnet, Carlsbad, September

2010 Re evaluation


- ➔ Morton Salt, Newark, October
- ➔ Richlynn, Benicia, October
- ➔ Evergreen, Turlock, November
- ➔ Bimbo Bakeries, Placentia, November
- ➔ USG Interior, Stockton, November
- ➔ Pratt Whitney, Desoto, November
- ➔ Hamilton Sundstrand, November
- ➔ Koch Carbon, Pittsburg, November
- ➔ APS, Pittsburg, November

Follow ups

- ✓ Gonzales Winery, Gonzales
- ✓ Covanta, Delano
- ✓ NRG, Carlsbad
- ✓ Waste Management, Irvine
- ✓ Hamilton Sundstrand, Pomona
- ✓ StandardAero, LA
- ✓ Pratt Whitney, Canoga Park
- ✓ Calgene, Davis
- ✓ Foster Wheeler, Martinez
- ✓ Tropicana, City of Industry
- ✓ EMWD, Perris



Cal/VPP Star Roadmap



**Understand
the Cal/VPP
Star Concept**

Resources: Mentors, VPPPA, Consultants, Cal/VPP office

The concept was developed during construction of San Onofre plant in 1970s and consists of 5 elements

- Management Commitment
- Employee Involvement
- Worksite Analysis
- Hazard Prevention & Control
- Training

Communication Systems & Plans are essential

Understand the Cal/VPP Star Concept

What it is:

- ✓ Right thing to do for the *Business*
- ✓ Part of daily activities for all employees
- ✓ Above and beyond Cal/OSHA regulations
- ✓ Reduce costs & increase revenue

What it is not:

- ✗ H&S dept. program
- ✗ Certificate on the wall
- ✗ Keep Cal/OSHA compliance away
- ✗ First must apply for SHARP program

Gap Analysis & Action Plan

- Identify what and where the gaps are
- Work with mentor, and resources

For each gap:

- Find out if a gap closed how much it improves site's safety
- Identify time, money, effort, and resources needed to close
- How much is available and can be used?
- How long will it take to close?

Gap analysis & Action Plan

- Prioritize the gaps
- Assign committees & teams based on expertise and interests
- Develop action plans and time schedule to close gaps
- Track the gaps
- Communicate status & celebrate closures

Application Submittal

- Use the application guideline at website
- Cover all elements
- Ensure managers and employees review the application
- Submit paper and electronic copies to Cal/VPP Office in Oakland

- 1. Application review** by Cal/VPP office & STM
- 2. Pre visit** by STM or Cal/VPP consultant
- 3. PSM evaluation** *only* for sites with PSM coverage
- 4. Onsite team evaluation** by 3 to 6 Cal/VPP consultants & STM during 3 to 5 days
- 5. Cal/VPP Report** consists of; *Strengths, Opportunities, S&H Issues, contractors, and PSM*
Special Team Members (STM) are trained volunteers from Cal/VPP Star sites and assist during evaluation process

STM Program

- 85% participation in: *Pre Visit, Mentoring, Onsite evaluation & re evaluation*
- Outstanding STMs in 2009
 - ✳ ***Tamrat Antenyistegn, GE FTO Victorville***
 - ✳ ***John Wesley, UG Interior, Stockton***

1. Application review

- ***The application is reviewed for completeness.***
- ***Additional information may be requested from the site.***
- ***Pre visit is scheduled.***

2. Pre visit

- ***A day at the site to check site's readiness***
- ***By STM or Cal/VPP consultant***
- ***Verify: rates, few Cal/VPP elements, safety programs, and physical conditions***
- ***Interview key staff***
- ***Discuss the next steps; onsite evaluation or additional work by mentors and resources***

Onsite Announcement Letter to the site contact
and copy to enforcement

- ***Team members & STM***
- ***Onsite schedule; start to finish***
- ***Conference room for team to work in & out***
- ***List of documents***
- ***Interview, walk through, & guides***

3. PSM evaluation for sites with PSM coverage
 - ***The PSM documents and implementation are verified before onsite visit.***
 - ***If PSM program is not effective then evaluation process will stop.***

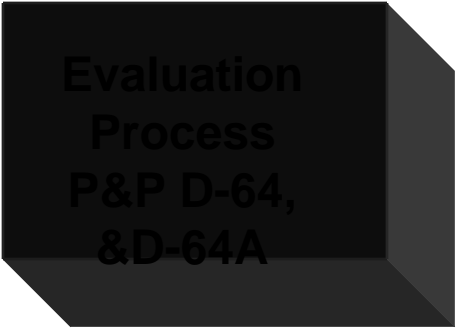
4. Onsite team evaluation by 3 to 6 consultants & STM for 3 to 5 days
 - ***Comprehensive evaluation of Cal/OSHA programs & safety management system***
 - ***Verification of application implementation***
 - ***Identification of opportunities for improvements***

Activities During Onsite Evaluation

- ***First day; Introduction by site management and team leader, quick tour of the site. Compliance Support Person attends***
- ***Daily; Each team member based on assignment:***
 - ***Documents review***
 - ***Interviews***
 - ***Walk around(guide with Digital camera)***
 - ***Wrap up***
- ***Last day; Closing conference***

Document Reviews

- ***A List of required documents is attached to the onsite evaluation announcement letter***
- ***Examples; comprehensive annual report, self inspections, contractors' program, root cause analysis, safety committee minutes, training, JSA, and applicable Cal/OSHA programs.***



Evaluation
Process
P&P D-64,
&D-64A

Interviews; each team member interviews approx.
5 employees daily

- ***Private interviews vary from 15 to 45 minutes.***
- ***All levels; hourly employees, mid level mgrs., 2nd and 3rd shifts, temporary, contactors & subs.***
- ***Key staff such as ; General manager, maintenance sup, ERT leader, union reps.***

5. Cal/VPP Star Report

- ***A. Site Description; Brief description of site, awards, rates, compliance history, & name of Compliance Support***
- ***B. Scope & approach; team, duration, and process***
- ***C. Strength; The best practice identified at the site***
- ***D. Opportunities for Improvement; List of deficiencies relates to Cal/VPP elements***
- ***E. Health & Safety Issues; Title 8 deficiencies***
- ***F. Contractors; Deficiencies with each contractor***
- ***G. PSM; Title 8 deficiencies with covered processes***
- ***H. Conclusion; team opinion, and follow up***

Implement Opportunities

- Cal/VPP Star report will be sent to the contact person at the facility
- Contact person may call team members for clarification or additional information
- Plan to involve employees & committees in implementation
- Provide status report every 3 weeks;
Complete in 90 days



Follow up
visit
P&P D-64

- Few team members will perform follow up
- Team members will review documents, and corrective actions at the site
- Team members will make final recommendation



Ceremony

- Approval letter & certificate will be mailed
- Flags can be ordered
- Milestone achievement
- All employees celebration
- Recognize the challenges & successes
- Consult with mentors and Cal/VPP office on agenda & logistics

Continuous Improvement

- Attend Cal/VPP Best Practices meetings
- Become STM (win-win) and participate in VPP activities
- Perform comprehensive annual evaluation
- Set goals and objectives based on result of annual evaluation
- Involve employees & managers and track results
- Share summary of annual evaluation
- Every 3 yrs reevaluation by Cal/VPP team



CALVPP STAR
WORKING TOGETHER
MANAGEMENT LABOR
CAL/OSHA
STATE OF CALIFORNIA
PARTNERS IN SAFETY

Common Opportunities

Management Commitment

- ✘ Responsibilities are not specified
- ✘ Safety Performance Measurement unclear
- ✘ Site's Safety performance or trends are not analyzed
- ✘ Safety achievement is zero injuries and illnesses
- ✘ Concerns are not evaluated, no feed back system
- ✘ No formal planning for improvement

Common Opportunities

Contractor

- Screening/ pre qualification is not done for all
- Screening records are incomplete
- Lack of communication between Coordinator and security
- Inadequate formal monitoring
- Unsafe practices observed during onsite visit
- No follow up on unsafe practices

Common Opportunities

Employee involvement

- *Employees are not informed on safety activities*
- *Lack of authority*
- *Role and responsibilities of safety teams unclear*
- *Communication systems are not used to report concerns*
- *Rewards for no injuries only*

Common Opportunities

Professional expertise

- ➔ Overloaded with unnecessary activities
- ➔ Unfamiliar with Cal/OSHA standards
- ➔ Professional resource is not utilized
- ➔ Lack of prof. development plan

Common Opportunities

Comprehensive Audit

- Scope of survey too narrow
- Findings are extremely brief
- Qualification of the auditors unknown
- Recommendations are not tracked and closed out
- Results are kept secret

Common Opportunities

Self inspection

- ✘ *Inspectors are not trained on Hazard recognition*
- ✘ *Lack of knowledge on Title 8, Cal/OSHA standards*
- ✘ *No Quality check of inspections*
- ✘ *Result of inspections not communicated to the employees*
- ✘ *Hazards are not tracked & corrected*

Common Opportunities

Incident investigation

- Near misses are not reported
- True root causes & corrective actions are not identified
- Corrective actions address superficial causes
- Corrective actions are not closed or communicated

Common Opportunities

Job safety analysis

- JSA methodology, format inadequate
- Employees are unfamiliar & underutilized
- JSA reviews are not done after injuries & near misses
- Need to be re validated

Pre Use/ Pre planning

- Chemicals are not included
- Policy is not followed by originator
- Not done for all projects
- Recommendations are not closed

Common Opportunities

Emergency Plan

- 3rd shift and new employees are not trained
- Drills are not documented and critiqued for improvement

Preventive Maintenance

- Critical equipment pm are incomplete
- PM frequencies are unclear

Common Opportunities

IH & Medical Programs

- ACGIH Industrial Ventilation guidelines are not utilized
- No IH matrix for monitoring
- Reactive ergonomics program
- No AED usage or EMT response
- No motivation for wellness programs
- No control over first-aid kits, and lack of first-aid trained shift employees

Common Opportunities

Training

- Training matrix
- No make up training
- No system for Evaluating effectiveness of training:
 - a) Trainers
 - b) Trainees