



# Role of the Corporate Manager Commitment and CAL/VPP Benefits

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Morton Salt Company*

**CAL/VPP Workshop, VPPPA IX  
March 30, 2010  
Santa Ana, CA**





# Welcome Conference Participants





# A Corporate Model for Safety & VPP System Success



Experience growth.



*The Salt Of The Earth*



# History – Company Background



1914



1921



1933



1941



1956



1968



Experience growth.



# History – Company Background



Experience growth.



The Salt Of The Earth



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



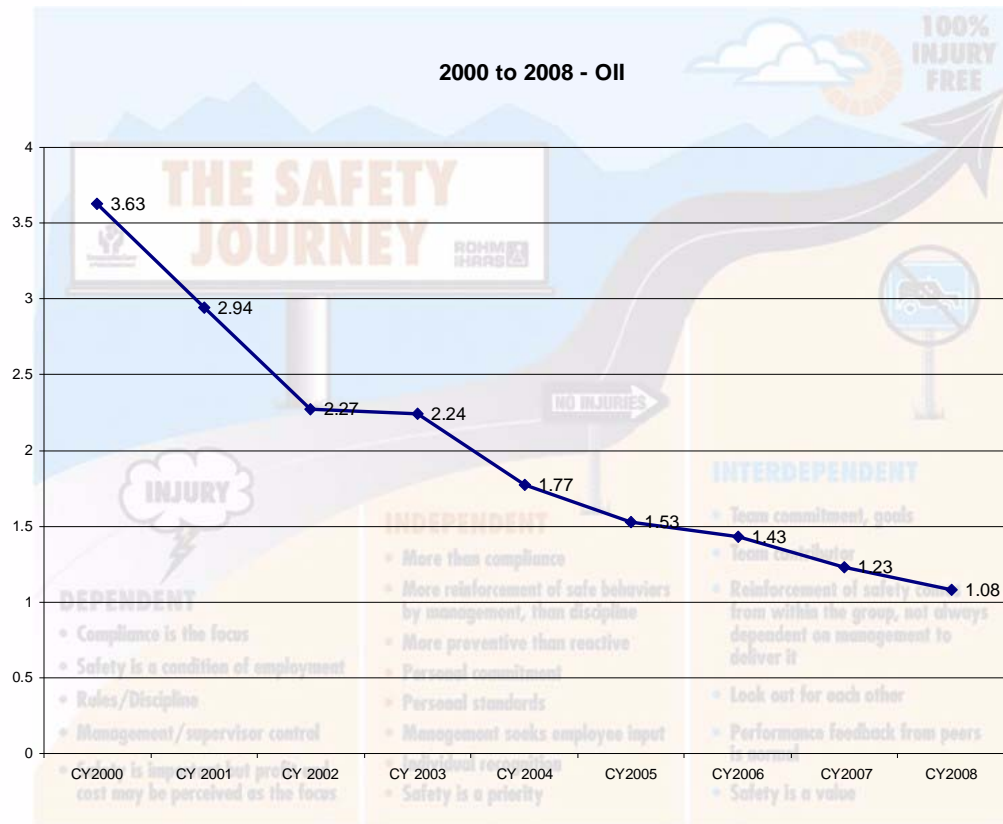


© Rohm and Haas Company





# Safety Performance Outcomes



Experience growth.

# 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.



Safety First

**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**

WINDSOR



Experience growth.



# 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

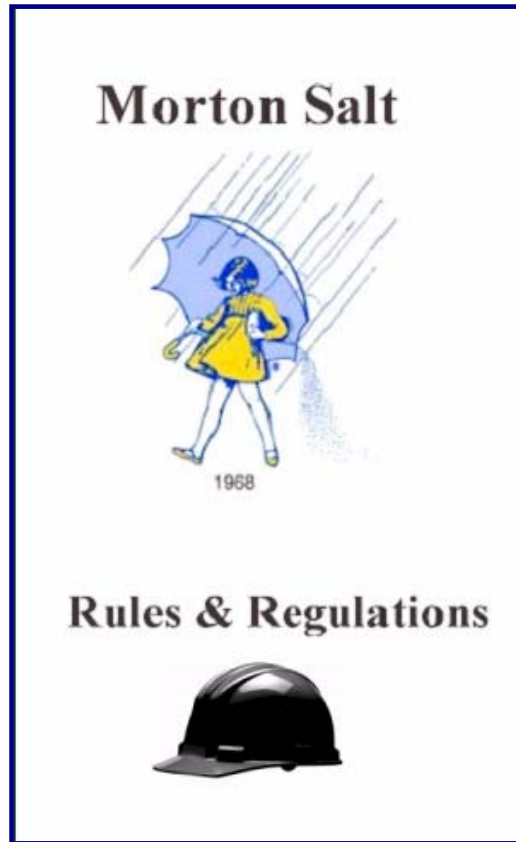
Free assistance in identifying and correcting hazards or complying with standards is available to employers, without citation or penalty, through OSHA-supported consultation programs in each state.


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

**K+S**  
Experience growth.



# Safety Journey



	<b>SALT GROUP</b>	IH Pahey
		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		

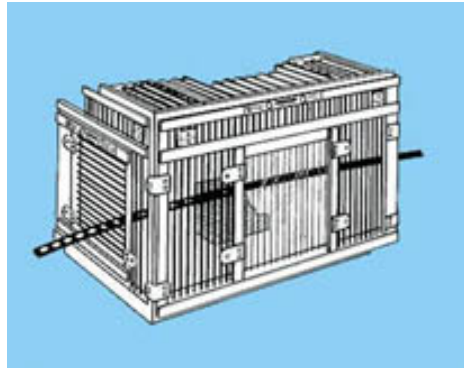
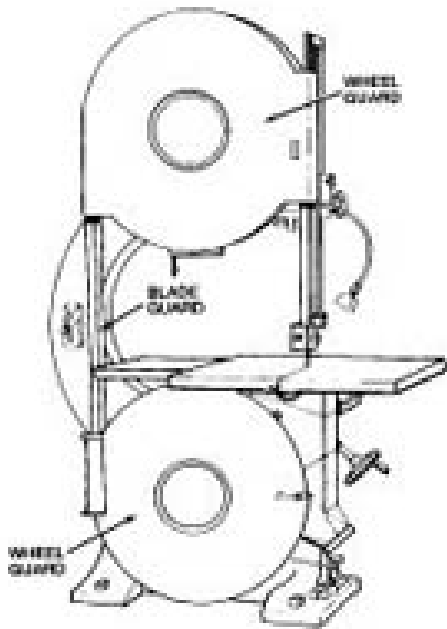
REVISION LOG

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

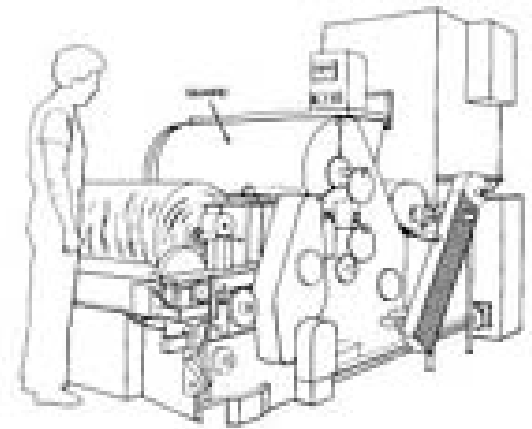




# Safety Journey



Fixed point of operation guard



# SAFETY JOURNEY

*Beyond Safety Journey*



## Vision 2012

### 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

Safety is a Value Outcome of Things Working Perfectly Together



**100% Injury Free**





# Safety Journey & Beyond/VPP

Effective Decision = Quality x Acceptance

$$ED = Q \times A$$




# Safety Journey & Beyond/VPP




MORTON -  
CANADIAN SALT

*ON TARGET  
PROBLEM-SOLVING GUIDE*

Root causes of problems  
and  
Virtual testing of solutions



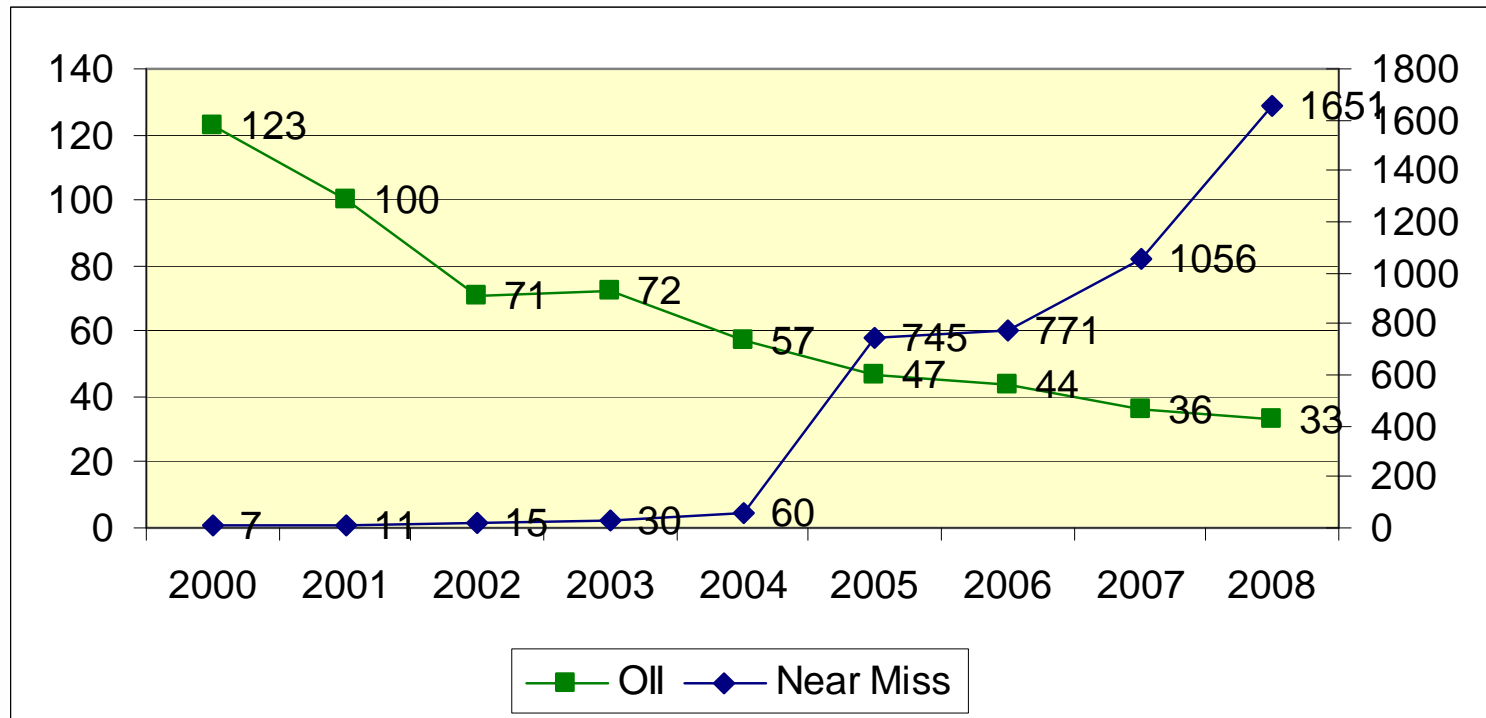
Countermeasure Wheel





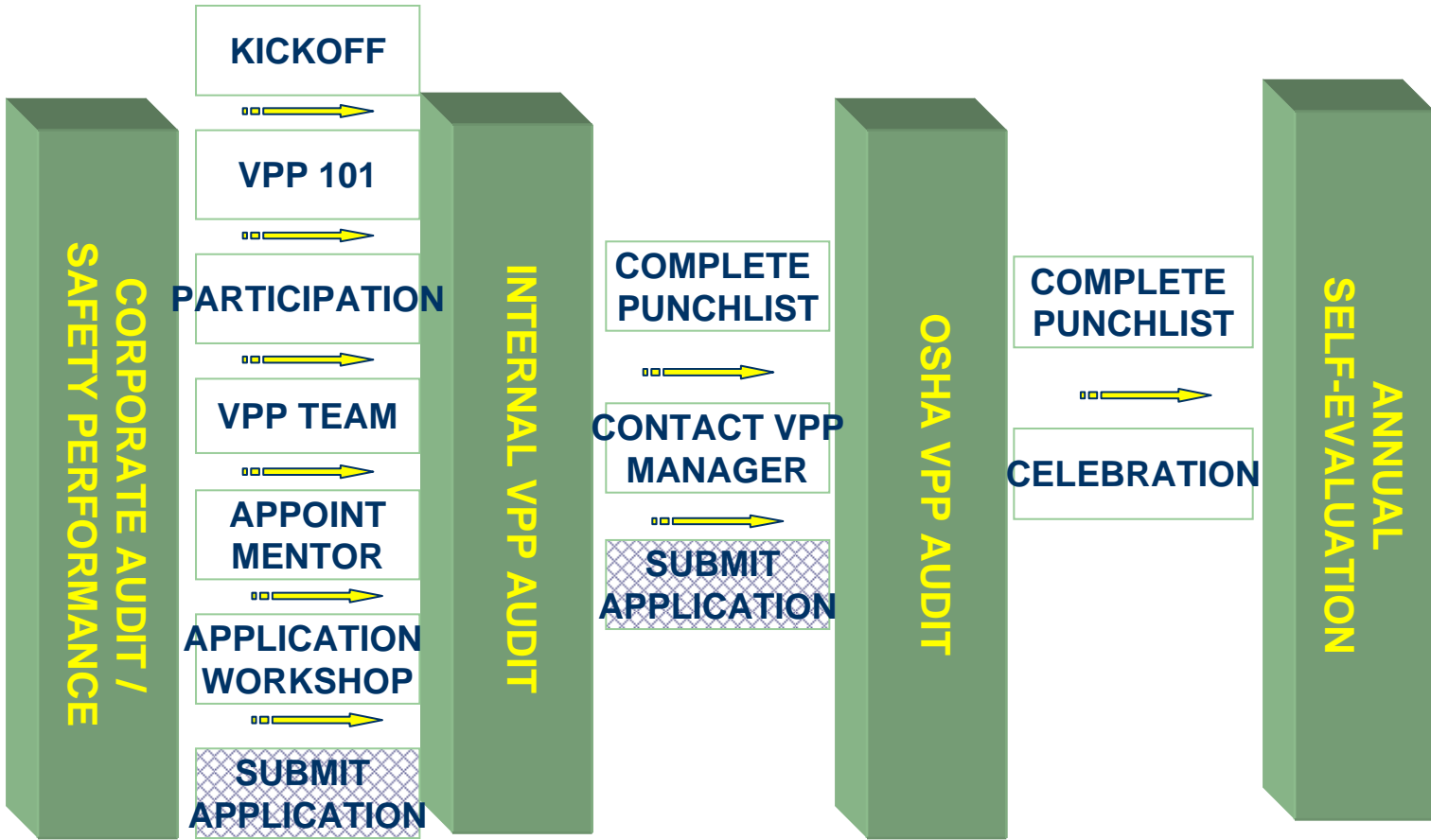
# Safety Journey & Beyond/VPP

## Incident to Near Miss





**INITIAL START OF VPP PROCESS**



VPP Ready!



**FIRST YEAR**

**ANNUAL  
SELF-EVALUATION**

**SUBMIT TO  
VPP TEAM**

**REVIEW AND  
REVISE**

**SUBMIT TO  
OSHA**

**OUTREACH AND  
MENTORING**

**SGEs**

**CONFERENCES**

**TRAINING**

**COMMUNITY  
INVOLVEMENT**

**3 YEAR ONSITE  
RE-CERTIFICATION**

**VPP Ready!**

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



**THIRD YEAR**

**3 YEAR ONSITE  
RECERTIFICATION**

- VPP 101
- PARTICIPATION
- VPP TEAM

**INTERNAL VPP AUDIT**

**COMPLETE  
PUNCHLIST**

**OSHA VPP  
RECERTIFICATION AUDIT**

- COMPLETE  
PUNCHLIST
- CELEBRATION

VPP Ready!



# Outreach, Mentoring and Community Involvement

VPP- The responsibility to share



VPP Ready!





# 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



VPP Ready!



# SGE's and STM's (CA)

- 1 SGE Chicago
- 2 SGE Grantsville
- 2 STM's California
- 1 SGE Grantsville approved application



Experience growth.

VPP Ready!





# 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
- Scheduled 2009
  - Blue Linx, Cincinnati OSHA Area Office



VPP Ready!





# 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



VPP Ready!





# 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



VPP Ready!



# Achievements

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



Experience growth.

VPP Ready!





# Safety Journey & Beyond/VPP

## Five Star Approach





### Forklift Safety **BUCKLE UP FOR SAFETY**



WEAR THE SEAT BELT ON A FORKLIFT  
FOLLOW FORKLIFT SAFETY GUIDELINES

Follow the  
Operator's Handbook



# Safety means a lot to me!



### PREVENT ELECTRICAL SHOCK **ELECTRICAL SAFETY**

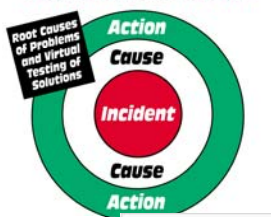


Before beginning any electrical work:  
1. Turn all live power, tag and lock out.  
2. Voltage means use high safety procedures.  
3. Errors, insulation mats and PPE should be employed.  
4. Re-preview all jobs before beginning work.  
5. It's simple...and safe...not stupid! **KISS**

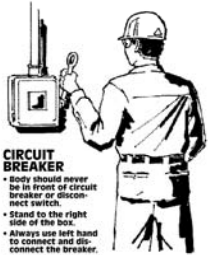


### SAFETY FIRST **Salt Group ON TARGET GUIDE**

For Problem Solving On  
The Countermeasure Wheel



### Circuit The Left Hand Rule **BREAKER SAFETY**



**CIRCUIT BREAKER**  
• Body should never be in front of circuit breaker or disconnect switch.  
• Stand to the right side of the box.  
• Always use left hand to connect and disconnect the breaker.



### **SALT SAFETY: REMEMBER THE 2A'S**

**SAFETY  
ATTITUDE  
SAFETY  
AWARENESS**

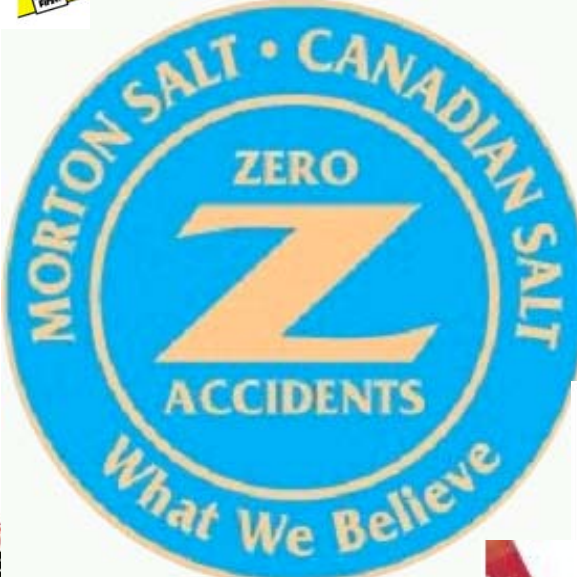
#### THE LETTERS THAT SPELL SALT SAFETY

- A**ssess the safety of the number of employees
- B**ack up the work area with barriers, signs, and lights
- C**heck the work area for hazards
- D**esignate a safety officer
- E**valuate the work area for hazards
- F**ollow the manufacturer's instructions
- G**uard the work area from unauthorized access
- H**old the work area clear
- I**nspect the work area for hazards
- J**oin the work area with barriers, signs, and lights
- K**ey the work area with barriers, signs, and lights
- L**imit the work area to authorized personnel
- M**aintain the work area clear
- N**otify the work area of hazards
- O**rganize the work area for safety
- P**lan the work area for safety
- R**emove the work area from unauthorized access
- S**ecure the work area from unauthorized access
- T**rain the work area for safety
- U**nderstand the work area for safety
- V**erify the work area for safety
- W**arn the work area of hazards
- X**amine the work area for hazards
- Y**ield the work area to authorized personnel
- Z**one the work area for safety

**Best Safety Practices Benchmarking**  
Help yourself and help others produce superior safety performance

Follow & Share Best Safety Practices

Get More Done



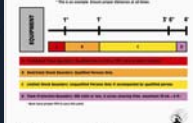
### ErgoAche!

7 ways to prevent pain and put an end to lost time and low productivity...

### PREVENT ELECTRICAL SHOCK **SHOCK/FLASH SAFETY**

**Shock/Flash Protection Boundary 600 Volt Panelboard**

600V. Boundary depends on system voltage level. Flash Boundary also dependent on system voltage level.



Experience growth.

### NO STRAIN CAMPAIGN!



LIFTING? USE YOUR LEGS  
HEAVY LOAD? GET HELP  
GET CLOSE TO THE LOAD

MORTON SALT • WINDSOR SALT NO STRAIN CAMPAIGN



#### Inspect & maintain frequently



Inspect your shoes frequently for safety.

Keep your shoes clean and dry in good condition.



#### HOW TO USE HEAT INDEX

1. Locate today's predicted high temperature across top axis

**HEAT INDEX 90° - 100°**  
See Suffer, heat cramps and heat exhaustion are possible with prolonged exposure and physical activity.

**HEAT INDEX 101° - 129°**  
See Suffer, heat cramps and heat exhaustion are possible with prolonged heat exposure.

**HEAT INDEX 130° & above**  
See Suffer, heat cramps and heat exhaustion are possible with prolonged heat exposure.

### HEAT INDEX

RELATIVE HUMIDITY	AIR TEMPERATURE (DEGREES IN FAHRENHEIT)									
	70°	75°	80°	85°	90°	95°	100°	105°	110°	115°
0%	64°	69°	73°	78°	83°	87°	91°	95°	99°	103°
10%	65°	70°	75°	80°	85°	90°	95°	100°	105°	110°
20%	66°	73°	77°	82°	87°	93°	99°	105°	112°	119°
30%	67°	75°	78°	84°	90°	96°	104°	113°	123°	133°
40%	68°	74°	79°	86°	93°	101°	110°	121°	132°	143°
50%	69°	75°	81°	88°	96°	107°	120°	133°	146°	159°
60%	70°	76°	83°	90°	100°	114°	130°	145°	160°	175°
70%	70°	77°	85°	93°	104°	124°	144°	164°	184°	204°
80%	71°	78°	86°	97°	113°	136°	157°	177°	197°	217°
90%	71°	78°	88°	102°	122°	149°	170°	190°	210°	230°
100%	72°	80°	91°	108°	133°	164°	194°	224°	254°	284°

#### FIRST AID

- Heat cramps (aching of arms, abdomen, lower back/muscles)**  
Stop activity, rest in shade, drink water.
- Heat exhaustion (nausea, vomiting, weakness, dizziness, headache, rapid pulse, fainting)**  
Get out of sun, lie down, loosen clothes, apply cool cloths, fan, shade, rest, drink water.
- Heat stroke (hot, dry skin, confusion, unconsciousness, rapid pulse, high temperature)**  
Call 911, get medical attention.



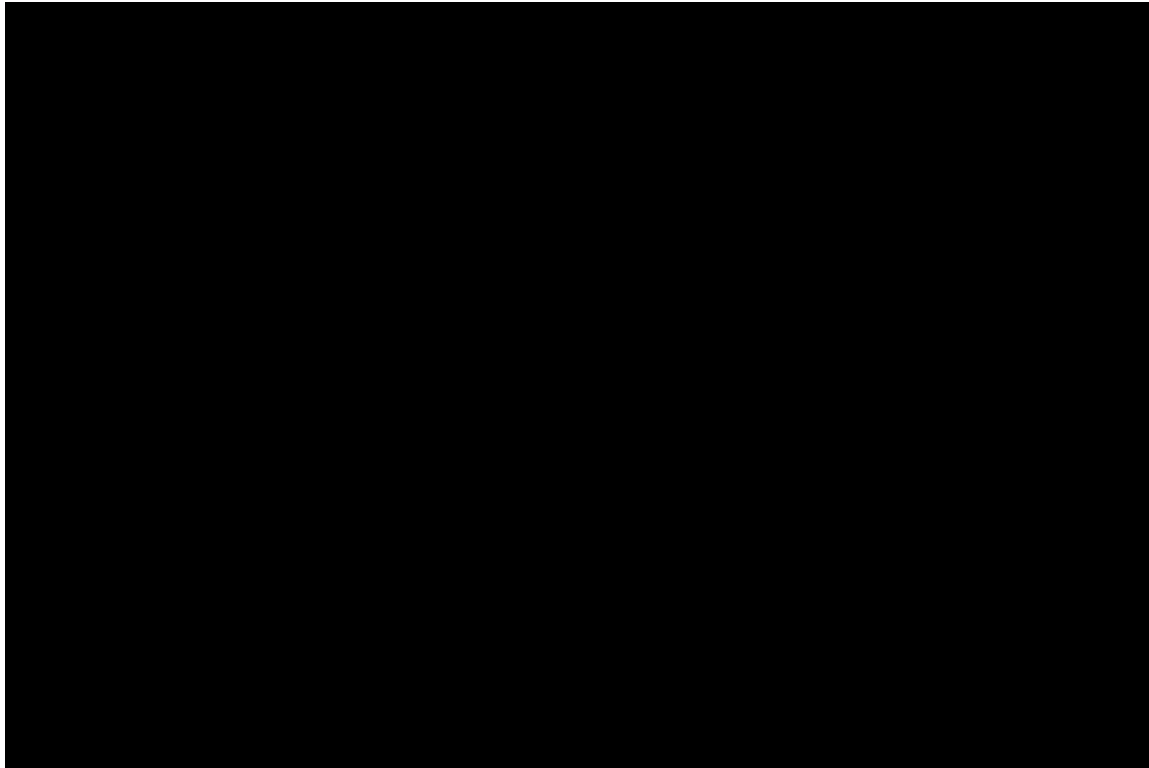
# Summary

- **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**





# Perth Amboy Video





# Questions?





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





# Thank You

