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ALL IN 2020

SHEET METAL | AIR | RAIL | TRANSPORTATION
SMART



SAFETY TRENDS, COMPLIANCE AND OUTLOOK

Randy Krocka – Administrator of SMOHIT

Mike McCullion – Director of Market Sectors and Safety - SMACNA

Phillip Ragain – Partner and Director of Training and Human
Performance, the RAD Group



WELCOME...

SAFETY CHAMPIONS CONFERENCE
OVERVIEW

WHAT CAN WE LEARN FROM
EACH OTHER



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2015 SAFETY CHAMPIONS CONFERENCE

Aligning and Integrating Safety as a Value - "What is a Safety Champion"

Safety Matters Awards – presented at opening reception

Three "Highlights" of 2015

The mix of attendees - NETWORKING

(JATC Coordinators, Contractor Safety Directors, Local Union Representatives)

Format – Presentations with Table Breakout Discussions

We all have the same goal – TO GET WORKERS HOME SAFE AT THE END OF THE DAY!
Differing opinions and ideas on "how to get there" ...but ultimately the same answers.

Take a way...**Midline Supervisors are the critical "bridge" between labor and management**



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2016 SAFETY CHAMPIONS CONFERENCE

What is Safety Culture...and How Do you Get There?

Kept the mix of attendees and table discussion format...worked again!

Conference = two days including Sunday Reception

Main Keynote / Moderator – Phillip Ragain

Take a way - Training is key to any successful program or culture

2018 SAFETY CHAMPIONS CONFERENCE

Safety Culture and Safety Climate
Facilitators Guide for Table Facilitators

Take a way – **Foundations of Safety Leadership** can be an OSHA 10-30 elective
(great tool for supervisor leadership)

Safety Matters Award – HM White
Company – Local 80 Michigan –
Heart attack victim life saved by fellow
workers

Automated External Defibrillator (AEDs)
to each JATC in 2020



2019 SAFETY CHAMPIONS CONFERENCE

The Future of Safety and Health in the Sheet Metal / HVAC Industry

Next Steps for a Safety Culture

Vendors played a more active role

Current Issues – Attendees Provided Suggestions / Issues

- Aging Workforce
- Employer Size
- Type of Work Conducted
- Mental Health / Suicide
- Drugs and Alcohol (Impairment)

Take a way – Coordination is needed within the Union environment to address future issues

More on 2020 Conference later...Here's Phillip for more details on Safety Cultures

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SAFETY CULTURE LEADERSHIP

FRAMEWORK FOR SAFETY CULTURE LEADERSHIP



Safety Culture Maturity

- Organizations (etc.) can move up and down the “ladder.”
- Improvement starts with knowing where you are.
- It takes deliberate effort to improve.

SAFETY CULTURE LEADERSHIP

FRAMEWORK FOR SAFETY CULTURE LEADERSHIP



Pathological Culture

- People at all levels see safety as a burden.
- The workforce is disengaged or hostile toward safety efforts.
- *"Just don't get caught."*
- *"Just don't get hurt."*

SAFETY CULTURE LEADERSHIP

FRAMEWORK FOR SAFETY CULTURE LEADERSHIP



Reactive Culture

- People become engaged out of fear after an incident.
- Leaders talk a lot about safety, but don't make systemic or difficult changes.
- Usually regresses to Pathological state.
- *"Safety has to be our priority."*

SAFETY CULTURE LEADERSHIP

FRAMEWORK FOR SAFETY CULTURE LEADERSHIP



Transactional (Compliant) Culture

- People are engaged in safety as a condition of employment.
- Leaders invest in a safety management system.
- Workforce is trained to execute its role in the safety system.
- *“They don’t tolerate unsafe work or a bad attitude about safety.”*

SAFETY CULTURE LEADERSHIP

FRAMEWORK FOR SAFETY CULTURE LEADERSHIP



Proactive Culture

- Workforce is engaged in improving safety on-site and company-wide.
- People look to go beyond compliance and look for opportunities to improve.
- *“We are all responsible for safety...not just the safety department”.*

SAFETY CULTURE LEADERSHIP

FRAMEWORK FOR SAFETY CULTURE LEADERSHIP



Generative (Exemplary) Culture

- People at all levels feel personally responsible.
- People take pride in safety performance.
- People take initiative to improve safety even when efforts go unseen.
- *"We never stop looking for ways to improve safety."*
- *"We watch out for each other."*

SAFETY CULTURE LEADERSHIP

THE IMPORTANCE OF COLLABORATION



Collaborate to Lead Culture Change

- Everyone is *engaged* in a mature safety culture.
- Everyone plays a role in shaping culture, regardless of their title.
- Collaboration uncovers “blind-spots.”

SAFETY CULTURE LEADERSHIP

SAFETY CHAMPIONS ARE COLLABORATORS



Collaborative Problem Solving & Planning

- Two Approaches: *Planned and Self-Guided*
- Planned Collaboration
- Self-Guided Collaboration

RANDY KROCKA - ADMINISTRATOR



Safety Matters[®]

Sheet Metal Occupational Health Institute Trust Inc. (SMOHIT)

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2020 Safety Champions Conference

- START THE YEAR WITH SAFETY
- BRING YOUR AREA SMACNA REPRESENTATIVE,
CONTRACTOR, FOREMAN, SAFETY DIRECTOR, OR LABOR
PARTNER.
- OUR NEXT CONFERENCE WILL BE MARCH 22-24, 2020
- WE HAVE FLYERS WITH SAVE THE DATE INFORMATION!
- PUT IT IN YOUR CALENDAR AND REGISTER SOON!

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SMOHIT Safety Matters®

SAVE THE DATE

Safety Champions Conference

March 22-24, 2020

This conference is a continuing plan to help create an improved safety culture in the sheet metal industry and will feature:

- Interactive breakout sessions
- Diverse participation from workers, contractors, and owners
- Keynote speakers
- A platform for sharing information and ideas
- Develop skills on safety culture and climate
- Finding solutions to safety challenges in your area
- Best practices involving safety and health
- Safety Champion Awards ceremony

Watch our website for more information!
WWW.SMOHIT.ORG/SAFETYCHAMPIONSCONFERENCE/

DR. DAVID MICHAELS

2020 Keynote Speaker

- SEVEN-YEAR TENURE AS OSHA ADMINISTRATOR
- HIS TENURE BEGAN IN DECEMBER 2009
AFTER BEING APPOINTED BY PRESIDENT BARACK OBAMA
AND CONFIRMED UNANIMOUSLY BY THE SENATE
- DEPARTED ON JAN. 10, 2017 AS THE LONGEST-SERVING
ADMINISTRATOR IN THE AGENCY'S HISTORY



LABOR AND MANAGEMENT



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SAFETY MATTERS AWARDS RECEPTION



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SAFETY DESIGN CONTEST



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2020 Conference Vendors



- MILWAUKEE TOOL – SILICA AND DUST COLLECTION
- CPWR – FALLS AND THE ANNUAL SAFETY STAND-DOWN
- UNIVERSITY OF TEXAS/OSHA – LEADING AND LAGGING INDICATORS
- FEDERATED INSURANCE – DISTRACTED DRIVING
- PINNACLE TREATMENT CENTERS
- K&R – SMOHIT APPAREL

LOOKING TO THE FUTURE

SAFETY CHAMPIONS ARE SKILLED INFLUENCERS



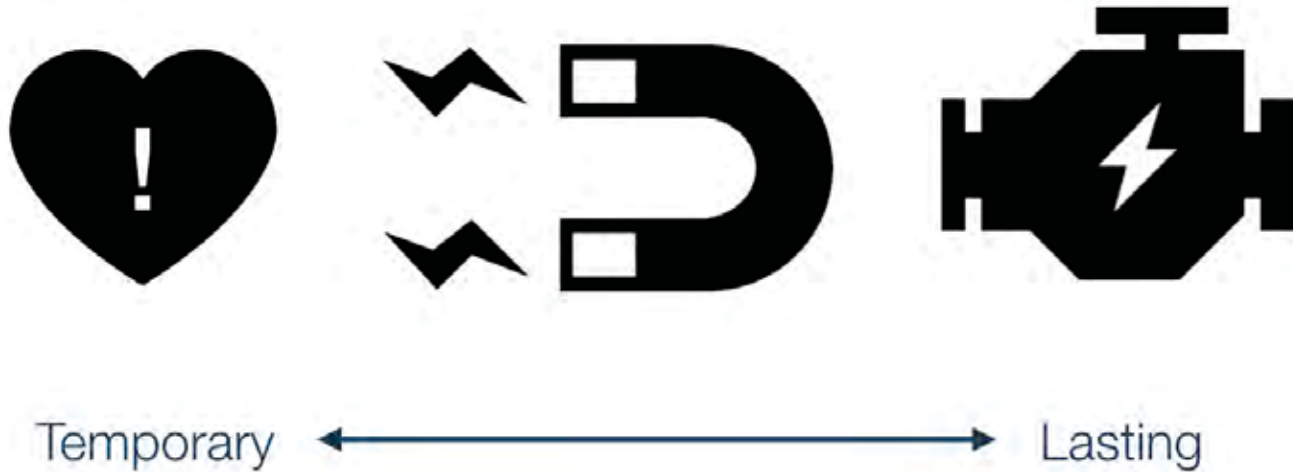
Learning to Influence

- There are common misconceptions of what it means to influence others.
- Two key skills are influence: **Engagement** and **Accountability**

LOOKING TO THE FUTURE

SAFETY CHAMPIONS ARE SKILLED INFLUENCERS

Influence Skill: Engagement



LOOKING TO THE FUTURE

SAFETY CHAMPIONS ARE SKILLED INFLUENCERS

Influence Skill: Engagement

- Inspiration: Stories and speeches to get people “fired up” about safety

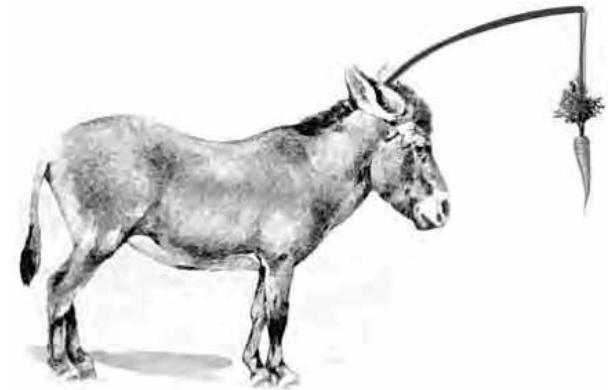


LOOKING TO THE FUTURE

SAFETY CHAMPIONS ARE SKILLED INFLUENCERS

Influence Skill: Engagement

- **Inspiration:** Stories and speeches to get people “fired up” about safety
- **Extrinsic Motivators:** Rewards, Awards, Penalties, etc.

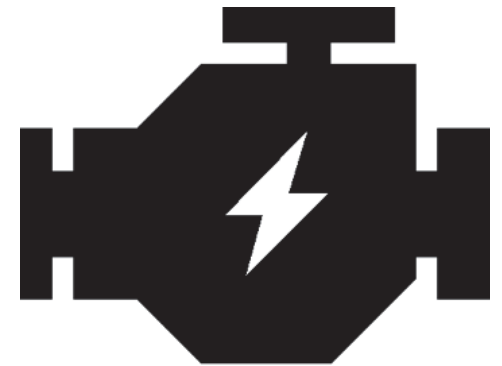


LOOKING TO THE FUTURE

SAFETY CHAMPIONS ARE SKILLED INFLUENCERS

Influence Skill: Engagement

- **Inspiration:** Stories and speeches to get people “fired up” about safety
- **Extrinsic Motivators:** Rewards, Awards, Penalties, etc.
- **Intrinsic Motivation:** Buy-in, Initiative, Drive, etc.

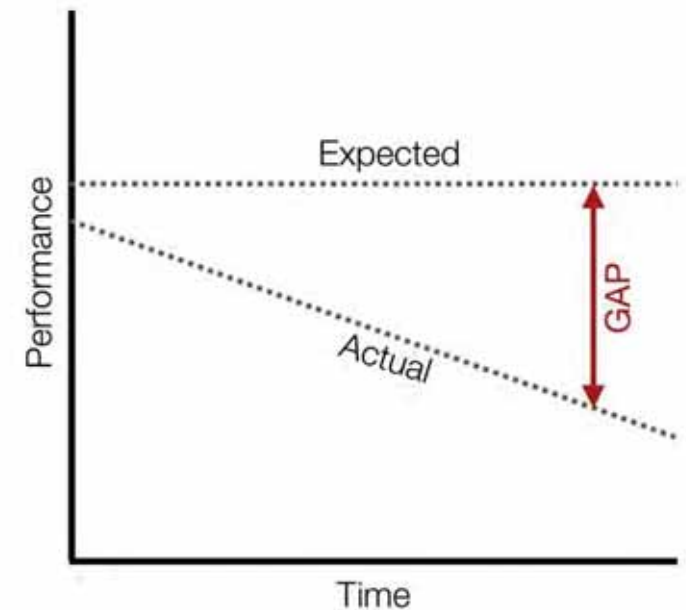


LOOKING TO THE FUTURE

SAFETY CHAMPIONS ARE SKILLED INFLUENCERS

Influence Skill: Accountability

- Built on a foundation of clear expectations
- Two views of accountability: **Backward** and **Forward** looking



LOOKING TO THE FUTURE

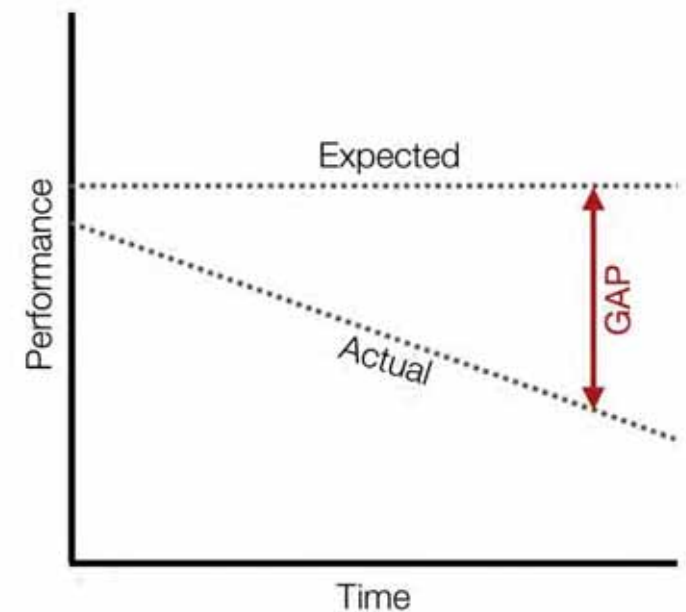
SAFETY CHAMPIONS ARE SKILLED INFLUENCERS

Influence Skill: Accountability

- Backward looking accountability

"Blame and punish past transgressions."

- It requires power to administer



LOOKING TO THE FUTURE

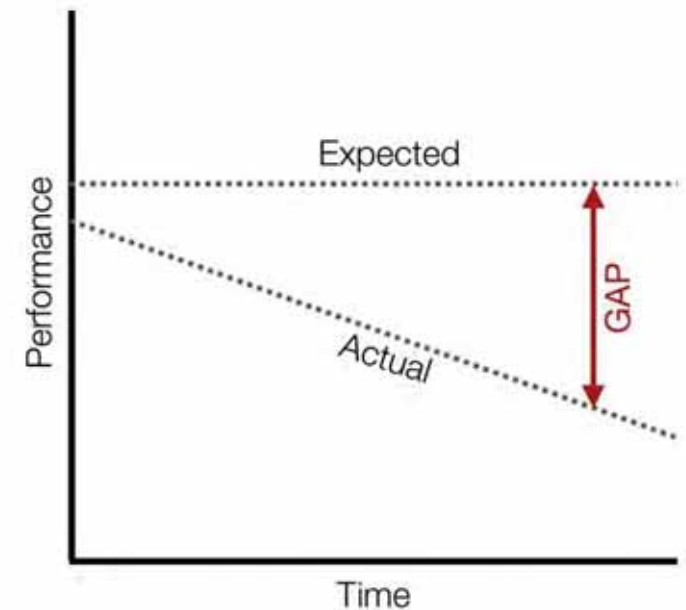
SAFETY CHAMPIONS ARE SKILLED INFLUENCERS

Influence Skill: Accountability

- Forward looking accountability

“Improve future performance by understanding past failure.”

- Anyone can hold someone accountable



LOOKING TO THE FUTURE

BUILDING A SAFETY LEGACY



Your Safety Legacy

- What people do when you are not around.
- People are “intrinsically” engaged.
- People hold each other accountable.

LOOKING TO THE FUTURE

2020 SAFETY CHAMPIONS CONFERENCE



Building Your Safety Legacy

- Attendees will ID what they need to influence.
- Attendees will collaborate to develop influence strategies,
- Utilizing these skills and an “influence matrix” tool.

TECHNICAL SESSIONS AT THE 2020 SAFETY CHAMPIONS CONFERENCE

MEASURING LEADING AND LAGGING INDICATORS

PROACTIVE VS REACTIVE SAFETY ACTIONS

3 ACTIONS IN 30 DAYS

ROBERT W. BRAUN DIRECTOR, SAFETY & HEALTH PROGRAMS
DIVISION FOR ENTERPRISE DEVELOPMENT, THE UNIVERSITY OF TEXAS AT ARLINGTON

SMACNA MODEL WRITTEN PROGRAM –
*A GUIDE TO CONTINUOUS IMPROVEMENT USING LEADING AND
LAGGING INDICATORS*

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TECHNICAL SESSIONS AT THE 2020 SAFETY CHAMPIONS CONFERENCE

PREVENTING SILICA OVEREXPOSURES

OSHA STANDARD FOR SILICA OVEREXPOSURES – TABLE ONE
RECENT OSHA NATIONAL EMPHASIS PROGRAM ON SILICA

MILWAUKEE TOOL REPRESENTATIVE
SMACNA PREMIER PARTNER - DUST COLLECTION METHODS

SMACNA MODEL WRITTEN PROGRAM –
SILICA EXPOSURE PREVENTION PROGRAM

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TECHNICAL SESSIONS AT THE 2020 SAFETY CHAMPIONS CONFERENCE

DISTRACTED DRIVING – LIABILITY AND EMPLOYEE WELL BEING

FEDERATED INSURANCE REPRESENTATIVE
SMACNA PREMIER PARTNER

REAL-LIFE CASE DISCUSSION

SMACNA MODEL WRITTEN PROGRAM –
VEHICLE SAFETY AND FLEET MANAGEMENT

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TECHNICAL SESSIONS AT THE 2020 SAFETY CHAMPIONS CONFERENCE

OSHA FALLS CAMPAIGN

CPWR – CENTER FOR CONSTRUCTION RESEARCH AND TRAINING

FALLS CAMPAIGN – **PLAN – PROVIDE - TRAIN**

FALL PREVENTION STAND DOWN - MAY 4-8, 2020

SMACNA MODEL WRITTEN PROGRAM –

- *FALL PROTECTION*
- *RELATED TOPICS*

SUMMARY OF SMACNA ACTIVITIES AND RESOURCES

- ANSI A10 COMMITTEE – STANDARD FOR HEAT STRESS
- ANSI B11 COMMITTEE – PRESS BRAKE 4-INCH SAFE DISTANCE
- UPDATED PRESS BRAKE KIT – NEW VIDEO
- FLEET SAFETY TIP CARDS
 - LAMINATED INFORMATION CARDS TO REMIND EMPLOYEES ABOUT SAFE DRIVING HABITS
 - CONSTRUCTION AND SERVICE VEHICLES
- HEAT STRESS TIP CARDS

Eye Protection



LET THE EYES HAVE IT!

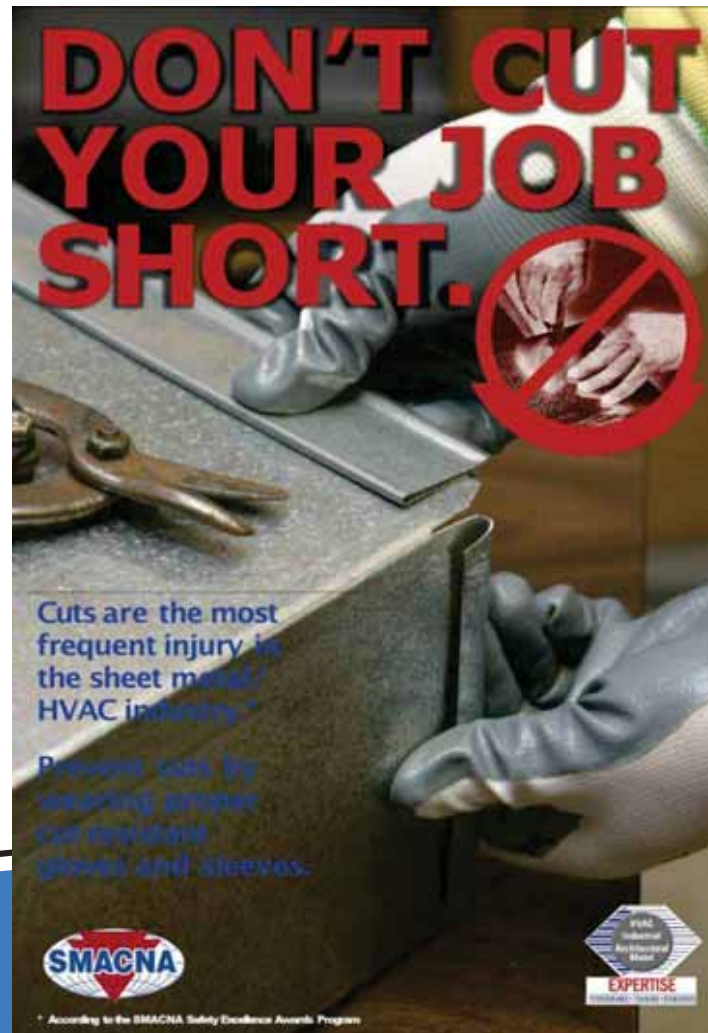
Winners vote **YES** to proper eye protection.

ALWAYS wear proper glasses, goggles or face shield.



SMACNA Industrial Architectural Sheet
EXPERTISE
INDUSTRIAL ARCHITECTURAL SHEET



Hand / Cut Protection



DON'T CUT YOUR JOB SHORT.

Cuts are the most frequent injury in the sheet metal/HVAC industry.*

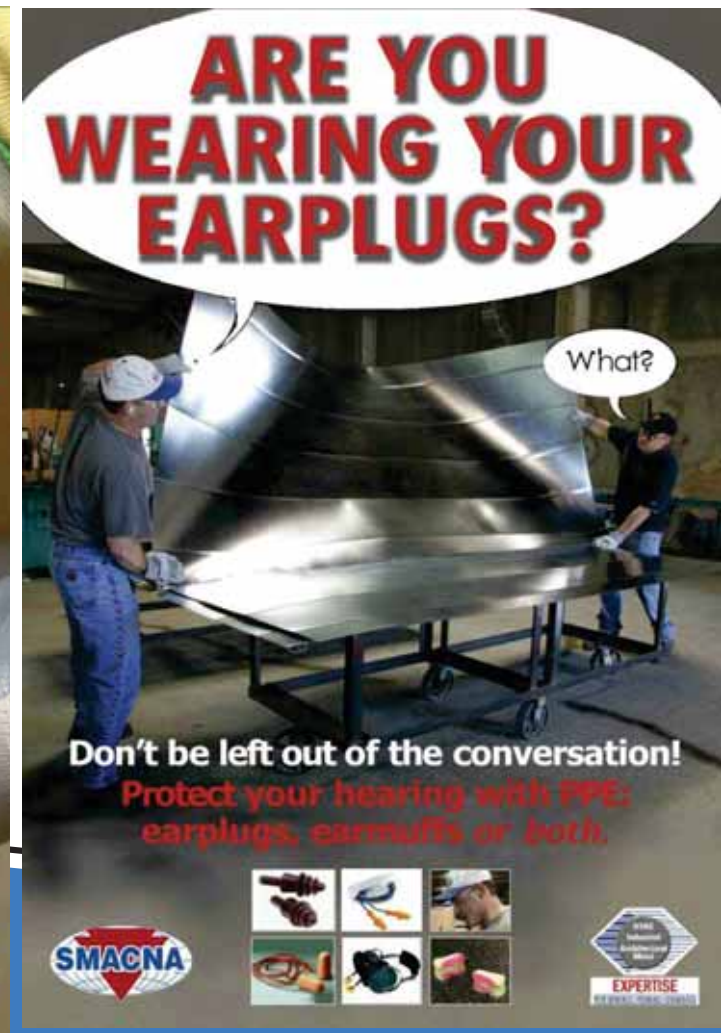
Prevent cuts by wearing proper cut resistant gloves and sleeves.



SMACNA Industrial Architectural Sheet
EXPERTISE
INDUSTRIAL ARCHITECTURAL SHEET

* According to the SMACNA Safety Excellence Awards Program



Hearing Protection



ARE YOU WEARING YOUR EARPLUGS?

What?

Don't be left out of the conversation!
Protect your hearing with PPE: earplugs, earmuffs or both.



SMACNA Industrial Architectural Sheet
EXPERTISE
INDUSTRIAL ARCHITECTURAL SHEET

Wellness & Exercise Programs

STEPS CHALLENGE

SPRING CHALLENGE

MARCH 15TH – APRIL 30TH

FALL CHALLENGE

SEPTEMBER 15TH – OCTOBER 31ST

WELLNESS PROGRAMS

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CODE: SMOHIT12

OR DOWNLOAD THE APP.
benovate



SMOHIT Website and Video Library

WWW.SMOHIT.ORG

SAFETY MATERIALS AND VIDEOS

HEALTH SCREENING SCHEDULE

OVER 400 TOOLBOX TALKS

SEVERAL HUNDRED SHORT SAFETY TRAINING VIDEOS

VIDEOS

AVAILABLE TO CONTRACTORS – CONTACT SMOHIT FOR PASSWORD



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SMART MEMBERS ASSISTANCE PROGRAM (MAP)

- Awareness training
- Peer training
- After care and support

www.smartmaptraining.org

SMART MAP Classes, Peer Training,
Mental Health, Substance abuse, tools
and resources



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GRIEF COUNSELING

877-884-6227

A go-to resource for members in need



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Questions?



Safety Matters®

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