

Promoting Safety in Your Workforce

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May 1-4, 2006 Coking.com Safety Seminar



Promoting Safety in Your Workforce

- Contract Workforce
 - Short Term Contractors
 - Long Term Contractors
- Safety Incentive Programs
 - Types
 - Effective?
- Training Programs
 - Types available
 - Effective?
- Bilingual Workforce Safety Issues

Promoting Safety in Your Workforce

- Contract Workforce
 - Temporary issues
 - Specific concerns:
 - Green workforce: Statistics on new employee injuries
 - Plant familiarity
 - Others?
 - Supervision needed?

Promoting Safety in Your Workforce

- Contract Workforce
 - Long Term
 - Who is responsible for safety: contractor or facility or both?
 - How do we promote safety as a concern?
 - Controlling turnover
 - How do you motivate your contract workforce?

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- Safety Incentive Programs
 - Extremes and their downsides:
 - Extreme Discipline: Punishment or banishment
 - Extreme rewards for safe performance: Monetary
 - No Incentive programs
 - Leads to unreported near misses
 - Leads to unreported incidents, sometimes serious
 - Leads to apathy
 - Moderate: What will work to motivate employees to be safe?

Promoting Safety in Your Workforce

- Training Programs
 - Types available
 - Do temporary contractors require and receive the same training as resident employees?
 - Offsite training
 - Onsite training
 - One hour, one day, one week?
 - Testing requirements for temporary vs. long term contractors and company employees?

Promoting Safety in Your Workforce

- Bilingual Workforce
 - Necessary? If so:
 - Bilingual training and tests?
 - Bilingual signs?
 - Bilingual supervisors?
 - Unnecessary? If so, other sources of skilled and unskilled labor? Is the standard pool of labor being depleted by an aging workforce going to retirement?

Promoting Safety in Your Workforce

- How do you handle safety in the Contractor Workforce?
- What kind of safety incentive programs work?
- What sort of training programs are available, what works?
- How do you handle bilingual workforce issues?



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