

Miami County Safety Council
December 13, 2018
Roundtable Discussion Responses

Topic 1 – Protecting Temporary of Supplied Workers – Describe your organization’s current practices (e.g., training, incident investigations, etc.) to protect temporary or supplied workers. What safety responsibilities do you share with the staffing agency?

Responses –

- Bring in temporary help on a temporary basis to see if they like the trade and are a fit for the company
- Everyone gets safety and job training for the job
- Complete a safety audit
- If someone violates a policy – progressive discipline
- Treated the same as full-time employees
- Make sure employees have PPE
- Emergency situation training
- PPE supplied & where to find it
- Staffing agency/union does drug tests
- Treat temporary same as full time
- Give employees safety manual, video training, lecture time/tool box talks
- Organized training
- Temp. service previews operations
- All ee’s hired through agency – work keys testing / drug testing
- In house training once placed in facility (3-4 hours) safety training/orientation
- Plant tour includes exits, etc.
- Designated trainers
- Team temp employees w/a seasoned person
- Vendors also required to be safety trained
- Safety training at time of hire (new employee orientation) w/regular & include them in annual training
- Weekly safety bulletins/training w/all staff
- Quarterly safety meetings – incidents, findings of investigation & corrective measures that were implemented
- Drug testing pre-employment
- Employer testing on primary responsibility & relies very little on the staffing agency
- Crayex has a temp training program that is three weeks long
- New employees should wear a high visibility color to be seen by other employees so that full time employees might be able to assist in training new/temp employees
- Go over host company safety procedures
- Temporary worker company does safety training also
- Share hazards in the workplace
- Temps go through same as full time – drug test / on board safety training / drug background check / pre-employment physical
- Training one on one for all safety procedures
- Tour shop, notify all exits
- Treat as regular employee
- Given all PPE needed

Topic 2 – Conducting Lockout/Tagout Periodic Inspections – Describe the procedure (e.g., quarterly, semi-annually, annually, etc.) your organization uses to conduct annual evaluations of your machine-specific energy control procedures and authorized employees. Is your procedure effective (i.e., little or no deficiencies)?

Responses –

- We put equipment that needs repair in a place to either get it repaired or repair it ourselves and let people know when it is repaired
- Complete annual training & checks
- Monthly training
- Make sure newbies know they are to be trained
- Annual training – 75 employees
- No annual training – 130 employees
- Once a year check machines, wires – 45 employees
- Maintenance people do this yearly/daily
- Frequent training
- Performing the actions but not formally evaluating procedure
- Not reviewing each piece of equipment
- Updating & developing lockout/tagout procedure
- Regularly reviewing
- Lockout/tagout training at hire & annually
- Re-train authorized persons & affected persons
- Reviewing procedures, machinery, equipment, documentation annual
- Ensuring person assigned responsibility for adding changes
- Monthly inspections
- LOTO = recertify bi-annually
- Panel opening only qualify personnel
- Maint. Has override all lockout
- Permit for lockout (like hot work) fill out before start
- Done annually
- Card associated with each machine
- Audit cards & operators yearly
- Train people yearly
- Annual retraining for all employees & if any changes all retrained at that time

Topic 3 – Training and Evaluation of Powered Industrial Truck Operators – Describe the powered industrial trucks (e.g., aerial lift, electric walking pallet truck, sit-down forklift, stand-up forklift, etc.) utilized at your organization. What method of training (e.g., lecture, or videotape with performance evaluation, etc.) is used to instruct your operators on the safe operation of the equipment? How much training time does it take per employee?

Responses –

- Scissor lift / stand up-sit down-walk behind forklift / electric walking pallet / power jacks
- We train people with backhoes & skid steers using their and our experience and safe operation procedures
- A lot of peds so have to have specific training
- Hire Edison to do training
- Clients do training
- Ours trained by other employees that have previous experience
- Training license good for three years – renewal
- Train the trainer
- Video & test
- Retraining after accident
- Time – a couple hours
- Classroom, hands-on, week long drive
- Annual recerts
- Outside vendor for training employees
- 2-3 week training period to full operator status
- Graduate lift/place heights w/experience (OJT)
- Accountability – will issue safety citations that affects raises, reviews, etc.
- Video for drivers w/slide presentation & competency w/driving exam – updated every three years
- Trainings lead by two employees that received training at BWC
- UA dip, vision test & basic physical is recommended by occupational health
- Video 1 hour
- 40 question test
- 14 question test
- Controls – loading positioning (staking)
- Lecture, video, hands on driving the forklift
- 2-4 hours for training
- Cintas – video, handbook & manual training on forklift in house trainer – must be trained every two years
- Every three years drivers are retested (inhouse)
- Video
- Verbal
- Written test
- Driving test on each forklift