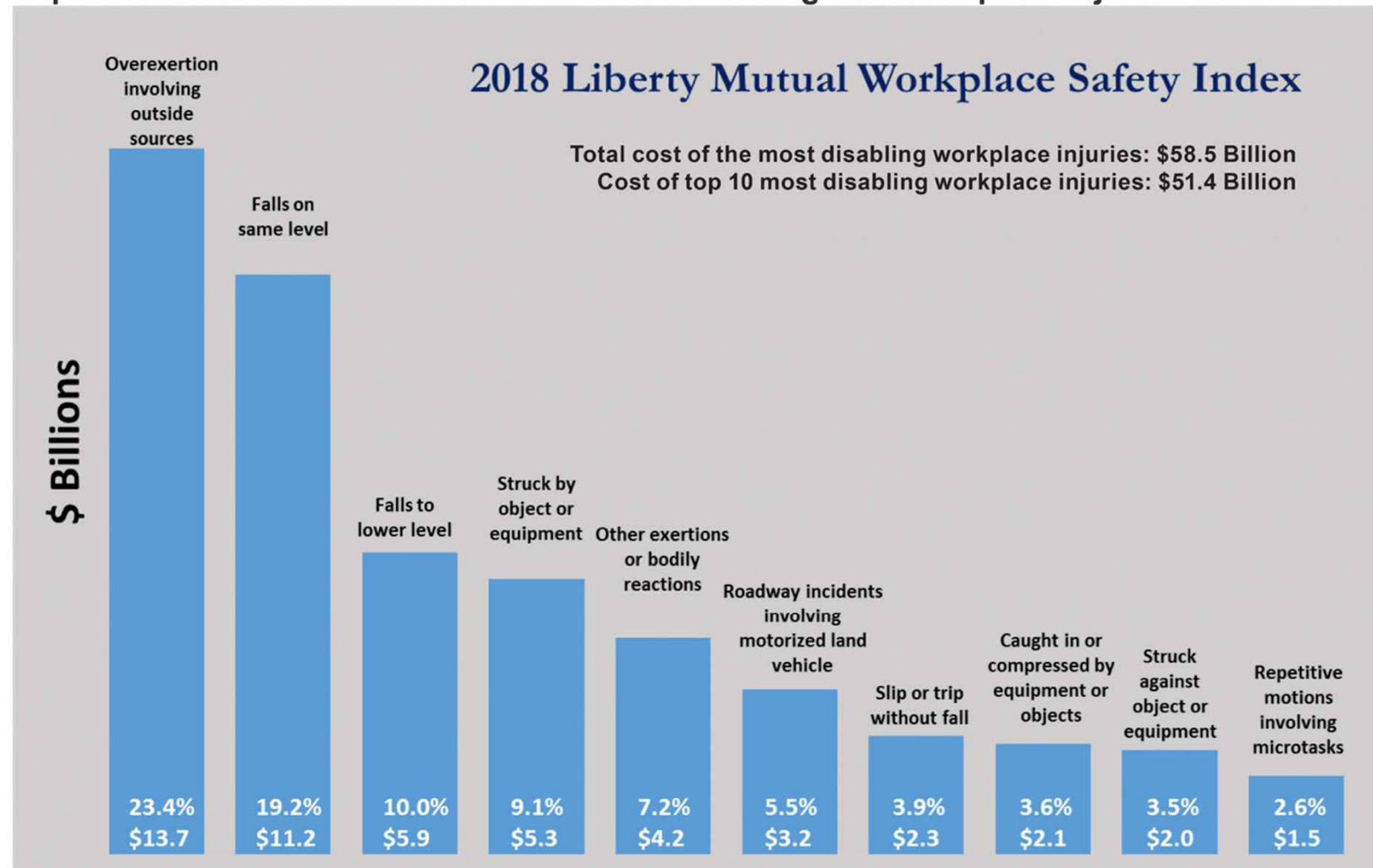


Savings Through Safety

Paul Jakubski, VP EHS & Sustainability
Dow Jones/New York Post
Metro Production Conference 2018

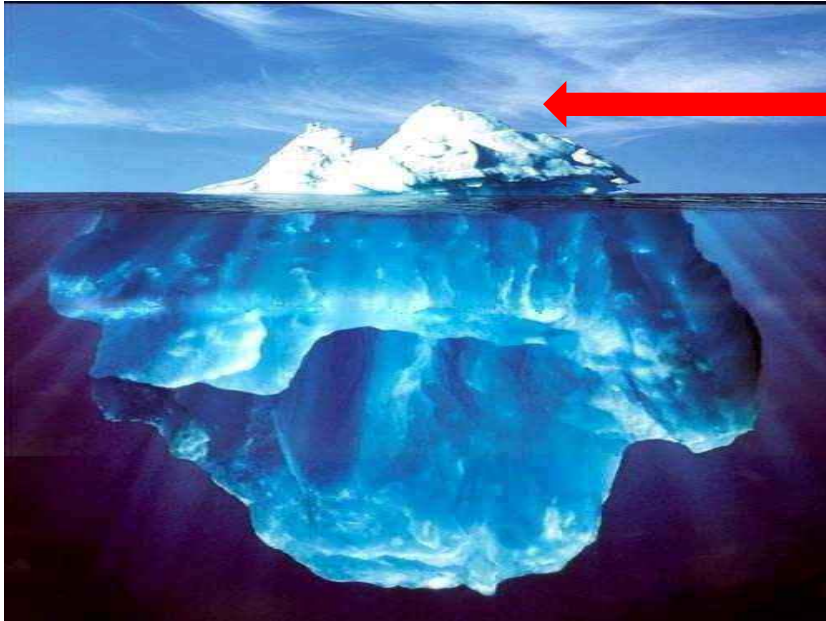
- Reducing Costs
- Saving Time
- Improving Quality & Reputation
- Reducing Risk
- Tools of Injury Prevention

Top 10 Causes and Direct Costs of the Most Disabling U.S. Workplace Injuries^{1,2}



1. The 2018 *Liberty Mutual Workplace Safety Index* is based on non-fatal 2015 injury data with more than 5 days away from work.
2. Due to a change in BLS coding, Index series 2013–2018 is not directly comparable to Index series 2000–2012.

Injuries Cost More Than You Think...



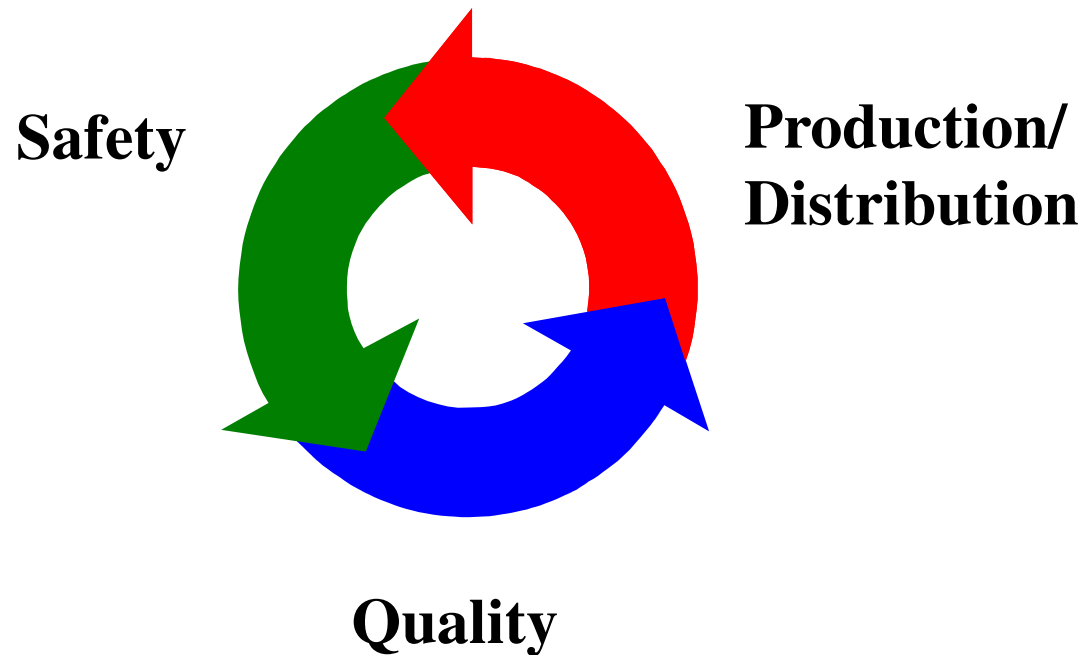
Direct Costs – Medical & Lost Wages

Indirect Costs (2-4 times direct costs):

- Business Interruptions
- Product and Material Damage
- Loss of Productivity
- Investigation/ Follow-up
- Overtime Costs
- Loss of Efficiency
- Hiring / Training of Replacement Worker
- Continuing Wages (while not fully recovered)
- Weakened Employee Morale / Absenteeism
- OSHA Investigations/ Fines
- Poor Customer /Community Relations

If the average (direct) cost of a lost-time injury is approx. \$34,000, then total cost of that 1 injury is \$68,000 - \$136,000

- Safety is an integral part of business success
- Safety directly affects the quality of your newspapers and customer satisfaction



- The goal of every manager is to try to return each employee home in the same condition they were in when they arrived to work.



“Do the right thing in the most common sense way”

Manager safety responsibilities include:

- Ensuring regular **self-inspections** are completed
- Ensuring all employees are **trained** before they start work
- **Recognizing** employees for good behaviors & **disciplining** those with bad behaviors
- **Ensuring injuries and near misses are being properly investigated**, root causes identified, and corrective actions implemented
- **Communicating safety issues** regularly to employees (& vice versa) – add safety on agenda in every department meeting
- **Setting an example for employees** by reviewing and following all safety procedures
- **Implement safety best practices** wherever possible

The basic tools to prevent injuries:

1. Safety Teams
2. Training
3. Job Safety Analysis (JSA)
4. Injury/Near Miss Investigations
5. Self-inspections & Observations

Dr. Thomas M. Smith of Southwest Vet Clinic will administer the vaccinations. All shots will be available for dogs, cats and equine.

will be replacing some older, smaller caliber models.

In addition the department has added body cameras for patrolmen to wear. Now the

Safety meeting ends in accident

After a safety meeting concluded at the Kermit Community Center recently, officers and an EMT's were called to the scene of an accident which involved two men from the safety meeting.

Investigating officer Lt. Richard Abalos reported that when the safety meeting ended about 11 a.m. the men went to their vehicles. One man, Richard Holcomb, 23, of Mineola was driving a 2013 Chevrolet 2500

pickup and hit a pedestrian, 52 year-old Esteban Juarez, Jr. of Hobbs, NM.

It was reported that Juarez was jay-walking across the street when he was struck by the pickup, which was pulling out onto San Antonio and was on the wrong side of the street.

Juarez was taken to Memorial Hospital where he was treated for minor injuries.

No charges have been made at this time.

#HEADLINES

The
Tonight
Show
with Jay Leno

Safety Teams

- Most important safety tool – more hands/eyes on safety
- Find the right leader – it may be a press employee
- Must be supported by management or the team will fail
- Involve press, mail, delivery, maintenance employees
- Develop team goals for the year – focus on injury reduction
- Team conducts safety activities during the month (accident investigations, self-inspections, Job Safety Analysis, etc.)
- Team meets monthly to review progress/issues
- Provide a recognition program for team members
- Team member & leader training & rotation



"You weren't listening. I said, 'Don't fall.'"

Training

- Compliance vs Safety
- Training database
- Hazard recognition pictures
- Document all training!



Job Safety Analysis

- JSA is a simple system to integrate safety into the steps that complete a job
- Prioritize for those jobs that had injuries
- Ex: replacing a press blanket, unloading newsprint from railcar, changing a unit splitter, etc.
- 3 steps to JSAs:
 - List the sequence of basic job steps
 - Identify the hazards
 - Determine hazard control measures





Injury/Near Miss Investigation

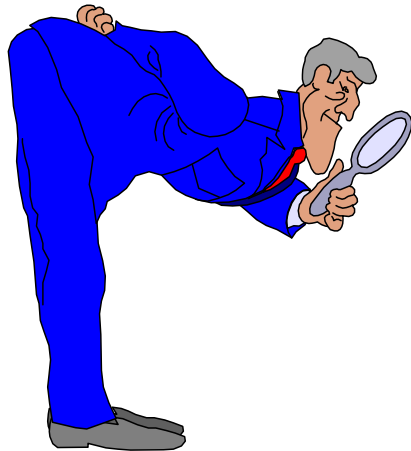
- Injury Reporting & Investigation - 6 steps:
 1. Report the incident
 2. Gather the facts
 3. Determine the causes (direct & root)
 4. Develop a corrective action plan
 5. Complete & distribute the injury report
 6. Follow-up for completion

Injury Prevention Hierarchy

1. Elimination/Substitution
2. Engineering Controls
3. Warning Labels/Lights/Horns
4. Training/Procedures
5. Personal Protective Equipment

Focus on Elimination & Engineering Controls

4 Main Groups of Injury Causes



PEOPLE

- Lack of procedures
- Procedures not known or understood
- Task too difficult to perform
- PPE not used or not available
- Lack of training
- Inadequate training
- Distraction, Emotions or Fatigue

MANAGEMENT

- No management system in place to control hazard
- Failure to detect unsafe behavior or condition
- Failure to correct unsafe behavior or condition
- Lack of supervisory training
- Lack of safety accountability

ENVIRONMENT

- Location of employee
- Temperature extremes
- Poor lighting
- Poor housekeeping/slip & fall
- Inadequate ventilation
- Excessive noise
- Condition of work surface

EQUIPMENT

- Lack of regular maintenance
- Wrong equipment used
- Pinch Point hazards
- Machine guards missing/inadequate
- Poor equipment design
- Proper equipment not available

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"Oh, that. OSHA stopped by the other day..."

Self-Inspections and Observations

- Monthly self-inspections of work areas & employee activity observations by plant safety teams & mgmt.
- Studies have shown that over 90% of injuries due to unsafe acts or practices rather than workplace conditions



Employee Observations

- 1. Go to the action** - observe at least one employee or contractor working (review JSA if applicable beforehand)
- 2. Observe openly** - tell employee that you are conducting a safety observation before you start
- 3. Make the observation** - note any unsafe activities using the checklist below. Take immediate corrective action to **stop unsafe activities** and prevent potential injuries
- 4. Provide feedback** - Communicate to the employee (a) what they were doing safely, (b) what they were doing unsafely (the possible consequences and how to do it safely), and (c) end by thanking the employee for their efforts to work safely

10 Second Observations

- Take 10 seconds to look at the people in your area

Are they:

- wearing their personal protective equipment (PPE)?
- using (and not bypassing) machine guards?
- moving ergonomically to minimize back/muscle strains?
- handling chemicals properly?
- using the proper tools?
- doing the job right?

Any hazards?

Unsafe Lift

- Too many items
- Not using handrail



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Trash on Stairs



Carrying Too Many Items

- unstable stacking
- can't see over boxes

Bad Lifting Technique

Mat turned up causing tripping hazard

No Gloves

**No Safety
Glasses/
Goggles**

**Using a stool to
handle chemicals**

**Label behind
gloves smeared**



**If
flammable,
not
grounded
during
pouring**

**Stored
items on
shelves
could fall**

***ALSO: Safety Data Sheets (SDSs) for the chemicals should be available,
and an **eye wash station** should be located nearby.***

NEW YORK POST

Employee is facing away from the ladder

Door window is covered

Employee is carrying an awkward load

Ladder step blocked



DOW JONES

Ladder is blocking a potential exit route

Metal spreader is not locked in the open position

Employee is wearing sandals

Nylon webbing hanging on ladder step



Don't pinch plates



**Hold plate without
pinching to ease
hand/arm muscle strains**



Good observation – using a buddy to move rollers



**Washing blanket
(or cylinder)
while inching it
– a big no-no!**

**Although it can't be seen in this
picture, he is also not wearing
safety glasses/goggles**



Use knee pads! Your knees will thank you.

To promote safe working habits

- Offer positive feedback when you see someone working safely
- It only takes a few seconds
- But most importantly - You are encouraging **Safe Behavior**
- Offer small incentives (\$5 safety coins at the Bronx Print Center)



By focusing on behaviors, we eliminate the primary causes of accidents in a proactive manner rather than reacting to accidents

Thank You!

QUESTIONS?

