

Meet Today's Webinar Team



Moderator: Stacy Rose, CSP

Stacy is a certified professional with 16 years' experience in workplace safety. She holds a bachelor's in industrial engineering and a master's in safety engineering with a specialty in ergonomics. Stacy spent four years in the field as a Texas Mutual safety services consultant. Today, she supervises our safety services support center.



Presenter: David Wylie

David Wylie spent 13 years telling Texas Mutual's story as part of the company's corporate communications team. Last summer, he accepted a newly created technical writer position in the safety services department. David holds a bachelor's of communication in journalism from Southwest Texas State University and the OSHA 30-hour general industry certification

Workplace Safety: A Resolution You Can Live With

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January

Improve my safety program!

New Year's Resolutions

- ① Quit smoking
- ② Quit drinking
- ③ Lose weight
- Join gym
- Go to school

WEDNESDAY

FRIDAY

SAT

HAPPY
New Year!

New Year's Day

8

Quarter

15

2

Agenda

1. Remember the core elements of safety

3. Leverage leading indicators

2. Give 'em the WIIFM

4. Spice up your safety meetings

Agenda

5. Take Murphy's law seriously

7. Protect temporary workers

6. Comply with OSHA requirements

8. Fight workplace violence

1

Remember the core elements of safety

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Safety program
evaluation

Hazard prevention,
control

Employee safety
training

Management
commitment,
employee engagement

Hazard identification,
assessment

2

Give 'em the WIIFM

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Why Safety?





“You’ve got to show management that safety can be a profit center.”
Jim Sierra, vice president of financial affairs for the
Texas Oil and Gas Association

Safety by the Numbers

600%

Texas Mutual
dividends since 1999

4X

Total cost of
workplace injuries in
2012

Potential return on
your safety investment

\$1.8B

Indirect injury costs
can be 4x higher than
direct costs

\$198B

Invest the time,
money

Lead by example

Management
commitment

Empower
employees to
stop unsafe work

Make safety a
core business
metric

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3

Leverage leading indicators

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Lagging Indicators: Hindsight is 20/20



Number of injuries
OSHA recordables
Workers' comp premiums
Regulatory fines

Leading Indicators: What's on the Horizon?

Near misses

Worksite inspections

Employee behavior

Safety meeting participation

Employee perception surveys

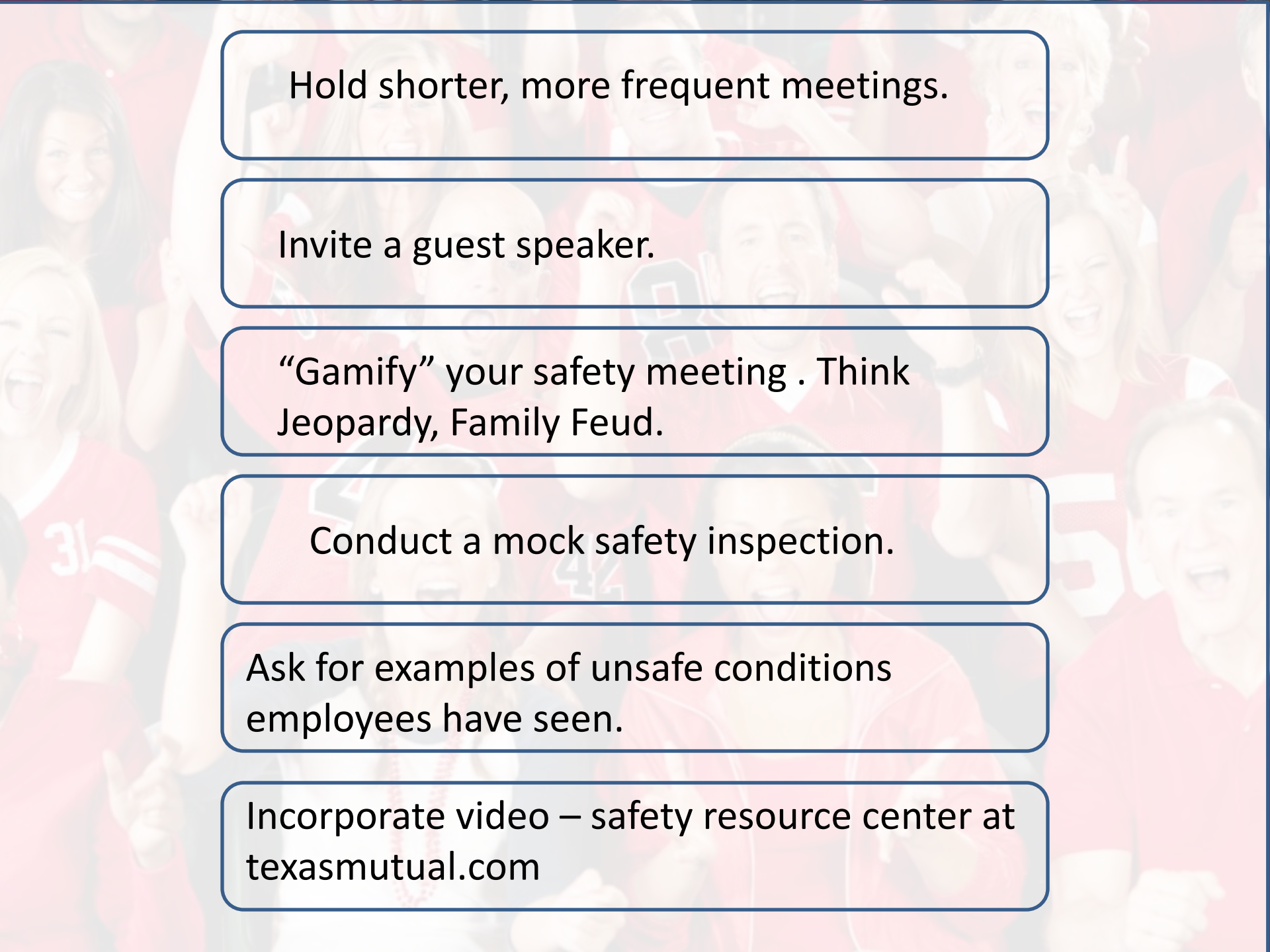
4

Heat up your safety meetings

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Hold shorter, more frequent meetings.

Invite a guest speaker.

“Gamify” your safety meeting . Think Jeopardy, Family Feud.

Conduct a mock safety inspection.

Ask for examples of unsafe conditions employees have seen.

Incorporate video – safety resource center at texasmutual.com

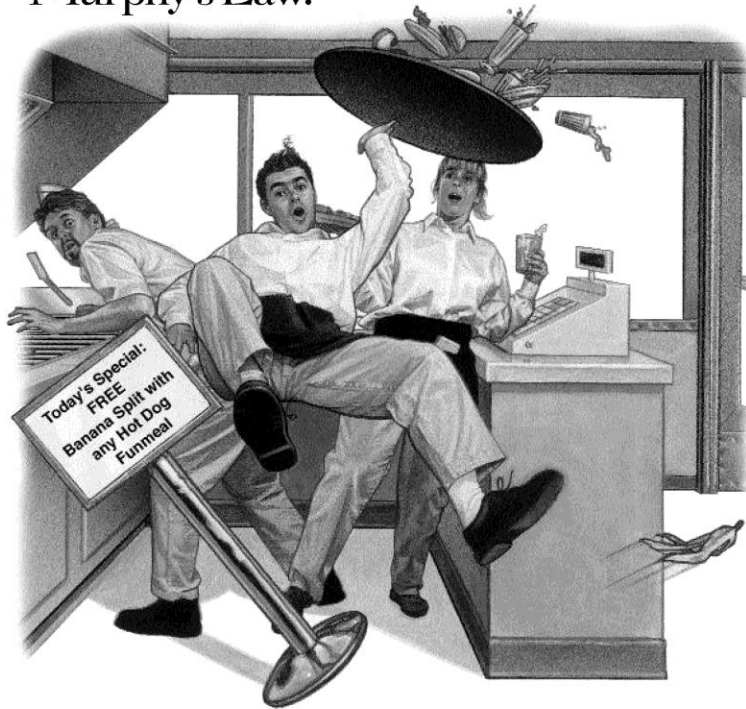
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Take Murphy's Law seriously

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Murphy's Law.



This is Murphy...and he works for you.

If something can go wrong, there's a Murphy out there who will make sure it does. While you can't control every employee, you can protect every employee — and your business. For 10 years, the Texas Workers' Compensation Insurance Fund has been protecting small and large Texas businesses against devastating claims.

We've also worked to reduce injury-related losses, taken aggressive action against fraud and, best of all, worked as your partner to keep premiums affordable. In every business, things will go wrong.

Count on *The Texas Fund* to make them right.

The
TexasFund
Workers' Compensation Insurance

To beat Murphy's Law, call your independent agent today.

“Anything that can go wrong will go wrong.” -
Edward Aloysius
Murphy Jr.

Overturn Murphy's Law in 4 Steps

1

What are the risks?

2

Do I understand the risks?

Overturn Murphy's Law in 4 Steps

3

Do I accept the risks?

4

How do I protect myself?

6

Comply with OSHA requirements

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[Hazard communication standard](#)



[Confined spaces in construction](#)



[Revised injury reporting, recordkeeping rule](#)



[OSHA 300 log](#)



Free Tools for Your Toolbox

OSHCON



7

Embrace your responsibility for temporary worker safety

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By the Numbers

57%*

Employers who
planned to hire
temps in 2015

2X**

Increase in temp
worker fatalities
since 2011

Increase in temp jobs
since the recession

40%*

Temp workers are at
double the risk of
severe injuries.

47%**

*CareerBuilder

** ProPublica



"Host employers need to treat temporary workers as they treat existing employees. Temporary staffing agencies and host employers share control over the employee, and are therefore jointly responsible for temp employee's safety and health. It is essential that *both* employers comply with all relevant OSHA requirements." – Dr. David Michaels, OSHA director

Staffing Agency Responsibilities

Understand the hazards your employee will be exposed to

Make sure the host employer has controlled the hazards

Provide general workplace safety training

Host Employer Responsibilities

Treat temp workers the same as permanent workers

Provide job-specific safety training

Never ask temps to do anything they haven't been trained to do safely

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Fight workplace violence

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POLICE LINE DO NOT CROSS

“Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults, and even homicide.” - Occupational Safety and Health Administration

Violence by the Numbers

749

Violence accounted for 16% of fatalities in 2014

3

Female homicides involving relative, domestic partner

Worker lives claimed by violence in 2014

16%

Violence is the third-leading cause of fatalities

32%

All statistics courtesy of the Bureau of Labor Statistics 2014 fatality report.

Put your policy in writing

✓	Explain who the policy applies to.
✓	Define prohibited behavior.
✓	Spell out the consequences of violating the policy.
✓	Establish a procedure for reporting violence.
✓	Define managers', supervisors' and employees' roles.

Learn the Red Flags

A red rectangular flag with white text is mounted on a thin, light-brown wooden post. The flag is positioned in the center-left of the slide.

Unusually
poor work
performance

Recognize the Red Flags

A red rectangular sign with white text is mounted on a wooden post. The sign is positioned in the center-left of the slide.

Depression, talk
of suicide

Recognize the Red Flags

A red rectangular flag is mounted on a vertical wooden post. The flag is positioned in the center of the slide, below the main title. The text on the flag is white and reads "Conflicts with co-workers".

Conflicts with
co-workers

Recognize the Red Flags

A red rectangular sign with a wooden post. The sign is positioned in the center-left of the slide. The text on the sign is white and reads "Obsession with firearms".

Obsession with
firearms

Offer an Employee Assistance Program



Work stress

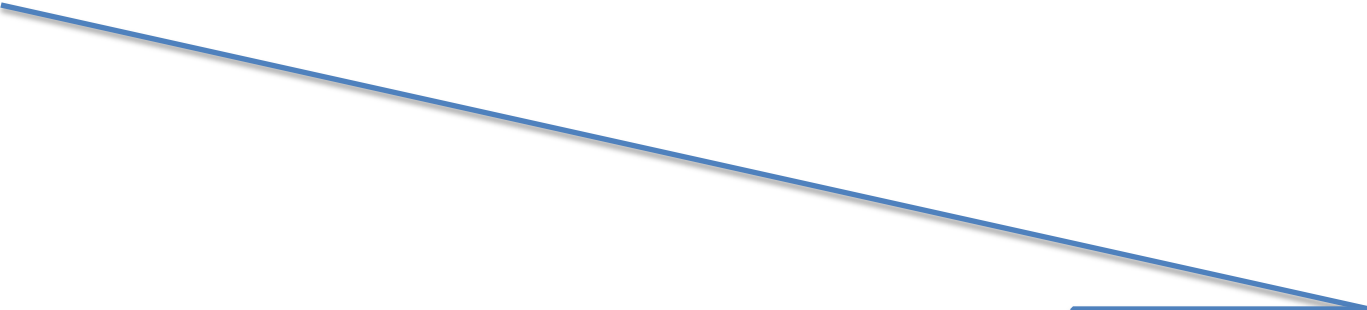
Overtime

Deadlines

Co-worker conflicts

Performance issues

Offer an Employee Assistance Program



Personal stress
Relationships
Kids' schedules
Substance abuse
Financial issues

Offer an Employee Assistance Program

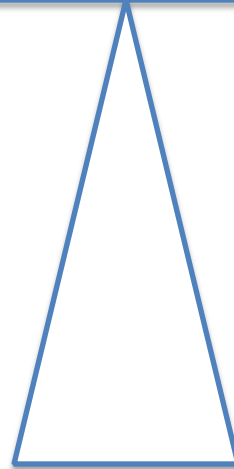
Work stress

Deadlines

Overtime

Co-worker conflicts

Performance issues



Personal stress


Relationships

Kids' schedules

Financial issues

Substance abuse

Run. Hide. Fight.

COPING	PROFILE
WITH AN ACTIVE SHOOTER SITUATION	OF AN ACTIVE SHOOTER
<ul style="list-style-type: none">• Be aware of your environment and any possible dangers• Take note of the two nearest exits in any facility you visit• If you are in an office, stay there and secure the door• Attempt to take the active shooter down as a last resort	<p>An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area, typically through the use of firearms.</p>
	CHARACTERISTICS
	OF AN ACTIVE SHOOTER SITUATION
	<ul style="list-style-type: none">• Victims are selected at random• The event is unpredictable and evolves quickly• Law enforcement is usually required to end an active shooter situation
<p>Contact your building management or human resources department for more information and training on active shooter response in your workplace.</p>	
CALL 911 WHEN IT IS SAFE TO DO SO	

HOW TO RESPOND	HOW TO RESPOND
WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY	WHEN LAW ENFORCEMENT ARRIVES
1. RUN	<ul style="list-style-type: none">• Remain calm and follow instructions• Put down any items in your hands (i.e., bags, jackets)• Raise hands and spread fingers• Keep hands visible at all times• Avoid quick movements toward officers such as holding on to them for safety• Avoid pointing, screaming or yelling• Do not stop to ask officers for help or direction when evacuating
<ul style="list-style-type: none">• Have an escape route and plan in mind• Leave your belongings behind• Keep your hands visible	
2. HIDE	
<ul style="list-style-type: none">• Hide in an area out of the shooter's view• Block entry to your hiding place and lock the doors• Silence your cell phone and/or pager	
3. FIGHT	INFORMATION
<ul style="list-style-type: none">• As a last resort and only when your life is in imminent danger• Attempt to incapacitate the shooter• Act with physical aggression and throw items at the active shooter	YOU SHOULD PROVIDE TO LAW ENFORCEMENT OR 911 OPERATOR
CALL 911 WHEN IT IS SAFE TO DO SO	<ul style="list-style-type: none">• Location of the active shooter• Number of shooters• Physical description of shooters• Number and type of weapons held by shooters• Number of potential victims at the location

Click [here](#) to download the FEMA active shooter wallet card.

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Bonus tip: Promote accountability

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Accountability Saves Lives



Call it safety culture, behavior
-based safety or whatever
buzz term you want. It comes
down to y'all watching each
other's backs out here." –
Larry Homen, Texas Mutual
senior safety services
consultant

Accountability Saves Lives



Questions?

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