

Safety Committee Stakeholder Advisory Group May 21, 2008

On May 21, 2008 a meeting of the stakeholder advisory committee for the proposed rules on safety committees was held. The purpose of the meeting was to discuss proposed changes to the rule proposal related to several questions. Following is a list of the questions and the responses from the committee. Attendance included the following:

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|--------------------|-------------------------|------------------|----------------|
| Dan Sabatino | Western Partitions, Inc | Ron Haverkost | OR-OSHA |
| Larry Lancaster | Safeway | Troy DeYoung | SDAO |
| Claudia Marthaller | OR-OSHA | Valerie Saiki | SAIF Corp |
| Arin Carmack | Cardinal Services | Angie Wisher | SAIF Corp |
| Harlan Levy | NFIB | Charlie Crawford | Salem Hospital |
| Joann Llerenas | OJD | Peg Munsell | OR-OSHA |
| Marilyn Schuster | OR-OSHA | Mark Hopkins | EC Company |
| Michael Wood | OR-OSHA | Dave Kaiser | NECA |
| David Davidson | HBA | | |

1. What makes a safety committee effective?

- a) The meeting must be well attended
- b) There must be good representation of staff and management
- c) There must be good follow through on the issues and recommendations
- d) Statutory requirement for meeting vs interest in safety of employee must be considered
- e) What happens when no one volunteers to be on the committee?
- f) Attendance needs to be “want to” rather than “have to”
- g) The issues discussed need to be real issues
- h) It should not be just a “bitch” session
- i) Someone should be taking responsibility for the issues and their resolution
- j) Success of the committee depends on the leadership and commitment levels of senior management.
- k) Some meetings are better if no management representative is in attendance
- l) Someone with decision-making authority must be in attendance
- m) Size of the committee may impact effectiveness
- n) Smaller committees can focus on real issues important to them
- o) Some issues discussed may not concern all in attendance causing a disconnect
- p) Training is important to success of committee
- q) Corporate structure may have a positive or negative impact

2. How might safety committee effectiveness be measured?

- a) Employee interviews (some pros and cons to using this as a measurement)
- b) SHARPS program may offer some good ideas
- c) Look at how well issues are being identified and the timeliness of corrective action
- d) Ask if the committee is effecting change in the work environment
- e) Look at how long an issue might be on the agenda from month to month

- f) How much on-going training is occurring?
- g) How are issues handled when raised?
- h) How regular are the meetings and is there consistent attendance by employees?
- i) How much time is allowed for the meetings?
- j) Is there follow-through on the recommendations?
- k) Is the purpose of the committee clear to all attending?
- l) How many people are engaged? Are there enough to make the committee effective?
- m) Depending on the size of the company, there may be multiple structures of the safety committee.

3. Who might be candidate for a centralized safety committee?

- a) Anyone who currently must have multiple committees?
- b) Should the decision to establish a centralized committee be left to the employer?
- c) Perhaps there could be a requirement for anyone who chooses to have a centralized safety committee to develop a “charter” or a “plan” that defines what the performance measurement will be to determine the committee’s effectiveness.

4. Safety committee penalty structure

- a) Want to eliminate the mandatory penalty
- b) Want to calculate the penalty for safety committee violations using the probability/severity tables
- c) Would require repealing OAR 437-001-0203 (7).