

# Safety & Training e Source



## Skilled

## DECADES OF EXPERIENCE DEVOTED TO YOUR SAFETY.

A monthly resource for members of IMEA's Safety, Education & Training program.

March 2019

### Workplace Safety Solutions Most Valuable Asset: Your Employees

The new NFPA 70E Standard for Electrical Safety in the Workplace was established to provide the latest guidelines to reduce the likelihood of injuries. OSHA has based their electrical safety mandates on NEC and this standard. Do you know what this means to your business? Do you know if your company meets these standards? Do you know what can happen if you don't meet these standards?

According to the National Safety Council (NSC), 4.5 billion on-the-job injuries occur every year. That means that every 7 seconds, a worker's life is impacted by an injury, either temporarily or permanently. Some of the most common causes of injury are overexertion, coming into contact with objects and equipment, and slips, trips and falls. Strains and slips, trips and falls were responsible for the most lost-time claims.

### From the Desk of Duane Richardson

**Spring has Sprung with the largest crop of new apprentices in the program's history.** Fifteen apprentices hailing from Walkerton, Rockville, Scottsburg, Logansport, Auburn, Covington, Garrett, Frankfort, Hagerstown and Rensselaer started their journey to become Journeyman Lineman. Class # 031819 will complete the IMEA 610 Wood Pole Climbing Workshop today in Lebanon and Lebanon Utilities new General Manager Ed Basquill, took time out of his busy schedule to come out and strap on the climbing gear to experience a small taste of what the apprentice's learn during. For those of you who participate in our programs, we thank you for your ongoing commitment and the opportunity to serve you. For those who may not currently be participating, we encourage you to take a closer look at what we can offer your utility.



### IMEA CALENDAR

- April**
- 11 200 Amp Underground Workshop (Anderson)
- May**
- 2 Supervisor Safety - Session One (Lawrenceburg)
- 9 Safety & Training Committee (TBD)
- 15-17 Spring Conference & Business Meeting (Embassy Suites Noblesville, IN)
- 29 Brown Bag Workshop (Lebanon)

**Welcome to our New Associate Member!**

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# Leadership: Safety First

## **Empower Your Employees**

**They lead by example.** Supervisors and management demonstrate their commitment to safety by their actions, not just words. Workers notice what their supervisors do, and emulate it. The presence of company executives or managers at safety meetings is one way they can demonstrate the importance of safety.

**They encourage employee input into decision-making.** The best leaders are open to safety suggestions from their employees and are willing to give employees a say in daily operations. This creates an environment where employees feel encouraged and empowered to report safety concerns and make suggestions to correct them.

**They coach their employees.** The more employees know about their jobs and the risks involved, the less likely they are to take unsafe shortcuts. Taking a coaching approach with employees helps your company in the long run because it motivates your employees and helps develop their potential.

**They encourage open communication.** The best leaders encourage and lead frequent conversations about safety both in safety meetings and more informally. They also keep their employees in the loop with regard to expectations, deadlines, strategies, and missions of the company.

**They care.** The best safety leaders care about the well-being of their employees. They want to make sure their employees understand their job duties and get the support and training they need to get their jobs done safely. Safety is a core value to them, not just an action item to cross off a list.

### SET SAFETY GOALS

The first step is to identify the areas around which you will set your safety goals. You may be tempted to set a goal to reduce your injury rates by a percentage. However, we recommend that you set goals around safe behavior (actions) rather than injury rates (results). Setting goals around injury rates may create an incentive for employees to under-report injuries. So instead of setting a goal of "zero eye injuries in 2019", the goal should be "95% use of safety glasses in 2019". You could set goals around use of personal protective equipment, safety training attendance, participation in Job Safety Analyses, or any other metric that is significant for your business. The key is to choose goals that are meaningful to your organization, are easy to measure, and that will improve your company's safety results.



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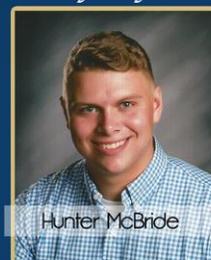
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