

Lions & Tigers & Bears & WSBC Safety Officers - Oh my!



What's a given?

- Inspection will be at the most inconvenient time.
- WSBC Prevention Officers are dedicated people trying their best to do a good job.
- WSBC Prevention Officers share a common goal with employers and workers – the elimination of occupational injuries and illnesses.
- Even though we are all on the same team the challenge is we may have a different game plan on how to achieve our goal.

You know you are in for a bad inspection when....

- The Prevention Officer is a former employee that you fired.
- WSBC sets up temporary housing in your parking lot.
- The Prevention Officer begins the opening discussion with "You have the right to remain silent..."
- The Prevention Officer insists on wearing a Level A entry suit while your employees work in jeans and runners.

And its going from bad to worse when....

- The Prevention Officer mutters, "This is unbelievable" each time he or she enters a different department.
- WSBC calls in a professional film crew to document conditions in the plant and a reporter from "60 Minutes" tags along.
- The MLA you called for help won't return your calls, but he does return your campaign contribution.

What an employer should do:

- Provide the OSO/OHO with the time, resources, attention and assistance required to conduct the inspection.
- Involve as many persons (workers and supervisors) as practicable.
- Look at the process as an opportunity, not a threat.

What an employer should do:

- Be open and transparent – shouldn't be too much that's confidential in respect to workplace safety.
- Try and steer inspection in the direction of actual incident causes and contributing factors VS a primary focus on the physical plant.

What an employer shouldn't do:

- Don't treat a Board Officer with anything but respect.
- Don't hide behind a lawyer/client privilege cloak.
- Don't refuse to provide information.
- Don't play dumb, be accountable for the situation.

Some interesting points....

- If it isn't written it didn't happen. Good records are critical to demonstrating due-diligence.
- Regulations have difficulty remaining current with business processes and technology. There is more than one way to minimize workplace risk.
- Guidelines are just that, guidelines.

And if you agree to disagree?

- Discuss alternative measures in place designed to provide an equal or greater level of worker protection.
- Discuss consideration of an order on a worker(s) if/when appropriate.
- Discuss issue with Regional Manager, ask for reconsideration.
- Appeal.
- Participate in regulatory review process.

Thank you.....

- Open forum time, we'll do our best to answer any of your questions or if you wish to share a success story (or a disaster story) about a WSBC inspection.

