

HAZARD ALERT

Have You Defined your Safety Non Negotiables?

**NOT
NEGOTIABLE**

Five workers employed by Metron Construction fell more than 100 feet to the ground when the swing stage they were working on suddenly collapsed. None of those workers was attached to a lifeline as required both by law and industry practice.

Four workers died and the fifth was seriously injured.

Vadim Kazenelson, the project manager was found guilty of four counts of criminal negligence causing death and one count of criminal negligence causing bodily injury. On January 11, 2016, he was sentenced to a precedent setting three-and-a-half years in prison.

Court documents detail that "Mr. Kazenelson was on top of workplace issues, that he monitored what was going on and that he exercised his authority over workers when necessary... one worker testified that if ... Mr. Kazenelson had caught him working on a swing stage without being tied off to a lifeline he would have been fired."

The project manager was with the workers at the time of the collapse. When he asked the supervisor about the absence of lifelines, the supervisor replied "don't worry about it". In this instance, the Project Manager did nothing to rectify the situation and enforce safety procedures. All the safety procedures and enforcement measures he had taken in the past were irrelevant to the dead workers and to the court.

STEPS TO TAKE TO EFFECTIVELY LEAD SAFETY IN YOUR WORKPLACE:

1. Review your Critical Task list and define your 'SAFETY NON NEGOTIABLES'. As the Metron Construction Manager found out, remember that it's easier to be true to them 100% of the time than 98% of the time.
2. Review and revise your Critical Safety Work Procedures accordingly.
3. Ensure Supervisors have the proper training, experience and authority for the work being performed.
4. Revisit your Disciplinary Action and Enforcement Policies and Procedures
5. Remember that workers don't care so much what and how they are supposed to "do stuff"; they care WHY they are supposed to do it. Train the WHY, Train the WHY, Train the WHY. (We care about you and you must go home at the end of the day to your family).

DEFINE YOUR NON NEGOTIABLES

It's easier to be true to those non negotiables 100% of the time than 98% of the time.

The 2% waiver factor can land businesses leaders in jail, cause divorces and family dysfunction.

- Dr. Moira Somers, C.Psych

The "Deadly Seven"

More often than not "serious incidents" involve the following work:

1. *Work at heights*
2. *Confined Space*
3. *Excavation*
4. *Powered Mobile Equipment*
5. *Hoisting and Rigging*
6. *Energized Sources (electrical, pneumatic, hydraulic, thermal etc.)*
7. *Moving parts (machine guarding)*

This list is not absolute. Be sure to identify the most credible risks in your specific workplace.

Have questions about your HIGH RISK tasks?

Contact your friendly 1Life safety consultant... We exist to help you!

NOTE: Any reference to the Manitoba Workplace Safety and Health Act and Regulation is for convenience sake only. The original text must be consulted for all intents and purposes of applying the law. Date of last revision and document confirmed current Sep 23, 2016. If you believe this document is out of date, please contact us.

RECORD OF HAZARD ALERT

Have You Defined your Safety Non Negotiables?

Company Name:	Work Location Dept.:
Talk Given by:	Date / Time:

Results of inspection, demonstration or other activity or suggestions during talk:

List of All Employees Who Attended the Safety Talk:	
Name (PRINT)	Signature
1.	
2.	
3.	
4.	
5.	
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18.	
19.	
20.	

Signed: _____ Position Held: _____