

# Paper, Allied Industrial, Chemical and Energy Workers International Union

# PACE and the Labor Institute

## Why are we involved in Health & Safety?

- It is our belief that workers are really the best resource for making our facilities safe and for protecting the community from harm.
- Unions have a long history of involvement with health & safety efforts and training.

# The Labor Institute

- Is a non-profit educational organization
- Is a member of PACE Local 1-149
- Develops adult educational programs on health & safety
- Has reached well over 100,000 workers through these programs

# **PACE Health & Safety Programs**

**Triangle of Prevention  
Systems of Safety Initiative  
Hazwoper**

**Lessons Learned**

**Incident Investigation**

**Lock Out/Tag Out, Confined Space,  
MSDS**

# The Small Group Activity Method

- Participatory, non-lecture method
- Used in United Kingdom to train over 250,000 shop stewards on health & Safety issues in the 1970's and early 1980's.
- The Labor Institute further developed the procedure into the small group activity method

# Three Part Structure of the SGAM

- **Working in small groups, workers:**
  - work collectively on a task (real life situations)
  - often reviewing factsheets and reading small handouts
  - use their experience to tackle problems and make judgments on key issues.

# Three Part Structure of the SGAM

## ■ Report-Back:

- Each group chooses a “scribe” to take notes and report back their findings to the group.
- The findings of each group are recorded on flipcharts so all can reference them.
- Workshop is opened to general discussion

# Three Part Structure of the SGAM

## ■ Summary:

- Trainer brings it all together by highlighting key points.
- Covers any points that may have been missed by small groups in the report back

# Three Basic Learning Exchanges

- Worker to Worker
- Worker to Trainer
- Trainer to Worker

# Training Values

- Respect
- Share the Power
- Work Collectively

# Respect

- We believe in worker centered training.
- Adults bring a vast array of knowledge, experience and expertise to the table.
- We **RESPECT** that contribution and make it the center of our learning process.

# Share the Power

- We believe in finding ways to overcome apathy.
- **EMPOWERING** workers as health and safety activists creates changes in a plant's health & safety culture and institutions

# Work Collectively

- We believe that more heads are better than one.
- Workers, **WORKING TOGETHER** solving problems, are always more productive, efficient and creative than individuals working alone.

# Systems of Safety

- **Level 1**
  - **Design and Engineering**
- **Level 2**
  - Maintenance and Inspection
  - Mitigation Devices
  - Warning Devices
  - Training and Procedures
- **Level 3**
  - Personal Protective Factors

# Systems of Safety

|                             |                                          |
|-----------------------------|------------------------------------------|
| <b>Major Safety Systems</b> | <b>Design &amp; Engineering</b>          |
| <b>Level of Prevention</b>  | <b>Highest—the first line of defense</b> |
| <b>Effectiveness</b>        | <b>Most Effective</b>                    |
| <i>Goal</i>                 | <i>To eliminate hazards.</i>             |

# Systems of Safety

| <b>Major Safety Systems</b> | <b>Maintenance &amp; Inspection</b>             | <b>Mitigation Devices</b> | <b>Warning Devices</b> | <b>Training &amp; Procedures</b> |
|-----------------------------|-------------------------------------------------|---------------------------|------------------------|----------------------------------|
| <b>Level of Prevention</b>  | <b>Middle—the second line of defense</b>        |                           |                        |                                  |
| <b>Effectiveness</b>        | <b>Intermediate level of effectiveness</b>      |                           |                        |                                  |
| <b>Goal</b>                 | <i>To further minimize and control hazards.</i> |                           |                        |                                  |

# Systems of Safety

|                             |                                                   |
|-----------------------------|---------------------------------------------------|
| <b>Major Safety Systems</b> | <b>Personal Protective Factors</b>                |
| <b>Level of Prevention</b>  | <b>Lowest—the last line of defense</b>            |
| <b>Effectiveness</b>        | <b>Least Effective</b>                            |
| <i>Goal</i>                 | <i>To protect when higher level systems fail.</i> |



# PACE Lessons Learned Program

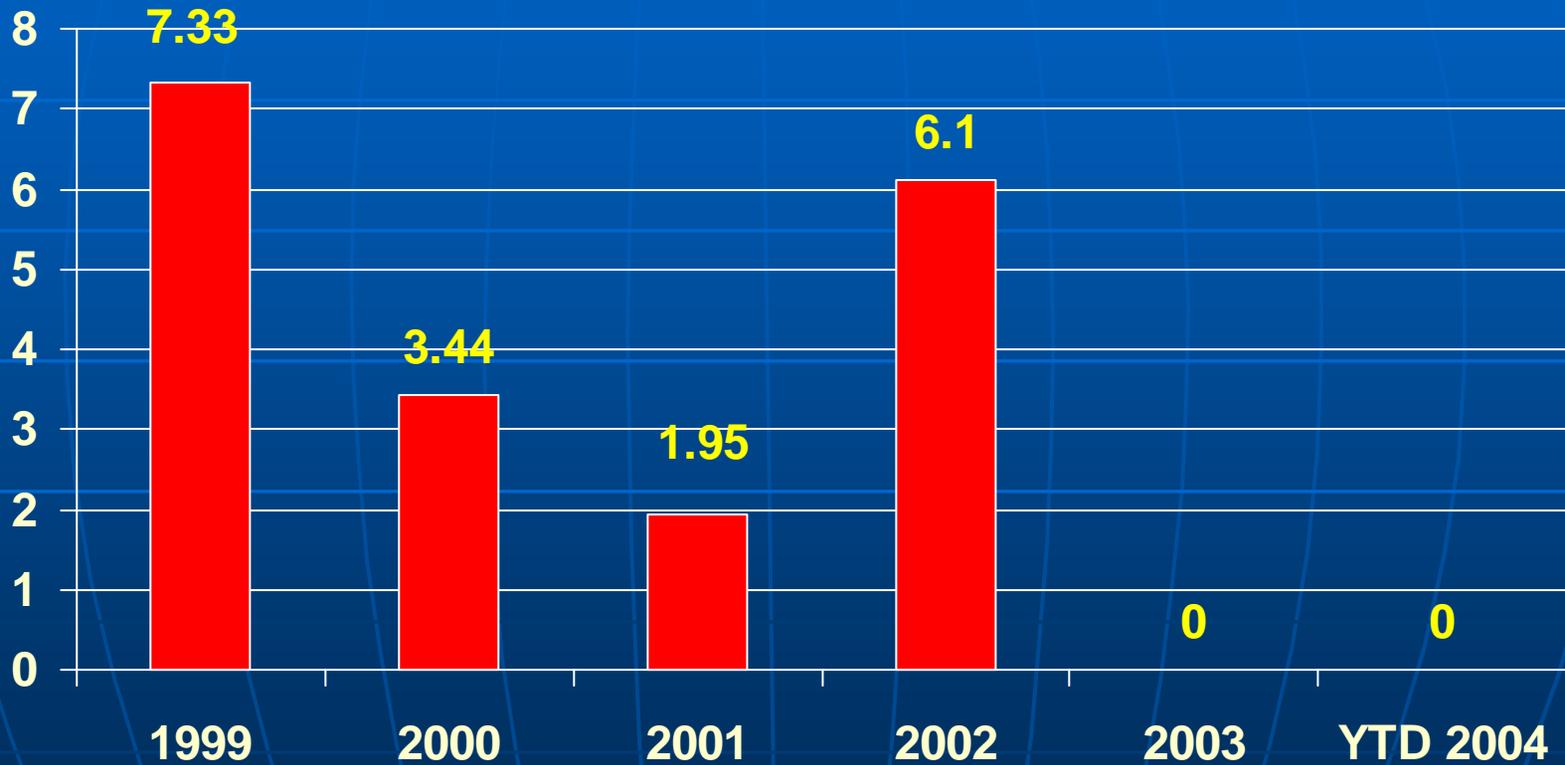
- Review of investigations
- Review of completed logic tree and recommendations
- Apply to site

# Lessons Learned Impact

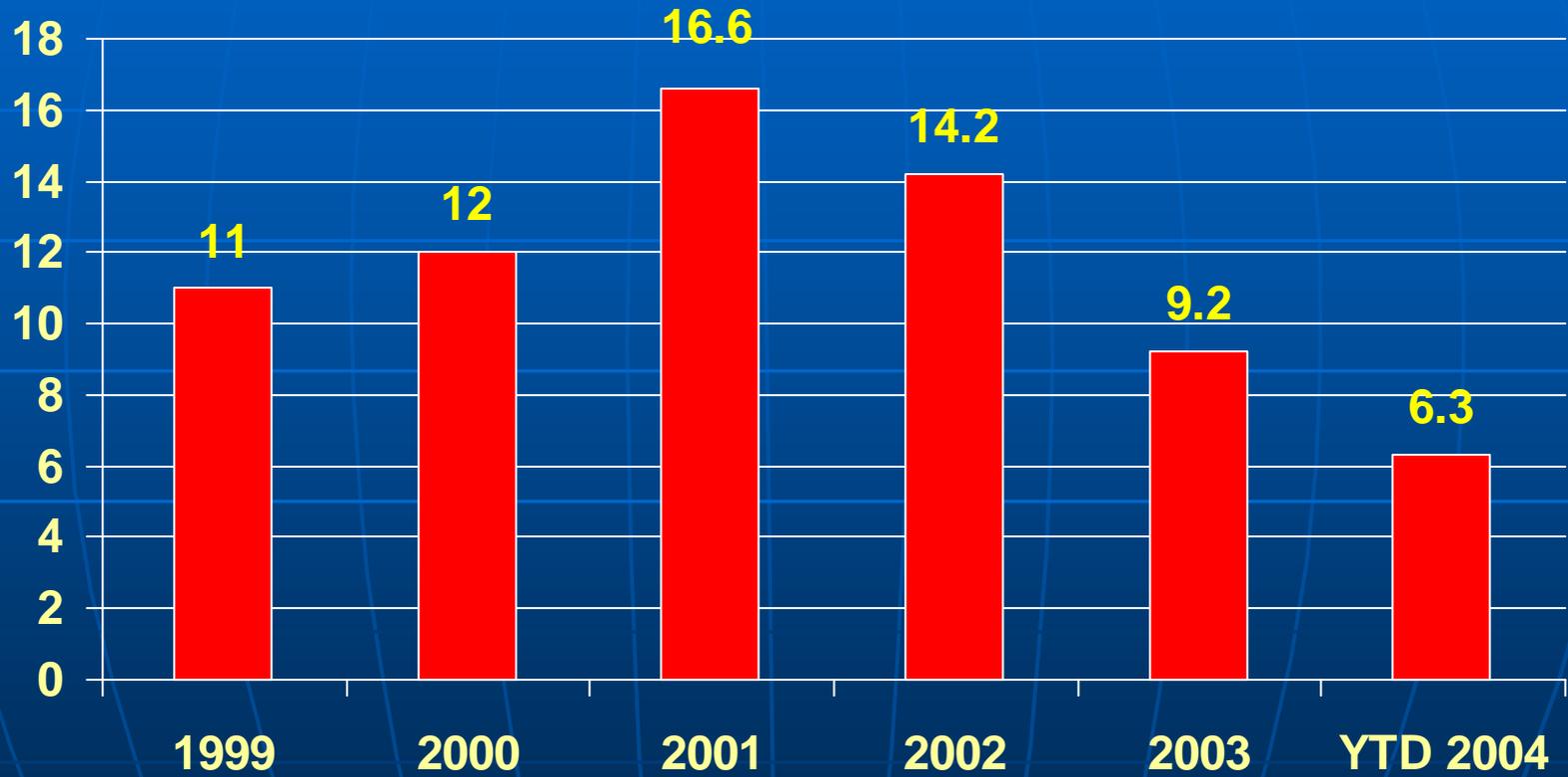
# A Case Study

- Hourly Maintenance = Highest Incident Rate
- Need for something to bring OII Rate down
- October 2002 began monthly meetings to present Lessons Learned to Maintenance Workforce

# Maintenance Oil Rate (since 99')



# Maintenance First Aid Rate (since 99')



# Maintenance Incident Rate Since LL

- Hourly Maintenance 0.0 OII Rate
- Hourly Maintenance First Aid Rate ↓
- Lessons Learned promotes interaction
- Received well by employees
- What's Next: Employee Survey

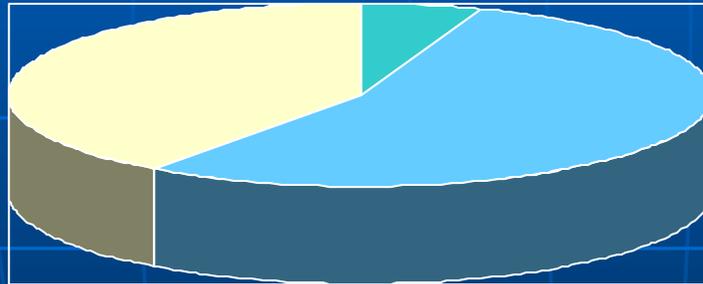
# EMPLOYEE SURVEY

# Employee Survey

- This survey/report was produced by New Perspectives Consulting Group, Inc.\* with in-depth consultation from a work group of PACE Union's Evaluation Team. The Team is comprised of:
  1. worker trainers from across the country who work in different industries represented by PACE
  2. PACE staff members; and
  3. staff from the Labor Institute, the labor education organization that writes and develops educational programs for PACE Union. The Team helped develop the survey and interview guides, carried out the data collection, and reviewed parts of the analysis and report.
- General Overview
- Comments by Survey Group
- Conclusion

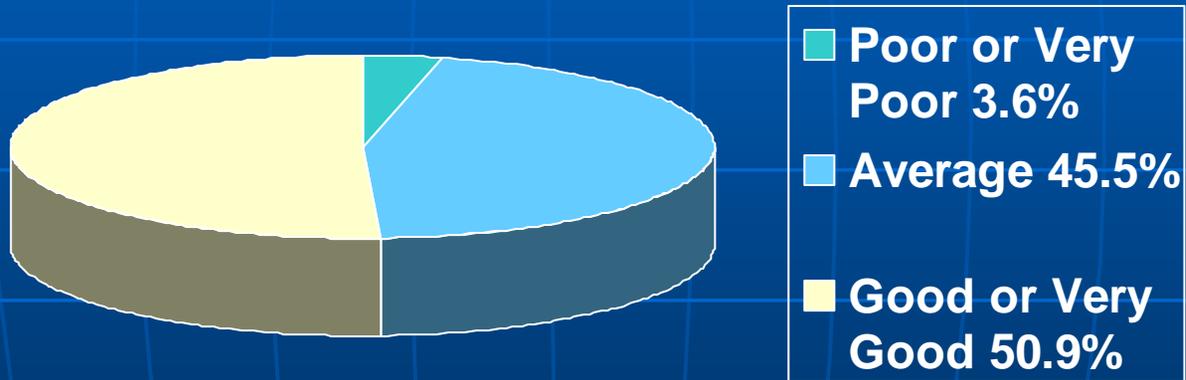
# Employee Survey - General Overview

## Effectiveness



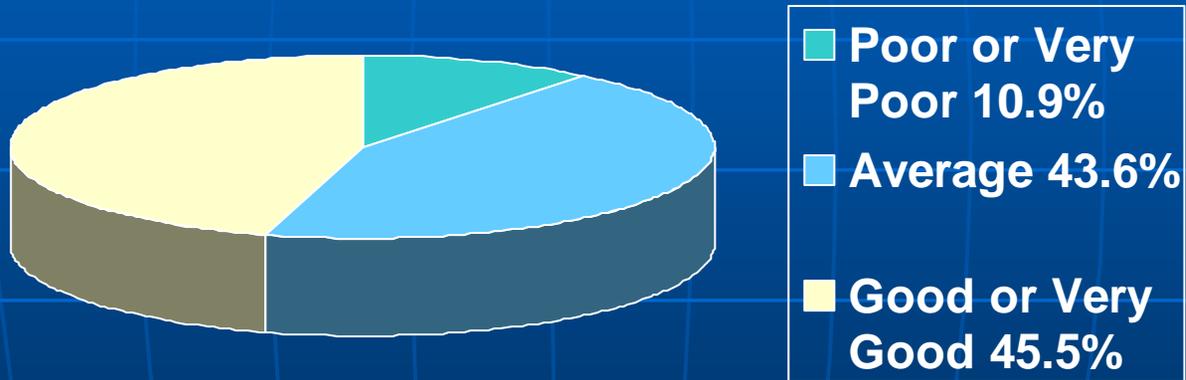
# Employee Survey - General Overview

## Content



# Employee Survey - General Overview

## Usefulness of Information Back at Work



# DOE Lessons Learned

Hazmat training at DOE nuclear weapons complex cooperative agreement

- 5 Year grant proposal
- Funded by National Institute of Environmental Health Sciences (NIEHS)
- Will be able to utilize at all DOE worksites
- Target group will be all workers

# The Initiative

- PACE DOE Lessons Learned Training
- PACE DOE Lessons Learned Activity Development
- Facilitation of PACE DOE Lessons Learned Activities

# PACE DOE Lessons Learned Training

- Develop Lessons Learned Curriculum
- Identify the processes of the PACE and DOE Lessons Learned Programs
- Integrate principles of DOE-ISMS

# PACE DOE Lessons Learned Activity Development

- Train Workers to Write Lessons Learned
- Recommendations of Lessons Learned based on PACE's Systems of Safety
- Consistent with the standard – "The DOE Corporate Lessons Learned Program"  
DOE-STD-7501-95

# Facilitation of PACE DOE Lessons Learned Activities

- Facilitated by worker-trainers
- Using the small group activity method
- Ideally utilized at required monthly safety meetings

# Supports

## PACE International Union Lessons Learned Program

- A program that can be bridged to the DOE program
- The PACE program will compliment the DOE program and clearly demonstrate the worker involvement principles of –ISMS.

# Supports

## NIEHS

- The focus on lessons learned permits review of near miss and other incidents in a way that promotes education and continuous improvement, rather than laying blame.