UNIVERSITY-WIDE HEALTH AND SAFETY COMMITTEE
MEETING MINUTES

November 4, 2009 1:00-2:30 pm – UW Club Conference Room

In Attendance
Connie Bartlett (1)
Ron Fouty (2)
Diane Hanks (3)
Paul Zuchowski (3)
Chuck Treser (4)
Tracy Harvey (6)
Stephen Costanti (8)
Jack Herndon (9)
David Zuckerman (10)
Rick Gleason (Fac. Senate)
Elizabeth Dahl (Ex-O, AGO)
Tracey Mosier (Ex-O, FS)
Carol Garing (Cntv Com)
Jude Van Buren EH&S)
David Leonard (EH&S)
Denis Sapiro (EH&S)
Michael Merrill (EH&S)

Not Present
Leslie Anderson (1)
Pete Federici (2)
Barbara Lovseth (4)
Bob Ennes (4)
Rich Lee (4)
Megan Amen (5)
Susie Sargent (5)
Sherri Huber (6)
Deborah Conley Staerk (7)
Ken Jones (7)
Michael McMillan (8)
Margery Cooper (10)
Ray Hartman (11)
Kristian Haapa-aho (11)
Laura Davenport (SEIU - 925)
Paul Bentson (WFSE 1488)
Wendy Winslow-Nason (Ex-O, RM)
Steve Charvat (UWEM)
Siri McLean (UWEM)

Agenda
1. Call to order
2. Minutes for October
3. Presentation: Managing Construction Safety at the UW
4. Committee (HSC) and Union Reports
5. EH&S Report and L&I Inspections
6. Adjournment
1. Meeting was called to order and facilitated by Ron Fouty.

2. Review of the October minutes was postponed due to lack of a quorum.

3. Presentation: Managing Construction Safety at the UW:
Ron Fouty introduced the presenter – he, himself, the Safety Director for the UW Capital Projects Office. Ron has been with the UW for about 19 years, with the Washington State Patrol (personal vehicles) before that, and involved with heavy construction vehicles before that. His boss’ background is in petrochemicals, an industry that has scrutinized contractor safety for over 20 years.

Construction safety is influenced by all involved: owners, general contractors, tier contractors, supervisors and employees. However, responsibility starts at the top with owners. They are concerned about their exposure to liability because injury:
- Increases overhead which translates into higher bid prices
- Reduces efficiency by affecting effective execution of work
- Affects employee morale

What owners can do is:
- Establish a guiding philosophy – contracts define roles and responsibilities
- Set expectations in contract agreements
- Promote a safety culture – start conversations with contractors; walk the talk
- Support the contractor
- Listen to managers and field crews

The UW is concerned about exposure to injury for employees, students, the public, and workers, but also because it’s the Right Thing to Do. Compliance with the law is not enough:
- OSHA and Labor and Industries regulations are minimum standards
- Strict compliance does NOT assure there will be no injuries
- Best practices CAN be developed and implemented

The UW Capital Projects Office approaches construction safety through:
- Planning
  - Contract documents (“boiler plate” language)
  - Design elements – look at eventual end user safety
  - Early hazard analysis (in the design phase) – constructability
    - Excavations, cranes, hot work, hazardous energy?
    - Occupants present?
    - Egress and access – emergency evacuation
    - Fire code
  - Requiring the contractor to have an effective accident prevention plan (standard plan for their organization)
  - Requiring site specific safety plans
  - Requiring job hazard analyses
  - Requiring foreman level task planning (by day, by task)
University-Wide Health & Safety Committee
November 4, 2009

• Execution
  o Developing relationship with contractors – build trust
  o Familiarity with contractor health and safety plan
  o Observe for effectiveness (complying with their own safety plan)
  o Solicit worker feedback

• Evaluation
  o Open discussion with the contractors – what is working and what needs improvement
  o Develop steps for improvement
  o Observation of implementation

When something goes wrong, it’s the owner’s role to conduct an incident investigation
• Contractual requirement for reporting
• No Fault Incident Review
• Understand the facts
• Develop lessons learned
• Implement recommended change
• Share lessons widely (they have accumulated a distribution list of 150-180)

• 2009, so far:
  o 900,000 worker hours
  o 11 injuries – most on the order of needing stitches
  o 3 of those injuries involved lost work days

• Steps for contractors to regain acceptance by the UW

Metrics:
• Tracking information kept since 2002, but more reliable since 2004
• Developing incident history
• Focus on trends, near misses, “incident alerts”
• Modify contractual requirements as necessary

UW Experience is showing that our approach works:
• Reduction of severity of injury
• Reduction in hand injuries
• Improved reporting

Statistics:
• Body parts affected in decreasing order:
  o Arm/hand
  o Leg/foot
  o Head/neck (increasing recently)
  o Torso (increasing proportionately)
    ▪ Age related
    ▪ Better reporting
    ▪ Related to material handling

• Type of injury:
  o Still bleeding
  o Fracture (usually finger or hand)
  o Strain/sprain
  o Burn (usually thermal rather than chemical)
University-Wide Health & Safety Committee  
November 4, 2009

- Lack of experience is major factor:
  - 5 years or less (apprentice level; almost ½ all injured workers)
  - 5-10 years
  - More than 10 years (group with least number of injuries)
- Injury rates (2009 to date) per 1000 work hours:
  - University of Washington, 7.3, (always higher than USA)
  - USA, 4.4
  - CPO goal <2.0 (actual 2.48)

The University expects:
- All employees to leave their job in the same (or better) condition than when they arrived
- Compliance with safety and health rules
- Development of an effective site specific safety plan
- Active engagement in worker safety
- Investigation and reporting of incidents
- Development of corrective actions

Ron believes that ZERO INJURIES can be achieved on construction projects. The goal after that would be to have zero near misses.

**Question:** Jude Van Buren asked how sub-contractors are handled at the UW.  
**Answer:** Ron commented that about 70% of construction worker hours are completed by sub-contractors. All subs must be in compliance with both the UW and contractor safety policies. A Harvard study has identified that the majority of construction injuries happen to workers employed by a sub-contractor. The UW started a system, including inspections and interviews, to prequalify all contractors beforehand. This system has been in effect for about a year and has had good results, so far.

4. Committee (HSC) and Union Reports

**HSC 1**, Administration/Other Academic Programs: Connie Bartlett reported that attendance was low at their last meeting. Scott Preston gave a presentation on business continuity planning. They reviewed OARS accident reports.

**HSC 2**, Finance and Facilities: Ron Fouty reported meeting on 9/10. They reviewed OARS accident reports and agreed that to “work more safely” was not an adequate supervisor response. Fire drills are being scheduled for UW Tower. They discussed the flu issue and agreed that sanitation in the work site was the most effective thing they could do. Employees are being urged to update their annual training for asbestos general awareness. Facilities Services reported having presentations. Capital Projects is sponsoring a contractor safety summit. Elections are underway.

**HSC 3**, Student Affairs: Paul Zuchowski reported their elections are set up. The latest information about the H1N1 vaccine is that it will be available the first week in December.
HSC 4, Health Sciences/Hospitals: Chuck Trese reported discussing a safety issue regarding the D-Wing entry to the Dental School – poor lighting and two sets of doors that could potentially trap someone between them. The following list breaks down OARS accident reports that were reviewed:

- HMC: 173 reports, of which 125 required at least first aid
- UWMC: 29 reports (August), and 25 (September)
- HSA: 20 (August), 19 (September), and 18 (October)
- Primate Center had 26 incidents from January through September

They are currently making sure that mandatory employee ID badges are always visible. Elections are mostly on track.

HSC 5, Built Environments: not present

HSC 6, Arts & Sciences: Tracy Harvey reported reviewing OARS reports and discussing elections.

HSC 7, UW Bothell: not present

HSC 8, UW Tacoma: Steve Costanti said they will meet next week. Their elections are in the middle of nominations right now.

HSC 9, Engineering: Jack Herndon said they had a brief meeting. There were no OARS reports to review. They are investigating why elevators in More Hall may have had their door bumpers removed. Election nominations are being received from departments – balloting is expected to be next week.

HSC 10, Forest Resources: Dave Zuckerman said they decided in their 10/21 meeting to have a Safety Officer appointed to coordinate safety for the School of Forest Resources and also represent the School in the expanded Health & Safety Committee 10, “College of the Environment,” in the new term. They reviewed one OARS report. Elections are on track – calls for nominations went out to all 9 units and balloting will follow.

HSC 11, Ocean & Fishery Science: not present.

SEIU 925: Laura Davenport not present

WFSE 1488: Paul Bentson not present.

Faculty Senate: Rick Gleason shared some interesting information he learned recently about the L&I requirement for safety committees – in 1938 Washington became the first state to require them at all! Originally, they were required for any employer with 6 or more employees (now it’s 11). Two employee members were then required for each management member (now the ratio is one to one).
5. **EH&S Report – L&I Inspections:**

Denis Sapiro reported:

- The consequences of the McMahon asbestos release are still being decided. Although testing showed no asbestos above the Permissible Exposure Limit (PEL) or clearance limits at this point, custodians are being individually monitored to measure exact exposure levels.

  **Question:** Is monitoring required for all custodians or just in the residence halls?

  **Answer:** Monitoring is rotated in different areas according to a 5-year plan.

- Risk Management’s request for advice from L&I regarding increased costs for Workers’ Compensation is continuing to generate meetings. (They met again this morning.) Apparently the UW experiences more back injuries and more injuries to the shoulder and upper arm than our counterparts elsewhere. They are researching the likely overlap between some ergonomic injuries and “over exertion.” Falls are also increasing. The recently formed Return-to-Work Task Force met for the first time. L&I is also sharing a new program “tool” called “Stay-at-Work” which may be used by UW’s Risk Management.

- Investigation has started for the “telephone-fax” from L&I regarding the complaint from HMC’s Parking and Security Department.
  - We are looking into concerns about reduction of their coverage from two to one officer for 2.5 hours in both the morning and the afternoon at the Pioneer Square Clinic. Concern was also expressed about radio communication within the building at that Clinic. It appears that more hazards are expected at the main hospital than at clinics.
  - A lack of training on defensive tactics and the use of the ASP Baton was alleged but proven unfounded. All officers were trained in 2008 and training is required only once every two years.

6. **Chair, Ron Fouty, adjourned the meeting.**