

# SafetyRoadtracks

May/June 2004



**Safety is Job #1**

## Congratulations to our Annual Safety Kickoff Winners!

**Jess Todd** - Scheduling Award

**Vince Bean** - Most Improved Time Cards  
(Consistent, Complete & On-Time!)

**John Peretto** - Tailgate Training  
(Consistent, Interactive & Job Specific Discussions)

**Angel Olvera** - Safety Leadership

### Notable Safety Efforts & Foreman Committee Participation:

Todd Alameda, Mat Avilla, Brian Bailey, Vince Bean, Kirby Bobo, Lee Engelke, Scott Groff, Greg Maffia, Rudy Navarro, Angel Olvera, Andy Putnam, Mark Saia, Jess Todd, Charly Whitney

We would like to say "Thank You" to all the employees who contribute to the safety and ongoing success of GCC. Your daily commitment to safety and the quality of work performed is invaluable!

## TEST YOUR KNOWLEDGE....

### The ABC's of ergonomics that will help keep you pain-free...

Ergonomic injuries account for about half of all workplace injuries in any given year. Workers will be best able to avoid ergonomic injuries when they know what these injuries are and how they occur.

Test your knowledge of some ergonomic basics by answering *True* or *False* to the following statements:

1. If a tool is ergonomically designed, then there is no way you can get ergonomic injuries from using it.
2. Snug-fitting gloves will help reduce the risk of ergonomic injuries to the hands or wrists.
3. Common ergonomic warning signs are stiffness, burning, weakness, tingling and numbness. Always alert your supervisor if you experience these symptoms.

*FIND THE ANSWERS ON PAGE 4.*

**IMPORTANT NOTICE:** With the recent passing of SB899, workers are no longer permitted to pre-designate a chiropractor as their designated treator in the event of a work related injury. Please remember to immediately report all work-related injuries.



### EMPLOYEE NEWS!

Congratulations to Jeff Cohn and family on the birth of Elizabeth May Cohn, born on June 4, 2004. The Ghilotti Crew wishes you a lifetime full of joy!

### Inside this Issue

Annual Safety Kickoff Winners	1
Test Your Knowledge	1
Important Notice	1
Safety Reminders	2
Star Bucks Safety	2
Water Mains	2
Eye Safety - Use it!	2
Who is a Competent Person?	2
Seeking Ideas...	2
The Busy Season is Here!	3
Are you motivated to work safely?	3
Famous Quotes	3
Message to all employees:	4
Active GCC Projects	4
Answers to the Quiz	4
On a light note...	4
OSHA Inspections/Costs	4
Holiday Office Schedule	4

### Safety Committee

#### 2004 Members

Richard Ghilotti  
Brian Ongaro  
Damon Calegari  
Gene Petrini  
John Klapperich  
Julie Thornton  
Charly Whitney

#### Remember:

Information on GCC Safety Policies and Procedures is available at [www.ghilotti.com](http://www.ghilotti.com) under the Safety and Health section. If you have any questions regarding matters of safety, speak to your supervisor, or contact Julie @ (707) 585-1221.

E-mail topic suggestions for the next Safety Roadtracks to [Julie@Ghilotti.com](mailto:Julie@Ghilotti.com).

**Ghilotti Construction Company**  
246 Ghilotti Avenue  
Santa Rosa, CA 95407  
(707) 585-1221  
[www.ghilotti.com](http://www.ghilotti.com)

**Safety Reminders:**

- When leaving the job site for the night or weekend, please remember to pay special attention to public access areas. When feasible, take pictures to document the condition of the job site.
- All rebar and stakes must be protected against the hazard of impalement. Protection must be present at all times, even if workers and the public are not exposed to the immediate area. There is no exception to this rule!
- Lights for barricades are available and should always be used at public access areas.
- Equipment Operators - Wear your seatbelt!
- Foremen - When leaving the job site and placing your leadman in charge, make sure they have all the required documentation readily available!  
*Where's the black box?*

**Water Mains - Tampering = Fines!**

In response to a recent GCC incident, the City of Santa Rosa issued a warning that willfully tampering with any City water appurtenance will result in a fine. There is no acceptable excuse for a GCC employee to knowingly violate any code established by any public entity. If you are unsure of the proper procedures, please let your supervisor know and information will be obtained to ensure compliance. Your cooperation at the job site is appreciated!



**Eye Safety - USE IT!** Employees performing tasks where there is risk of receiving eye injuries (such as punctures, abrasions, contusions, burns) must be safeguarded by means of face or eye protection. **Take the time to protect one of your most valuable assets!**



**Who is a COMPETENT PERSON?**

Cal/OSHA defines a "Competent Person" as "One who is capable of identifying any predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them."

If a Competent Person finds evidence of a hazard, workers must be removed from the dangerous area. Any employee left in charge of a jobsite must be educated and be able to respond appropriately in the event of any identified hazardous condition or practice.

If you are placed in charge of job site activities, even if only temporarily, and you do not feel you have received the appropriate training to meet the definition of a Competent Person, please speak to your supervisor or Brian Ongaro immediately. Training is readily available to assist with educating employees on the responsibilities of being a Competent Person. **A Competent Person should be:**

- Knowledgeable of applicable Cal/OSHA Standards, *and*
- Capable of identifying site specific workplace hazards, *and*
- Designated by the employer, *and*
- Given authority to take appropriate corrective actions

**STAR BUCKS SAFETY**

*Foremen and Superintendents - Don't forget to call Julie to report the positive safety behavior of your crew!*

**Positive Safety Behavior Includes:**

- Employee participation in safety inspections
- Employee proactive involvement in safety meetings
- Excellent Housekeeping Efforts
- Safety Suggestions/Contribution to GCC Safety Program (Education & Awareness)
- Employee communication of identified hazardous conditions or work practices
- Any behavior that promotes safe work practices and job site conditions

**Seeking ideas for new Safety Incentive Program (2005)**

*Please submit your ideas for a new Safety Incentive Program to be implemented in April 2005. Examples of other companies and details on how the program works would be helpful. It would be our goal to implement a program that is fair to all employees, and manageable at the same time. The program should be designed to reward positive behavior and not create a deterrent for reporting accidents and injuries. Thanks for your input!*

**Safety starts with you!**



## The Busy Season is Here!

In preparation for the start-up of our busy season, following are tips and reminders to keep you safe:

- Work-related injuries **MUST** be reported immediately to your Supervisor or Julie @ the Santa Rosa Office.
- GCC uses designated medical providers for treatment of work-related injuries.
- All accidents and near miss incidents must be reported immediately.
- Post accident/injury drug testing is mandatory.
- MSDS sheets are available for your review - do not work with any product that you are not familiar with.
- Do not enter areas where substances are being used by other contractors, unless properly trained.
- Horseplay is not permitted.
- Report all identified unsafe work practices and conditions to your Supervisor immediately.
- No employee is permitted to perform any task that they have not been trained to perform.
- Company policies and procedures can be reviewed at [www.ghilotti.com](http://www.ghilotti.com) or by contacting Julie @ the Santa Rosa Office.
- Situations of workplace violence or harassment should be immediately reported to Brian Ongaro or Senior Management.
- Violations of company safety rules will result in disciplinary action.
- All employees should be informed of the location of mandatory job site posters (mobile poster pack), the company Code of Safe Practices, MSDS List w/corresponding MSDS sheets, First Aid Kit, Fire Extinguisher(s), and any safety materials/documents required for the work being performed.
- Remember: Take your breaks! (mandatory rest periods)
- Personal use of cell phones are not permitted while working.
- Adhere to the company dress code and use of mandatory PPE.

Please review the company Code of Safe Practices (provided at hire) for policies and procedures implemented.

*(Edition date 01/04 is available in the old dispatch office)*

## ARE YOU MOTIVATED TO WORK SAFELY?

Without your cooperation and personal motivation to be safe, a safety program is only as good as the paper it is written on. Every safety program needs to have well-defined rules and procedures, but have you ever asked yourself what it is that motivates you to work safely? What is important in your life? If you can't answer the question, maybe the answer lies in one or more of the following five basic items:

- Money is very important to you. If you disregard safety rules and procedures, you could become injured and be unable to temporarily, or permanently, earn your usual income. If you do not follow safety rules, you could be subject to disciplinary action up to and including termination and your source of income would be gone. If you have very expensive tastes or a family to support, your paycheck is probably very important to you.
- Recognition and achievement are important to you. Perhaps you are aware that you must comply with safety rules and procedures, and are the type of person who seeks recognition for a job done safely.
- You have a strong desire not to get hurt and you want to live a long and healthy life. Perhaps your life-style includes activities such as jogging, tennis, swimming, skiing, surfing, softball, or baseball. A serious injury at work could temporarily or permanently prevent you from participating in these "non-work" related activities. The fear of getting hurt motivates you to work safely at all times.
- You are a very good safety leader and "team player." If you are one of these types of people, you will be concerned about the safety of others as much as your own safety. Your concern for the safety of others may motivate you to address safety concerns quickly before a serious accident occurs.
- You clearly understand the potential disciplinary action that could result if you disregard safety rules and procedures.

Every decision we make and every action we take is motivated by something. If you try to understand what motivates you to work safely, and frequently remind yourself of this motivation, then you will greatly minimize your risk of injury.

*It's worth it, isn't it?*



### FAMOUS QUOTES

"Hard work spotlights the character of people: some turn up their sleeves, some turn up their noses, and some don't turn up at all." **Sam Ewing**

"Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish." **Sam Walton**

**MESSAGE TO ALL EMPLOYEES...**

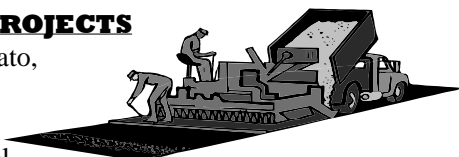
Question: If you saw your neighbor's child running out into the street, would you say or do something to help avoid a potentially fatal accident? Hoping your answer is yes, shouldn't the same attitude apply to your co-workers? Teamwork means looking out for your co-workers. If you identify an unsafe practice or work condition at the job site, please say something. When it comes to safety, you have the right to intervene. Don't expose yourself to possibly being the reason a co-worker didn't make it home to his family...

**ANSWERS TO THE QUIZ...**

1. **False.** Ergo-friendly tools are a great idea, but are just one part of today's safer workplace. Knowing how to use the tool properly is still essential. Avoid awkward bending or stretching, and remember to maintain good posture when using these tools.
2. **False.** Snug-fitting gloves, except latex style gloves, generally can impede blood flow and increase the risk of injury. The best are gloves that fit securely but not too tightly and allow your fingers to move comfortably.
3. **True.** These five most common signs of a possible onset of an ergo injury are too often ignored for too long. Early reporting is your best bet to avoid serious injury and to help your employer make ergonomic friendly adjustments to the work conditions that can eliminate these physical strains.

**ACTIVE GCC PROJECTS**

Palmer Drive/Novato,  
 Sonoma Mountain  
 Home, Vineyards/  
 Cloverdale, Marisol  
 Skyline College/San Bruno, Vintage Meadows 2/  
 Cloverdale, Cloverdale Slide/Hwy 101, Vallejo Curbs,  
 Marin Luxury Cars, Parker Hill, Ridgway Avenue Sewer/  
 Santa Rosa, Heggenberger/Oakland, Lafayette Pavement  
 Project, Hope Lane/Lafayette, Mare Island, Los Alamos  
 Water System, Mazetta - Pending Projects: Simeon/Wal-  
 Mart, Hwy 84 Digtouts, Gordon Ranch, Fairmount  
 Avenue Street Improvements, Residnetial Parkway/  
 Farragut Village, Los Alamos Zone Water Tank, City of  
 Santa Rosa Overlay, Phase II, Mezzetta Peppers



**ON A LIGHT NOTE..**

**Your worst OSHA Inspection Nightmare**

If you've ever faced an OSHA inspection, you know it can be pretty nerve-wracking waiting for the results.

**Here are some clues that things aren't going well:**

- OSHA sets up a mobile command post in your parking lot.
- The OSHA inspector keeps mumbling "UNBELIEVABLE."
- Mike Wallace from 60 Minutes is following the OSHA inspector through your facility.
- The Congressman you call for help returns your campaign donation.
- The OSHA inspector knows your employees by their first names.
- The OSHA inspector is an ex-employee whom you fired.
- John Henshaw himself shows up to conduct the inspection.

**OSHA Inspections - What do they cost \$\$\$**

**Business #1:** Contractor

**Why Inspected?** Employees observed working in 8.5 feet trench that wasn't protected from sidewall collapse

**Fine:** \$25,000

**Reasons for Fine:** Failure to provide cave-in protection; and failure to ensure excavated material was stored more than two feet from edge of excavation

**Business #2:** Contractor

**Why Inspected?** 25-year old worker fatally crushed beneath concrete pipe

**Fine:** \$70,000

**Reasons for Fine:** Failure to properly slope, shore or utilize a shield in trench to prevent cave-ins, Failure to conduct worker training in safety and health issues, Failure to prohibit employees from standing under elevated loads/equipment, Failure to implement adequate inspection programs, Failure to follow safety standards for excavation sites when hoisting.



**MARK YOUR CALENDAR!**

**Quarterly Safety Breakfast (Superintendents, Foremen & Leadmen):** July 16, 2004, 5:30am @ Santa Rosa Yard

**HOLIDAY OFFICE SCHEDULE:**

**Memorial Day:** 5/31/04 - Office Closed

**Fourth of July Holiday Observed:** 7/5/04 - Office Closed

Members of the Safety Committee want to help create a program that benefits all employees. Your input is important, so please do not hesitate to speak with any of the committee members, or complete a Safety Information Form available in the old dispatch office. The GCC Safety Newsletter will be published bi-monthly. If there is a topic that you would like to see published, contact Julie @ (707) 585-1221 or email julie@ghilotti.com.