

Morenci Contractor Success Meeting

06-09-2015

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Agenda



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- Opening Remarks - Jodi Black
- EDLT Team Introductions
- Improving Your Safety Program Clifford Mull



2015 TRIR Breakdown

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TRIR BREAKDOWN	MTD REP	MTD TRIR	YTD REP	YTD TRIR	2Q REP	2QTD TRIR
FMMO	0	0.00	25	1.68 (2971961)	7	1.08
TOTAL CONTRACTORS	0	0.00	10	1.18	4	1.01
<i>2015 TOTAL MORENCI ALL</i>	<i>0</i>	<i>0.00</i>	<i>35</i>	<i>1.50</i> (4656639)	<i>11</i>	<i>1.05</i>

Incident Rate = $\frac{\# \text{ of Incidents} \times 200000}{\# \text{ of Hours Worked}}$



The road to success must be paved with optimism!


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<i>Division</i>	<i>Date of Last Rep. Injury</i>	<i># of Days without Rep. Injury</i>
MAINTENANCE SERVICES	3/10/2015	89
HYDROMET	11/5/2014	214
LEACHING	7/22/2014	320
CLP	N/A (Start date 5/14/2015)	24
CONCENTRATOR	5/7/2015	31
CRUSH & CONVEY	7/21/2014	321
MINE MAINTENANCE	5/29/2015	9
FRAGMENTATION/LOADING/SUPPORT	5/11/2015	27
HAULAGE	5/28/2015	10
RESOURCE MANAGEMENT	11/17/2014	202
ADMINISTRATION	2/10/2015	117
MORENCI MERCANTILE	3/3/2015	96
CONTRACTORS	4/25/2015	43

ACHIEVEMENTS

Mr. Joe Ramsay

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Fatality Prevention Training



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- July 1st and 2nd.
- Room for about 100
- For Superintendent level and above (Safety)
- 7:00 to 4:00
- Morenci Theater

- Volunteers or bring a lunch.

EDLT



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- **Executive Decision Leadership Team**
 - As leaders we will work together to develop an aligned, safe workforce. We will accomplish this from the people to the leaders. We will work to improve the empowerment of supervisors and employees to make executive decisions that allow everyone to return safely home everyday. We will work collaboratively to eliminate boundary's and create a strong positive safety culture.

IVORY TOWER



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- **Safe Production is the result of making the right decision at the right time for the right reason at every level of the organization.**

Members

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- Chairman-Ben Tiedt
- Secretary-Kari Swapp
- Jodi Black-FMI
- Jesse Torres-Granite
- Stacy Scott-Matrix
- Rick Haswell-S.W. Energy
- Domenick Giacoletti-Jays
- Heber Sullivan-CRG
- Cliff Mull-FMI





What have we done?

- Contractor standard is complete-help us to manage all contractors consistently
- Revised onboarding to be much simpler
- In the process of simplifying the badging process
- Tool box talks.
- Learning from each other

Walk and Talk



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- Person to person contact
- Trust between safety personnel and employees
- Communication between contractors
- Trust between employees and other contractors
- Removing the threat of safety in the workforce amongst employees
- Attract supervisors to the idea of teamwork and communication



Morenci Tool Box Talks

Morenci Tool Box Talks

Safety Leadership – I've got the power!



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OPEN HOLE

What can hurt me? FATAL RISKS

- ✓ Fall of Personnel Completing the Work to Level Below
- ✓ Fall of other personnel in the area to below
- ✓ Falling objects hitting personnel working or passing through level below

What can I, you, and we do to prevent injury. CRITICAL CONTROLS

- ✓ Properly fill out the permit-it will guide you through your steps
- ✓ Post attendant to keep workers in the area from getting too close
- ✓ Place substantial barricades around the hole
- ✓ Properly place the flagging to warn others in the area
- ✓ Clean area of tripping hazards
- ✓ Remove tools or other objects away from the open hole
- ✓ Always wear the proper fall protection equipment

My critical behaviors:

- ✓ Communicate with everyone who will be affected in the area
- ✓ Stop any unauthorized people from entering the area
- ✓ Wear the proper fall protection
- ✓ Report any defects in flooring or grating
- ✓ Stay out of any restricted area if you are not required to work in the area
- ✓ Plan your work

Red Flags:

- ✓ People working near an open hole without the proper permits
- ✓ No attendant present
- ✓ Open hole with no barricades or warning flagging
- ✓ Tags missing on the flagging
- ✓ Yellow tape being used
- ✓ Not conducting and pre-task assessment to identify hazards and implement controls.

Current Tool Box Talks



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- Confined Space
- Flagging/barricading
- Forklift
- LOTOTO
- Open hole
- Overhead load
- Pre task inspection
- Rigging and hoisting
- Ladders
- Mobile Cranes

Your In-Put Matters



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- We sincerely want to make it the best place to work
- We value you and your employees
- We are humble and strive for continual improvement.

Common Sense Fundamentals that will improve your Safety Performance



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Foundations



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- Good Safety Programs are built with genuine concern for the welfare of employees and their families.
- **MSHA/OSHA** Regulations are the minimum standards required. We as concerned, involved people should aspire to have a living process that exceeds the minimums

Communication



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- Essential to improve Safety.
- Employees should be at ease to communicate without fear of reprisal or stigma.
- Reward employees for timely action on their concerns.
- Frivolous and unworkable suggestions should be considered carefully and responded to respectfully.

Blame



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- Blaming employees for accidents and injuries instills fear and distrust.
- This inhibits communication that is essential for accurately determining and correcting the causes.
- Blame for clear cut criminal behavior is not included.

Safety Inspections



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- Avoid Mass safety Inspections to accomplish Safety.
- Use your company statistical evidence to direct you in the areas of greatest concern.
- Use inspections made by outside entities to assist you.

Observations



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- Investigate the possible motives for an incident by observations of at risk behavior and adjust the system(s) to compensate.

Find Problems



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- Target your safety performance using data on accident and injury trends, including Near Misses.
- Overall Safety Should begin by focusing on the tasks that produce the highest numbers of serious incidents.

Continual Improvement



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- No safety management system is ever perfect and all require continual improvement.
- It is our collective responsibility, with the help of employees to work on continual improvement.

Bottlenecks



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- The simple fact that the number of persons in the chain of command who must approve corrective action lowers the probability that corrective action will be taken. The result is that the employee incentive to participate in the improvement process is quashed.

Supervisors



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- **MUST:**
 - **Become Leaders.**
 - **Facilitators**
 - **Coaches**
 - **Counselors of Safety.**
- Proper attitudes must be instilled on each new employee's first day at work

Supervisors



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- Safe attitudes will only remain if the actions and words of managers and supervisors are consistent and continue to sincerely encourage safety suggestions and improvement.

Management System Problems.



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- Most accidents and injuries result from system problems rather than from employee behavior.
- Employee behavior may be viewed as a system problem for example;
 - An employee isn't self hired.
 - Is not self trained.
 - Does not set the tone about the importance of safety.

Management System Problems.



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- Management is indirectly responsible for building most of the barriers to safe behavior.
- IF the system has the potential for a serious accident, in time a serious accident is likely to occur.
- Where safety is not considered a high priority concern, and safety training is neglected, supervisors and conscientious, productive, employees who want to please their supervisors are likely to be the ones injured.

SOPs



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- Clearly written, step by step procedures that are safe should be adhered to by all performing daily work tasks that have associated dangers. These procedures should be followed until safer procedures have been established.

- Solutions to safety related problems must not be “cast in concrete”. All solutions are subject to improvement, the need for which should be based on frequent reviews and charting of incidence records.

Working Safely

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- Remove any barriers that would prevent the hourly worker from working safely. Eliminate the choices of **Quality vs. Production vs. Safety**
- All are important and none will be optimized if the others are ignored.
- Supervisors must always be looking for barriers to safe employee behavior, including employee fears about taking action on safety concerns that might require the stopping of production, or other action that would incur that anger of management.

Safe Produciton



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- Zero accidents is not an unreasonable goal
- No one wants to be injured or killed.
- The need for choosing between safety and productivity should not exist.
- **Production** should not be used with out **SAFE**
- **SAFE PRODUCTION**

The Four Ps



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- **People**
 - Everyone goes home Safely each and every day.
- **Property**
 - Equipment and tools are maintained and used correctly.
- **Process**
 - Equipment, materials and tools are all in working order for the next day and the day after that.
- **Payout**
 - No medical bills, death benefits, citations, civil law suits, insurance premium raises, replacement of equipment/tools