

Safety Commission

2022 Panel Discussion

Back To Basics: Engaging New Employees and Subcontractors in Safety Culture



WEDA Gulf Chapter Meeting
New Orleans, LA November 7-9, 2022

With special
thanks to the
WEDA
Safety
Commission:

- **Julie Hile, WEDA Board of Directors
President, Hile Group**
- **Zach Chester, Gulf Coast Senior
Operations Manager of Gulf and East Coast Dredging,
Manson Construction**
- **Jos Clement, West Coast Senior
Caneth, President**
- **Stan Ekren, Midwest Senior
VP, Rivers and Lakes Manager, Great Lakes Dredge and Dock**
- **Doug Plaisance, Gulf Coast
HSE Engineer, Dawn Services**
- **Randy Steed, West Coast Senior
President and CEO, Ross Island Sand & Gravel Co.**
- **Tori White, West Coast
Chief, Operations & Regulatory, South Pacific Division**

Safety Panelists

- **Doug Plaisance; Dawn Services, LLC; HSE Engineer; Safety Commission Member**
- **Tenner Cenac; Gulf Ocean Marine; Vice President**
- **Melanie Mosley; Callan Marine; Vice President**

Moderators:

Zach Chester, Manson Construction, Operations Manager, Gulf and East Coast Dredging, WEDA Safety Commission Member

Emily Kelahan, Hile Group, Performance Consultant

Safety Briefing

Hazard Check

- ✓ Exits
- ✓ Fire Ext./First Aid/AED
- ✓ CPR
- ✓ 911
- ✓ Person in Charge

*Be aware of your
closest exit*

Example Scenarios: New Hires



After mooring a vessel, a deckhand was quickly pulling in the mooring rope, lost his balance, and fell backwards striking a mooring bollard with his leg. He was taken for examination by a medical professional and had bruises on his leg.

New employee dislocates pinky finger, second day on the project. While tightening a bolt with a crescent wrench, their hand slipped off the wrench and made contact with a nearby steel support.

A tug captain started working in the dredging industry. While he was accustomed to moving barges and had many successful years as an oil field tug captain, he was not accustomed to the several underwater cables involved in a dredging project. The tug captain got a wire caught in the tug propeller while maneuvering the scow near the Spider barge. The tug had to be dry docked because the wire caused damage the driplless shaft seal.

Example Scenarios: New Subcontractors



Subcontracted marsh buggy operator contacted (and partially ran over) a welding machine, causing extensive damage.

A scientific monitoring subcontractor had a limited Safety Plan and no Activity Hazard Analyses for their work. The scientific work was not directly in the vicinity of an active dredge site.

Without force feeding submittals for the sub, how can a dredging prime contractor promote site safety to those non-traditional subs without being strictly punitive?

New Hires and Safety Mindset

Topic One: How does your company embed safety culture into its the recruitment and hiring process? What are your key strategies?

- *What training approaches does your company employ to help new hires work safely?*
- *What do you do to you engage your new hires to embrace that culture and live it day to day?*



Situational Awareness

Topic Two: As an organization, how do you:

- *Make your employees aware of their surroundings from job to job, moment to moment?*
- *Help them recognize existing hazards?*
- *Take ownership of getting identified hazards fixed for good?*



Initiating Culture Change

Topic Three: Often contractors approach safety as: “What is required by my contract?”

- *When does your company engage a new subcontractor about safety requirements?*
- *What are some initial steps a contractor can take toward integrating with your safety culture?*
- *Once these steps are complete, how do your best contractors maintain and improve upon them?*



Audience Discussion and Other Topics?

www.westerdredging.org

Access the *Safety* tab under *Commissions* to find additional safety resources.





Beginning this year, awards include the long-standing:

Dredging Project Safety Excellence

Dredging Company Safety Excellence

and two new honors:

Industry Trade Partner Safety Excellence

Government/Stakeholder Safety Excellence

2023 application forms

drop November 30th at the “Safety Award” link

on WEDA’s webpage

Make our WEDA Chapter proud! If you feel your org is safety award-worthy or if you know an org that is, please apply!

An aerial photograph showing a large-scale pipeline installation in a body of water. A long, white pipeline is being laid across the water's surface, supported by several large, dark, rectangular concrete or steel structures. The water is a deep blue-grey color, and the sky is a pale, hazy blue. The overall scene is industrial and maritime.

On behalf of the WEDA Safety Commission

**Many thanks for joining us
and have a safe conference!**