

Safety Committee Minutes
July 29, 2014
Defiance, Iowa

The FSC safety committee met on Tuesday, July 29th, 2014 at the Defiance FSC shop break room. In attendance was Bob Bruck, Tom Grote, Ron Stitz, Mike Evers, Suzy Wear, Jodi Gubbels, Steve Hall, TJ Keane, Angel Jepsen, Pam Gubbles, Bob Gubbles, Jolene Davis, Scott Whitfield, Clancy Murphy, Brett Sandvold, and Audrey Petersen.

Tom Grote opened the meeting by thanking everyone for taking the time to attend the meeting. Tom Grote then discussed a recent insurance inspection/review conducted by Continental Western loss representative Andy McNaught. Tom distributed Andy's report to the group and each "recommendation for improvement" was discussed. Tom then informed the group that Andy will be back in the near future to conduct another review of FSC's facilities.

Bob Bruck then passed out a list of all the work comp injuries and discussed more specifically the new injuries since the last meeting in March. Unfortunately there are several injuries related to falls that have required surgery and will have a significant cost associated with them. Bob reminded the group that high cost type of claims will affect future workers compensation premiums. The group then discussed the injuries and how they may have been prevented. In particular, the group discussed the possibility of having all potential operations employees take a pre-employment test to ensure they can perform the job duties and also possibly identify pre-existing health issues.

Tom Grote then discussed a recent anhydrous accident at one of FSC's locations. This incident was reported by the location manager to the division manager on the date of the accident. The location manager was not aware of the proper reporting procedures which led to the employee not being post-accident drug/alcohol tested in a timely manner. Tom informed the group that all accidents need to be reported to Bob Bruck, Tom Grote, or Pam Gubbels at the General Office as soon as possible after the accident occurs.

Suzy Wear then gave the group an update on employee safety training within the RCI system. Suzy informed the group that 7 locations are 100% completed with all training. Part time employees as well as the summer interns are also required to be trained in safety; however, they are not eligible for the safety incentive bonus. With the fiscal year end approaching, the group discussed other options for the safety incentive program. Someone in the group suggested "near miss reporting" which involves employees reporting potential safety hazards/incidents they come in contact with while working. This will be discussed in greater detail when developing the safety incentive program for the next fiscal year.

Tom Grote attended a recent safety directors meeting in Nevada where a presenter talked about OSHA inspections and what an OSHA inspector would be looking for during a site visit/inspection. Tom also discussed several recent fatal accidents in which OSHA was then on site conducting their inspection. These inspections resulted in several violations which resulted in large fines. Most OSHA inspections are the result of serious accidents involving severe injuries or fatalities.

Due to vacations and other events, several members were not present at the meeting. Tom will be following up and distributing the materials discussed to those individuals separately. The next safety meeting will be scheduled sometime in September before the harvest season begins.

