

Safety Committee Minutes
August 13, 2015
Harlan, Iowa

The FSC safety committee met on Wednesday, August 13th, 2015 at the Therkildsen Center in Harlan. In attendance was Bob Bruck, Tom Grote, Ron Stitz, Jodi Gubbels, Steve Hall, Pam Gubbels, Clancy Murphy, Gary Jahn, Paul Hocamp, Jake Young, Joe Klein, Lance Axland, Mark Klein, Chuck Leinen, Suzy Wear, Nick Riessen, Jolene Davis, Audrey Petersen, Sharon Kroger, Dan Schmitz, Joe Melton (RCI), and Joe Gubbels.

Tom Grote opened the meeting by thanking everyone for taking the time to attend the meeting. Tom then introduced the guest speaker Joe Melton from RCI. Bob Bruck updated the group on work comp and accident claims. During the auto accident discussion, the Oakland floater/vehicle accident was mentioned prompting Tom to remind the group he has a video on how to safely operate a floater or sprayer. Anyone interested in using this video may contact Tom. Bob reminded the group to be sure and report any and all injuries to him within 24 hours of the incident.

Tom then turned the discussion over to Joe Melton from RCI. Joe delivered a presentation on Achievement Focused Safety. Joe's message centered around pointing out and rewarding good safety practices of employees rather than only focusing on negative items or the minimum requirements of OSHA. Joe also stressed that managers must be committed to safety and must lead by example. It is the management who sets the tone for a safe work environment. According to Joe's message, creating a safe work culture is a journey that does not end and can also create indirect improvements in the workplace, such as, improved customer service, productivity, etc. Joe delivered his message in a fun energetic way with many functional and specific examples everyone could relate too.

Tom Grote then gave the group a Lezage training update. There are still locations with employees who need to complete the required training by 8/31. Tom urged the managers to remind employees to get the training done early rather than waiting until the last minute. The group also discussed the parameters for a new incentive plan for safety training in the future. This information will be published at a later date in a separate document to employees.

The group then focused on the recent anhydrous accident at the Harlan shop. Tom shared with the group his experience during the OSHA inspection including the OSHA violations as a result of the accident. Gary stressed to the group that it is very important to accurately and timely document ALL safety training as that is the very first thing OSHA will request during an inspection/visit.

The next topic discussed was pre-employment physical history/assessment for potential employees. Per FSC's employment attorney, an employer can't request a physical history report on a potential new hire. However, if an employment offer is made to an individual, an employer can request the candidate complete a pre-employment physical. FSC's HR department will be researching this as an option for potential new hires to possibly detect pre-existing physical/health issues prior to employment.

The last item discussed was CDL training. Tom informed the group that a company called Northland provides a service to train and test individuals for the type of commercial driver's license required to do their job. The laws and regulations for CDLs are changing and will impact FSC drivers. This company follows the changes and adapts specific training to help drivers get the CDL they need for the vehicle they will be driving. They have several training/testing sites located throughout the state.

The next safety meeting will be held after harvest in the Dec/Jan timeframe