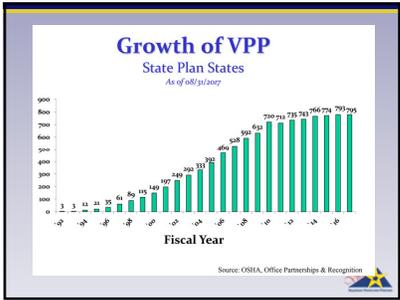
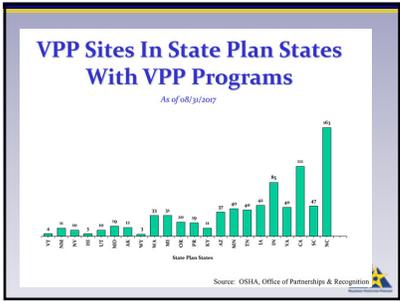
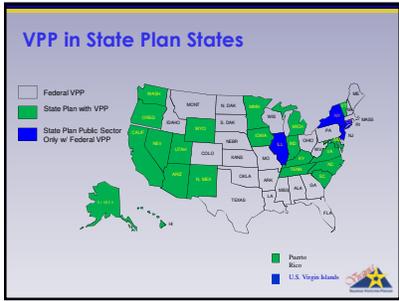


### VPP STAR

- > **Highest Level** of Participation
- > Requires a **VOSH/OSHA** compliant/successful **Safety and Health Program**
- > **3-year average** Days Away, Restricted, or Transferred (**DART**) and Total Case Incident Rate (**TCIR**) **below** industry average
- > Re-evaluated every **3 - 5 years**



## Introduction to Virginia's VPP Program



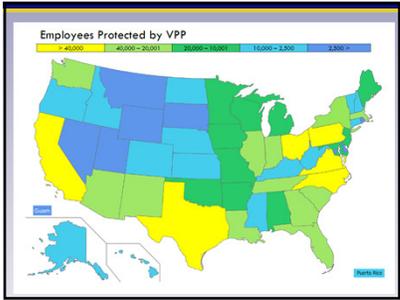
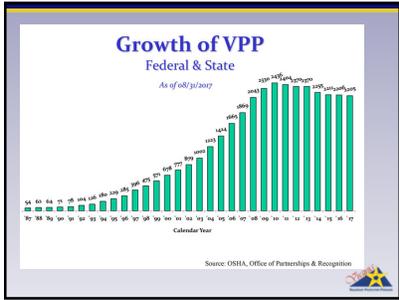
### What is VPP?

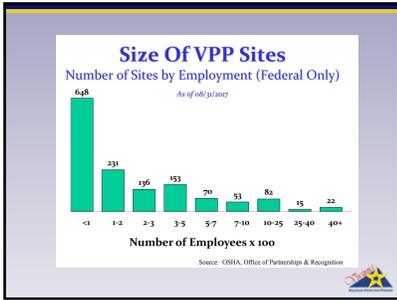
It is a:

- > **Commitment** vs. Compliance
- > **SHMS** (Safety & Health Management System)
- > **Foundation** for **Continuous** Improvement
- > **Voluntary**
- > **Exemption** program
- > **Recognition** program
- > **Star** Worksite
- > **Merit** Worksite

**No Fees!**

**“BEST OF THE BEST”**



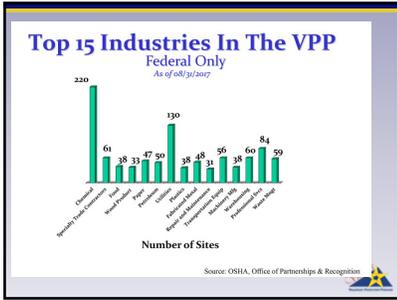
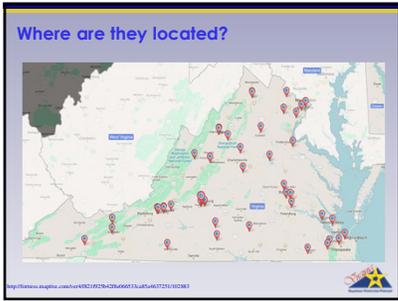
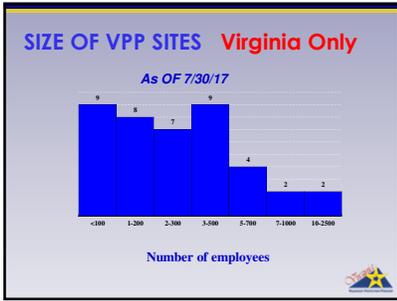


### Who's in the Virginia VPP?

➤ The Virginia **VPP participants** are a **select group** of facilities in **high hazard industries** that have **implemented outstanding Safety and Health Programs**.

### Types of Industries

<b>Snack Foods</b> Frito-Lay (1) Kraft Foods (1)	<b>Warehousing</b> Sysco RDC (1)
<b>Turkey Processing</b> Cargill Feed Mill (1) Cargill Hatchery (1)	<b>Correctional Centers</b> Lunenburg & Augusta Correctional (2)
<b>Electronics</b> General Electric (2) Lockheed Martin (1) Raytheon (2)	<b>Plastics</b> Toray Plastics America (1) CP Films (Eastman) (1) Quadrant Engr. Plastics (1)
<b>Forest Products</b> International Paper (1) Huber Woods (1) Georgia Pacific (1)	<b>Electric Utility</b> NAES (2) Covanta Energy (2) Dominion Power (2) Tenaska Virginia (1)



### Types of Industries

<b>Airlines</b> Delta Airlines (1)	<b>Foundry</b> NIBCO (1)	<b>Pharmaceuticals</b> Fareva (1)
<b>Brewery</b> Miller Coors (1)	<b>Freight Haulers</b> Frito Lay Transportation (1)	<b>Pollution Control</b> Babcock & Wilcox (1)
<b>Chemical</b> BASF Chemicals (1)	<b>Industrial Launderer</b> Cintas (3)	<b>Printers</b> LSC Communications (1)
<b>Electrical Transformers</b> ABB Bland (1)	<b>Insulation</b> Johns-Manville (1)	<b>Windows and Doors</b> Integriy Windows (1)

### Current Virginia Statistics

- **First Star** Worksite in **1996** (GE Salem)
- **67** Worksites **achieved** VPP
- **39** **Active STAR**
- **29** **Different** companies
- **20** **Different** industries

Size from 28 to 1,500 employees

### VPP is...

- An **opportunity** to **develop cooperative relationships** with other **VPP sites, VOSH and employees**
- Designed to **recognize** and **promote effective** safety and health **management**
- **Leads** to **enhanced** worker **safety** and **health**

**Not just an award, it's a continual process reaching toward excellence**



### Elements of Successful VPP Facility

- Management Leadership
- Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training

**THE SAME**



### Worksite Analysis Sub Elements

- Pre-use/Pre-Startup Analysis
- Comprehensive Surveys
- Self Inspections
- Job Hazard Analysis
- Employee Reporting of Hazards
- Accident Investigation
- Trend Analysis




### Other SHMS vs. VPP

ISO 14001:ISO	OSHA VPP	ANSI-Z10
- Subject to international and local country legal and other requirements	- Uses OSHA/VOSH 1910 or 1926 and VPP Policies and Procedures Manual	- Consensus Standard
- EHS Objectives and Targets	Goals and Objectives include Employee Involvement	- Management Goals and Objectives
- EHS Management Programs	Management Leadership and Employee Involvement - Industrial Hygiene (IH) Program - Occupational Health Care Program	- Management Program
International Standard	Applicable in US OSHA jurisdictions only	- American standard; can be used internationally
Fees to apply, 3 <sup>rd</sup> party audit and maintenance fees	No fees to apply, audit or maintain Cooperative audit with OSHA and VPP peers	- Initial costs of ANSI book - DIY self audit and review



### Management Leadership Sub Elements

- Top management visibility
- Clear S&H policies communicated
- Responsibility, planning, resources, accountability
- Includes contract workers



### Hazard Prevention & Control Sub Elements

- Hazard Tracking System
- "Hierarchy of Controls"
- Preventive Maintenance
- Emergency Response Procedures
- Medical Program




### Elements of a Successful Program

- Management Leadership and Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training



### Employee Involvement Sub Elements

- Active and meaningful
- Problem identification and resolution
- Employees involved in S&H planning
- Employee feedback




### Training Sub Elements

- Everyone's responsibility
- From top managers to line workers
- New Hire/Transfer Orientations
- Contractor and Visitors, too
- Schedule training sessions on a regular basis

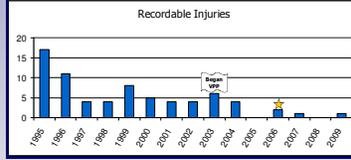



## Why Pursue VPP?

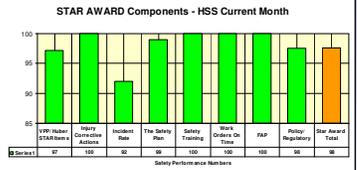
- **Economic** benefits
- Enhanced public **recognition**
- **Improved** safety performance
- **Increased** employee morale



## Huber-Crystal Hill, VA Site



## HSS – Huber Safety Score

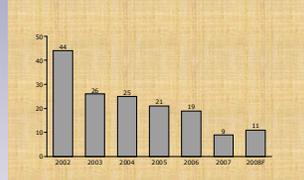


## Why Pursue VPP?

- **To Save Money!**
  - The **average lost-time injury direct costs** equal **\$54,000!**
  - Work **injuries** cost Americans **\$250** billion in 2013, (The National Safety Council)
  - A workplace **injury** takes place every **six seconds**, which means **96,000** **each week**



## HEW Recordable Injuries (all 5 sites)



## Lunenburg Correctional Center



Huber Engineered Woods, LLC  
Jeremy Catron, Plant Manager



## Huber S&H Metrics

- Safety Training Attendance
- Safety Behaviors
- Compliance VPP Related Items
- Compliance with Safety Policies
- OSHA Regulatory Completion of Site EHS Goals Items
- Completion of EHS Corrective Actions
- Conformance to MMSRs
- Overall Huber Safety Score
- Near Misses
- Overall Incident Rate (which includes 1<sup>st</sup> aid injuries)



## LCC Stats

- Lunenburg Correctional Center is a **Security Level 2** facility housing adult male felons.
- Opened in 1995 and is located on 205 acres outside of the town of Victoria in Lunenburg County.
- Averages **257** full time positions and houses **1,186** offenders.
- Has a Virginia Correctional Enterprise seating and upholstery production program.



### Workers' Comp Savings for LCC

- In a comparative analysis with like Virginia prisons of the Medium Security Dormitory design (MSD), LCC incurred **57% less** workers' compensation costs than the average of other MSDs for the analysis period.
- If all five of the MSDs used for the analysis had been Star certified during the analysis period and achieved similar results as LCC then the potential savings may have been: **\$3,007,334** in direct (insured) costs; **\$10,405,377** indirect costs for a total of approximately **\$13.5** million



### How to Get Started?

How can your site join the nearly **2200 sites** in the United States that are experiencing injury and illness rates that are **less than half** of the national averages?



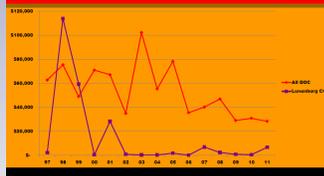
### Any Questions?



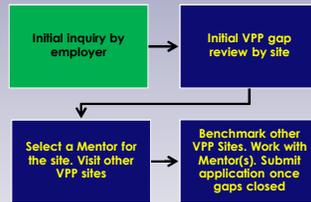
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### The Star Effect



### VPP Application Process



\*Employer can withdraw at ANY time

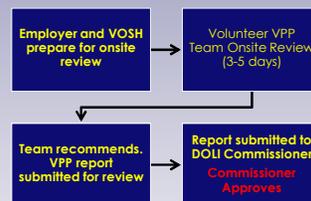


### VPP: A Model for Better Government

- VPP sites serve as models for standards development and also mentor other companies
- VPP promotes innovation and facilitates expansion of cooperative programs vs. compliance programs



### VPP Application Process



\*Employer can withdraw at ANY time

