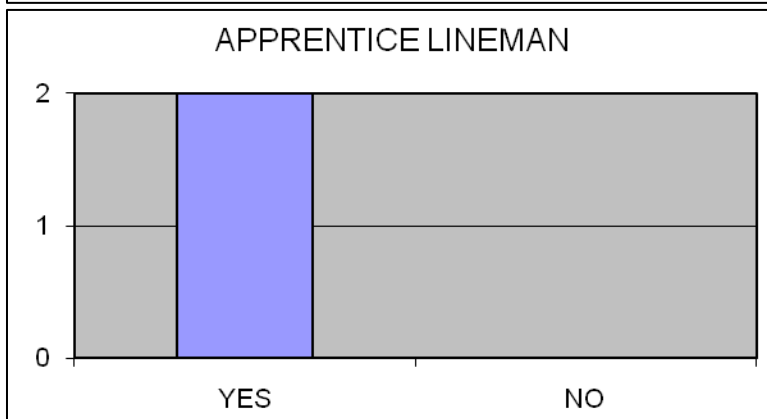
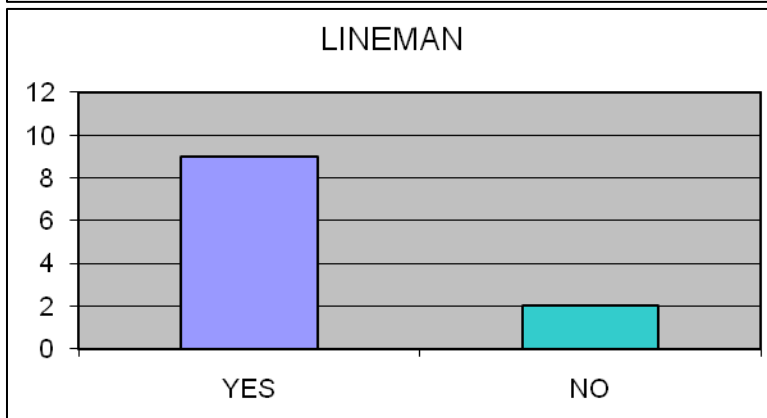
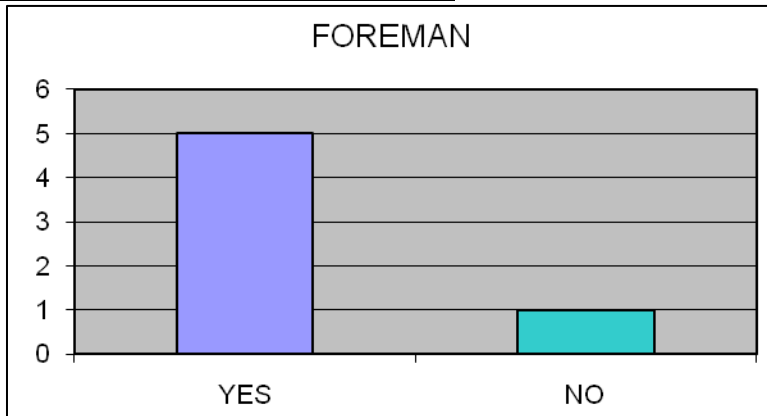
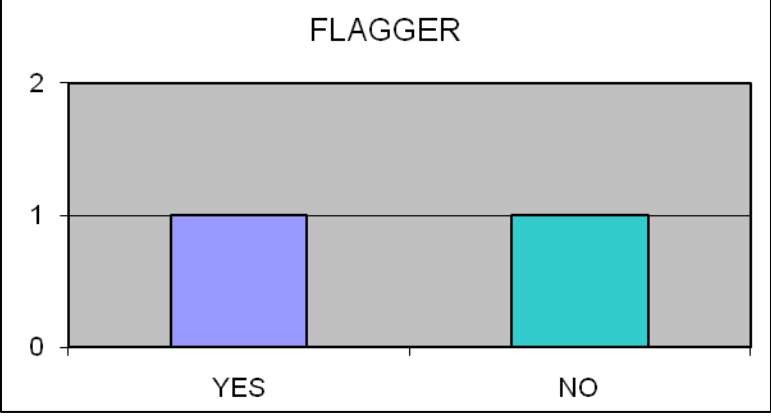
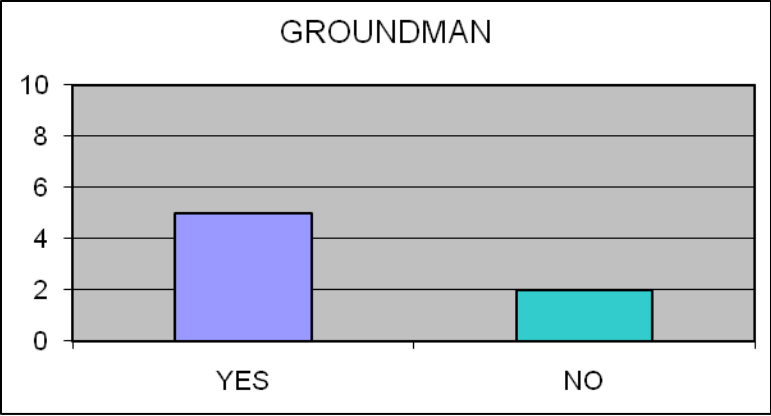
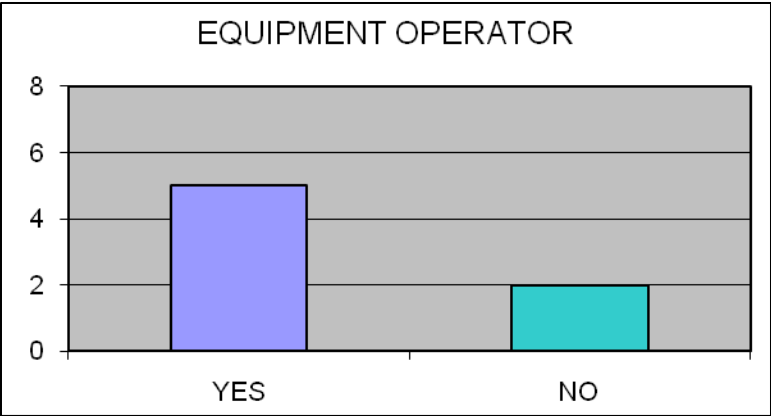


1) Name of Utility: Grays Harbor PUD

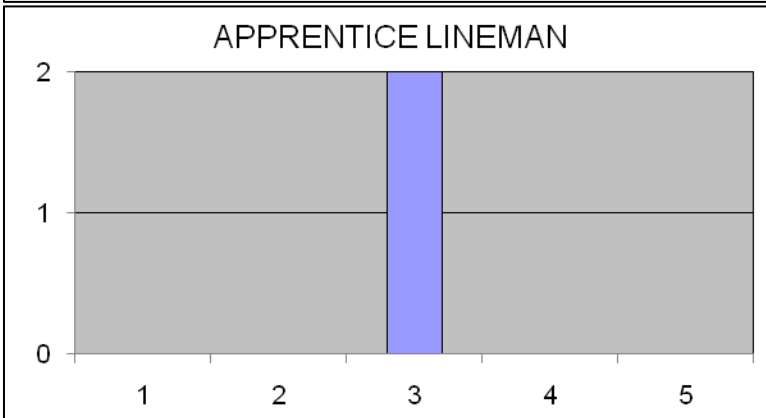
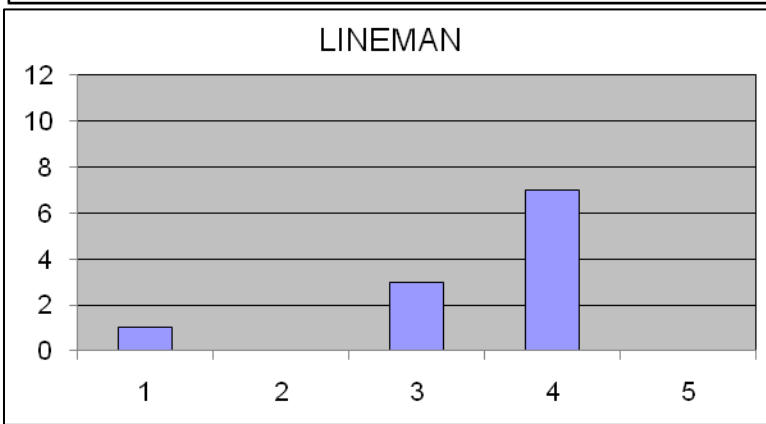
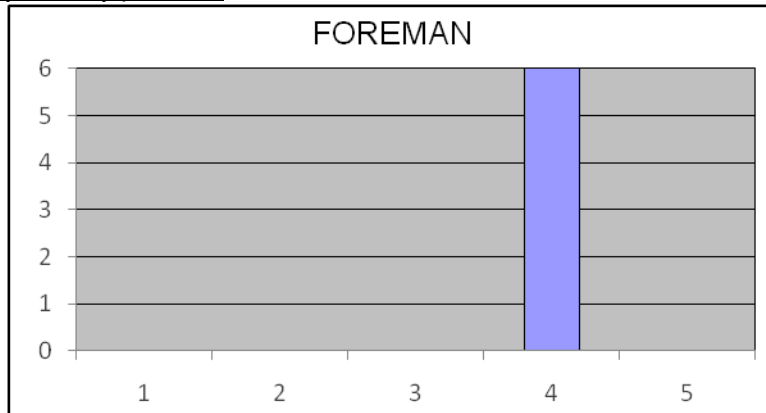
2) Title/Job Classification: Foreman
Lineman
Apprentice Lineman
Equipment Operator
Groundman
Flagger

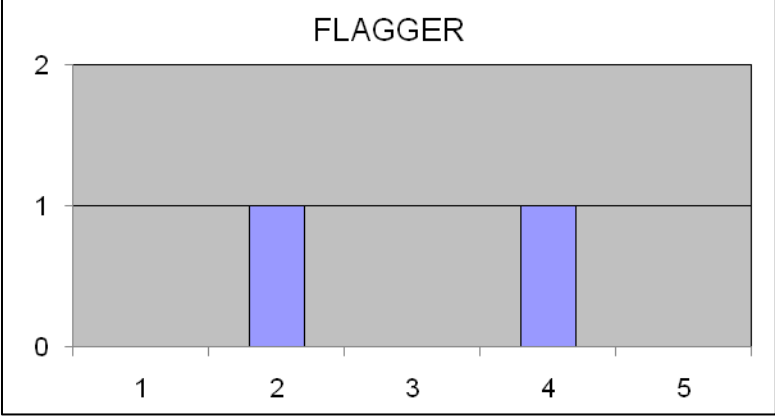
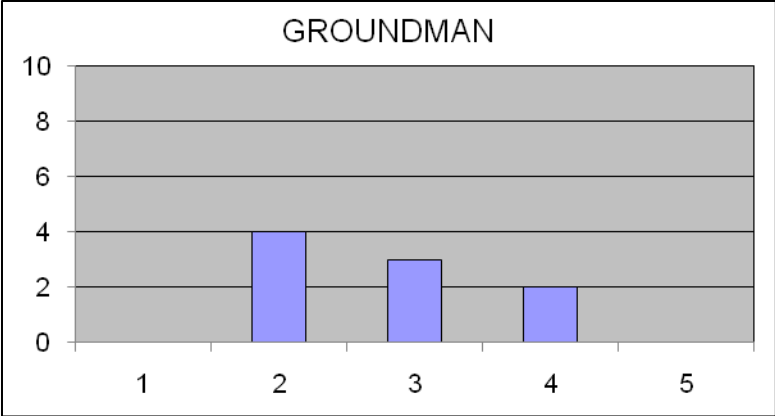
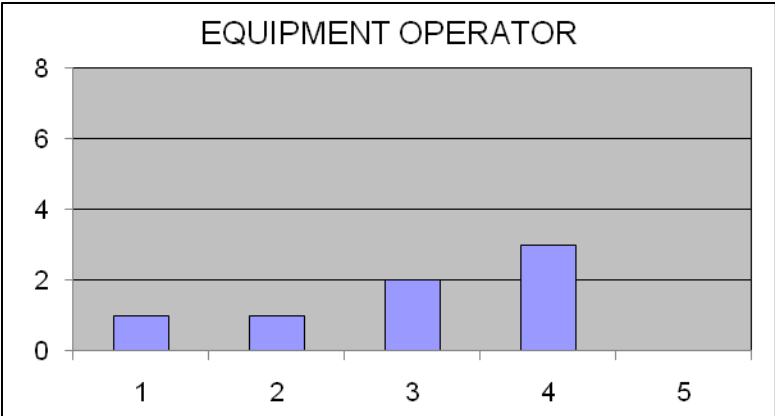
3) Does your employer provide Safety Standards (rules concerning "safe work practices"), other than WAC or OSHA? Yes No





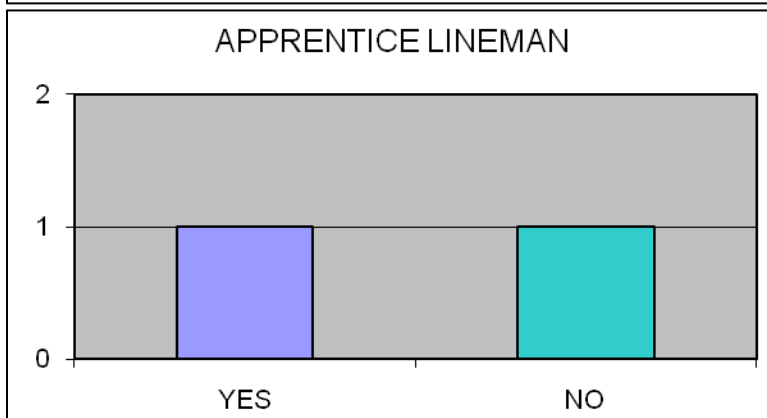
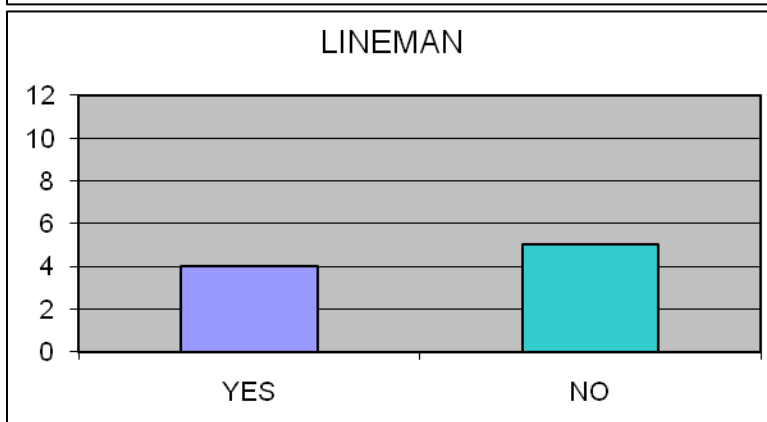
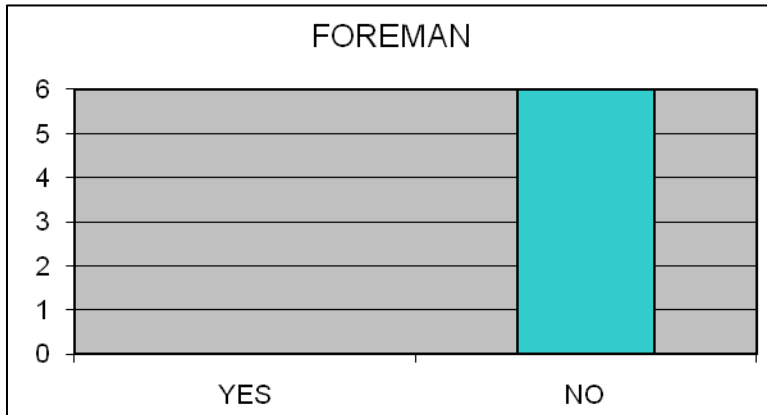
4) On a scale of 1 to 5 (5 being the highest) how well do you know WAC45 and/or your company's safety policies?

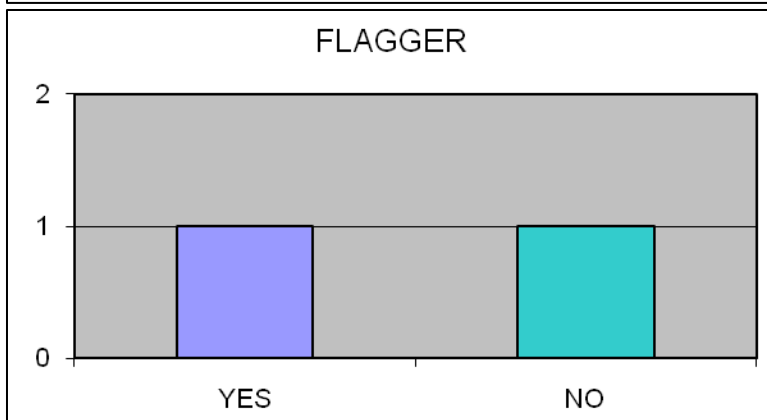
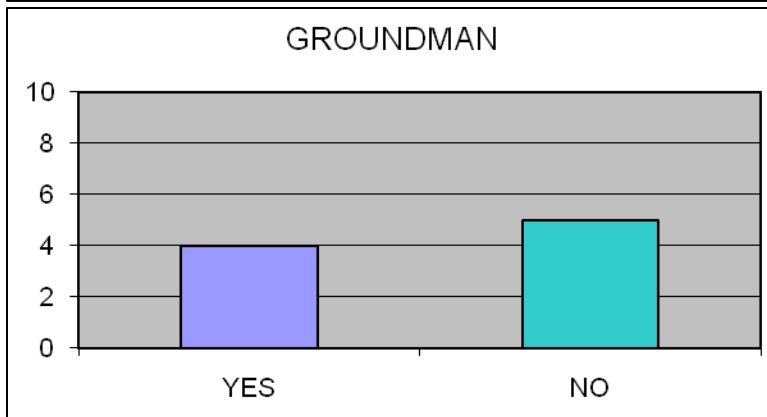
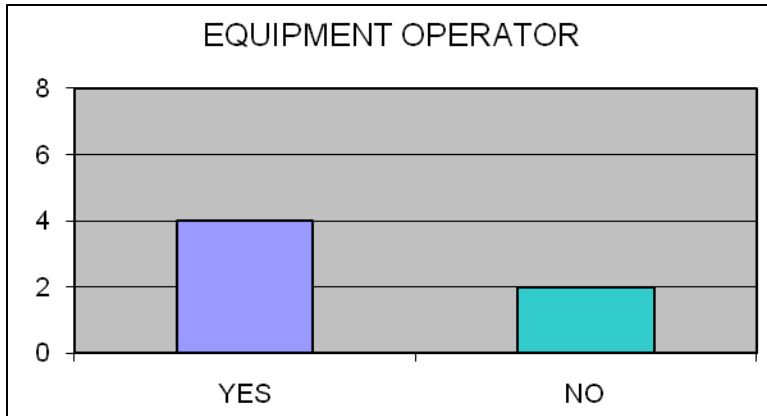




5) Does your employer ask for input or feedback on “safe work practices”?

Yes No





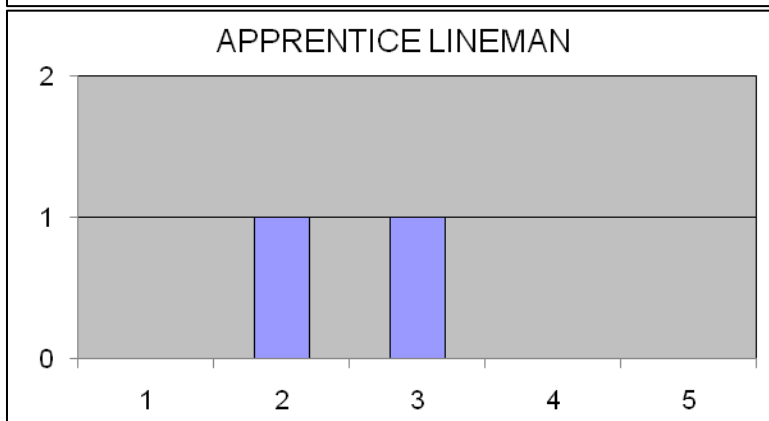
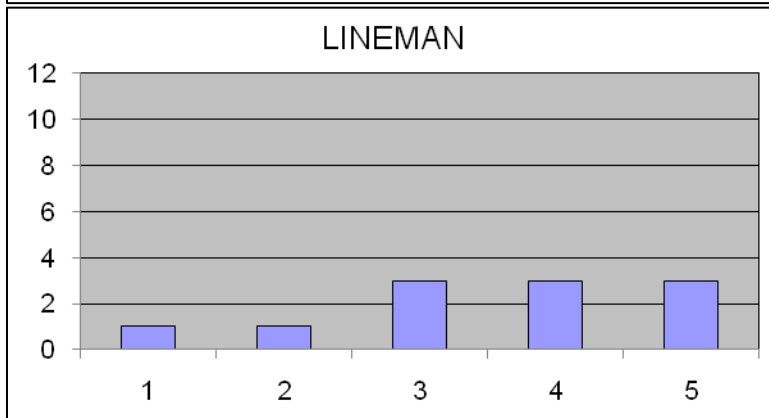
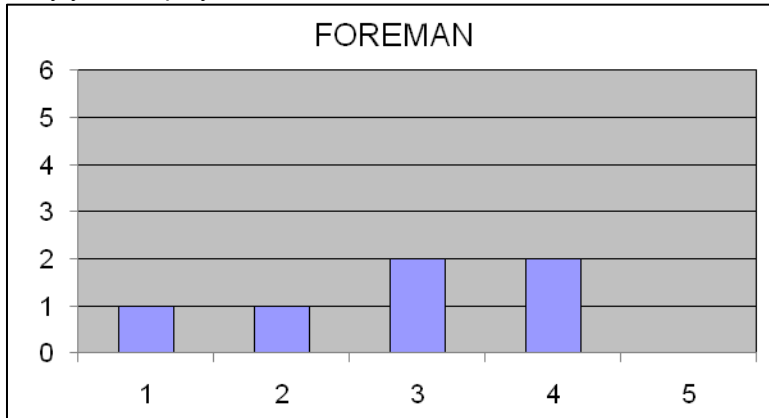
"Sometimes."

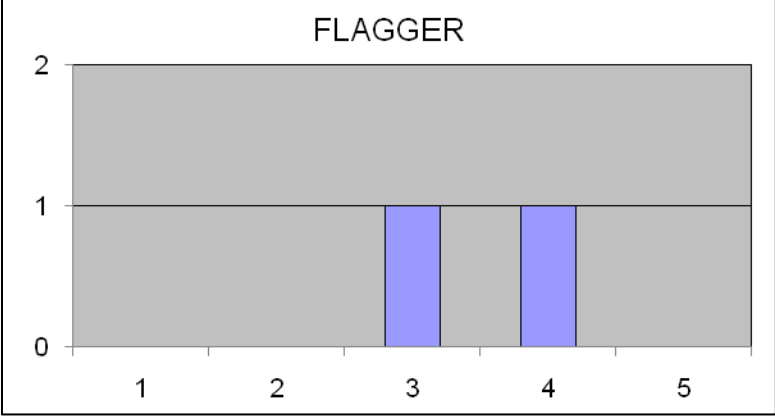
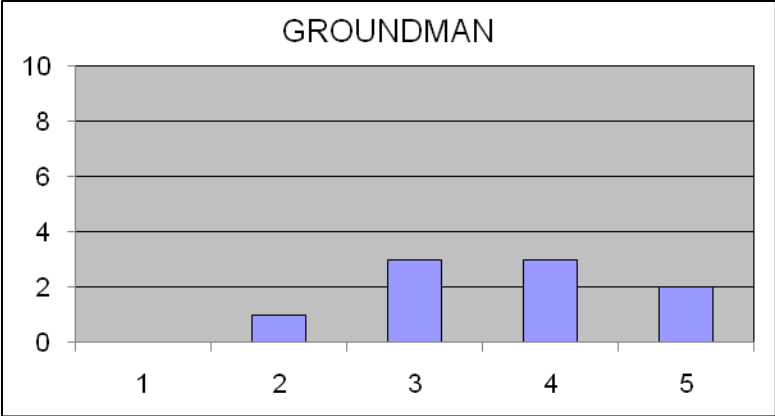
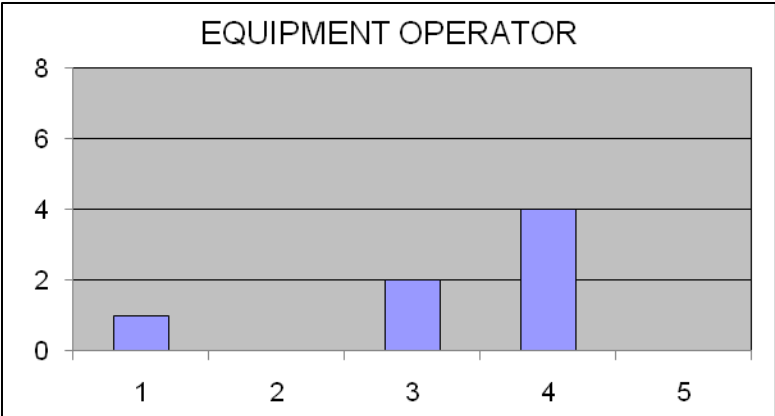
"Somewhat."

"Not always."

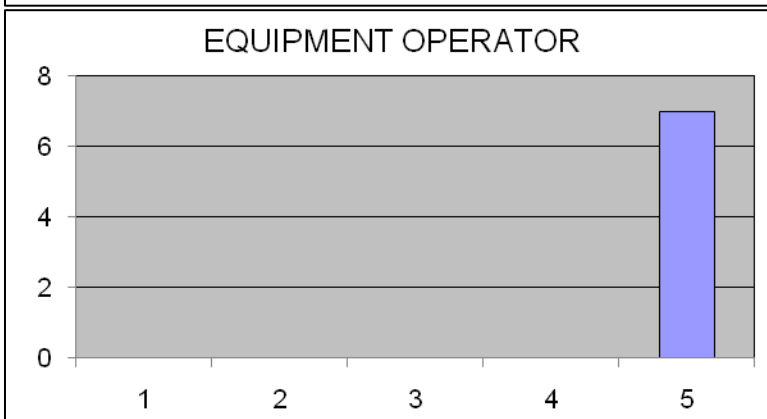
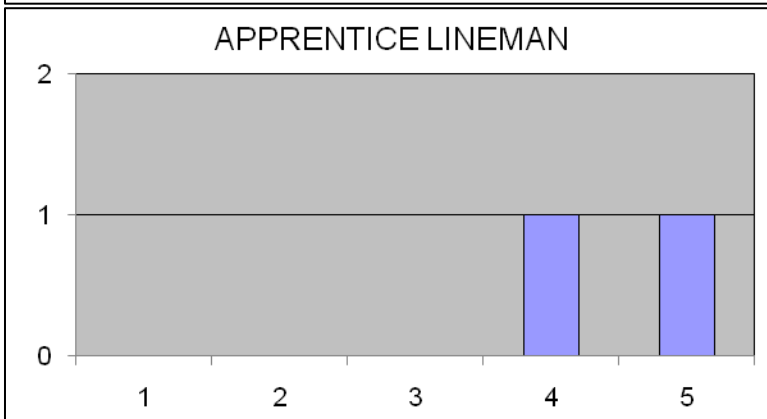
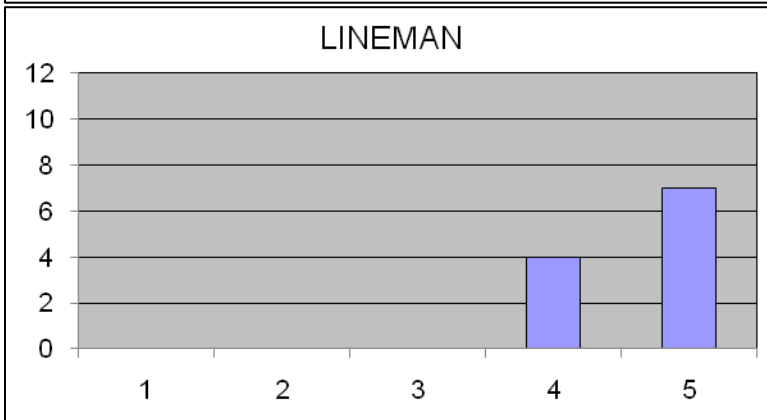
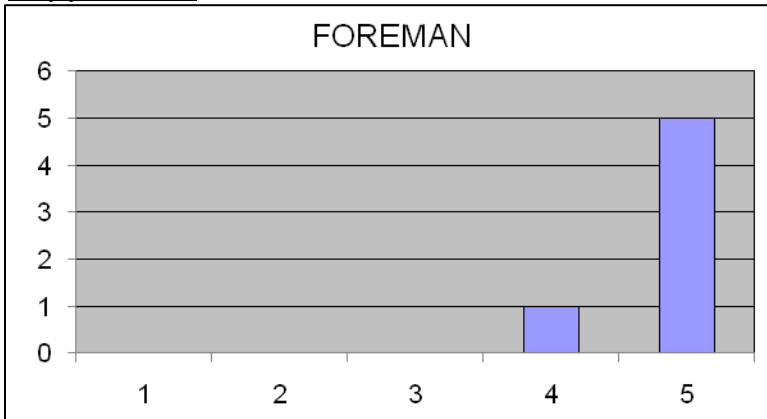
6) On a scale of 1 to 5 (5 being the highest) what level of priority is given to “safe work practices?”

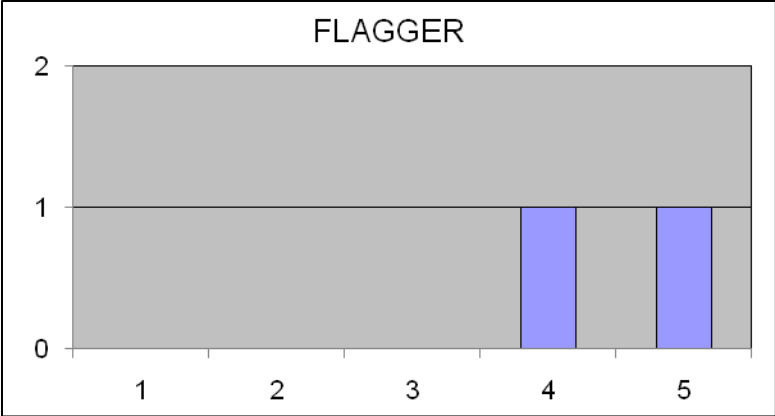
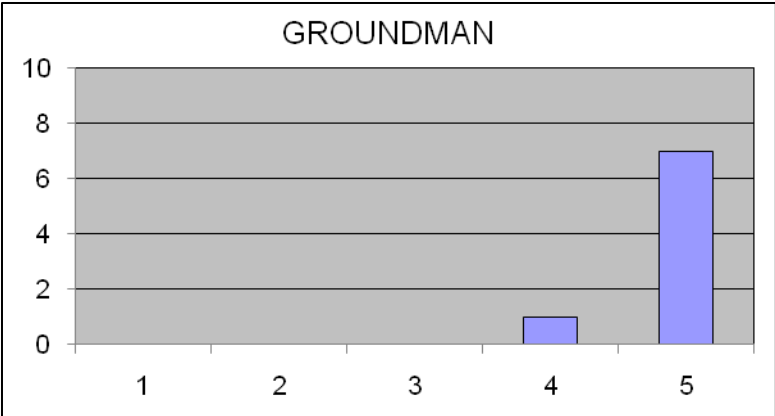
• By your employer?



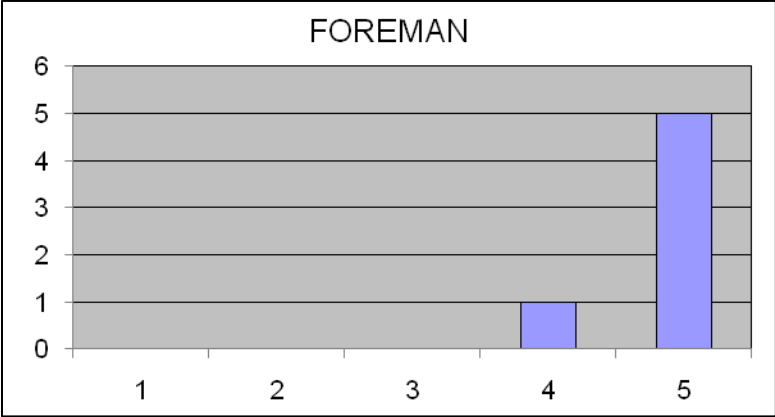


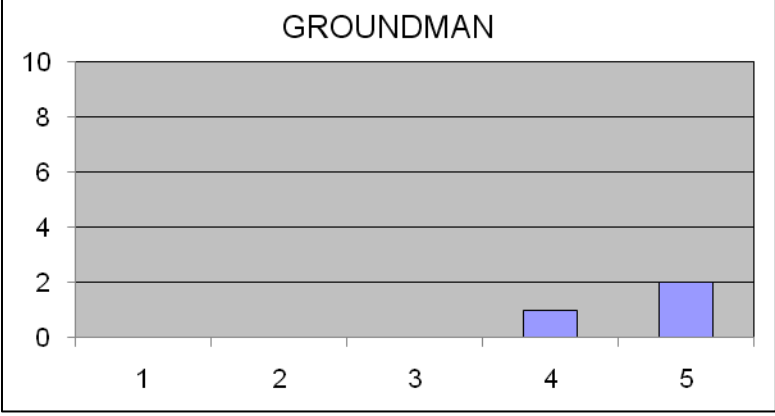
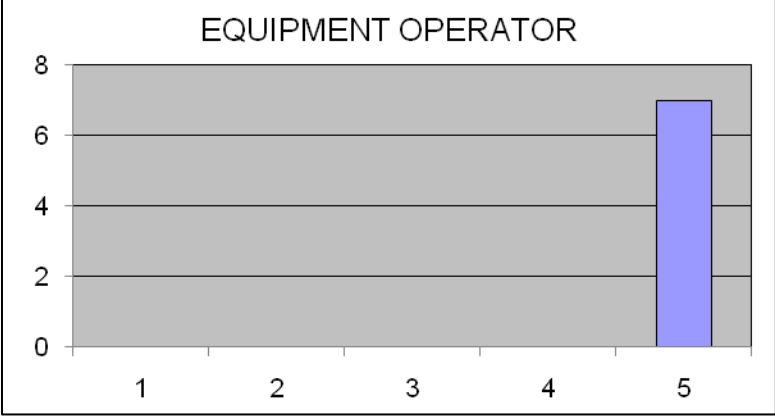
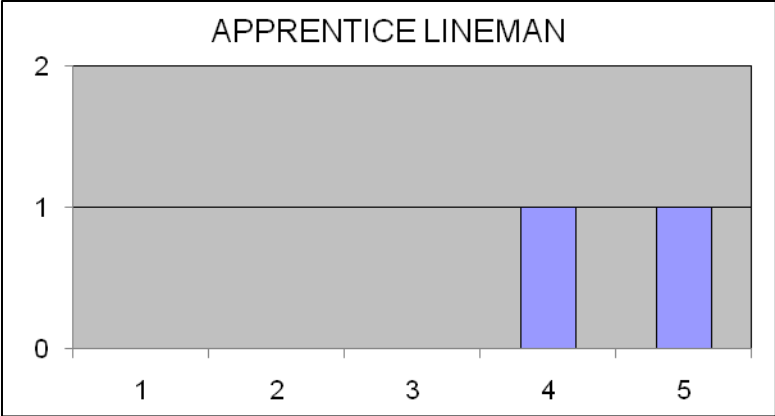
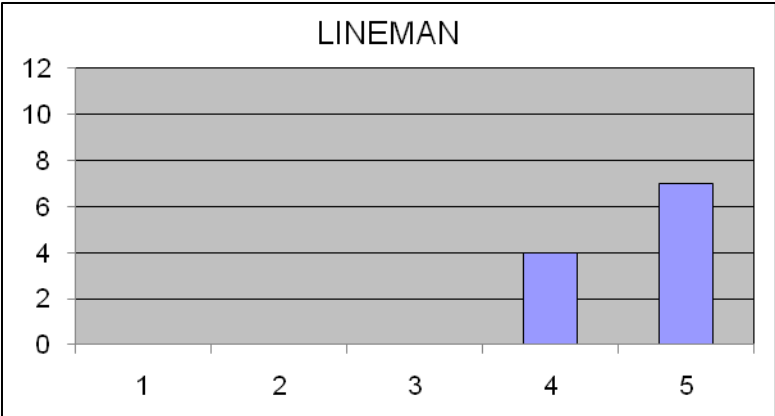
• By your crew?

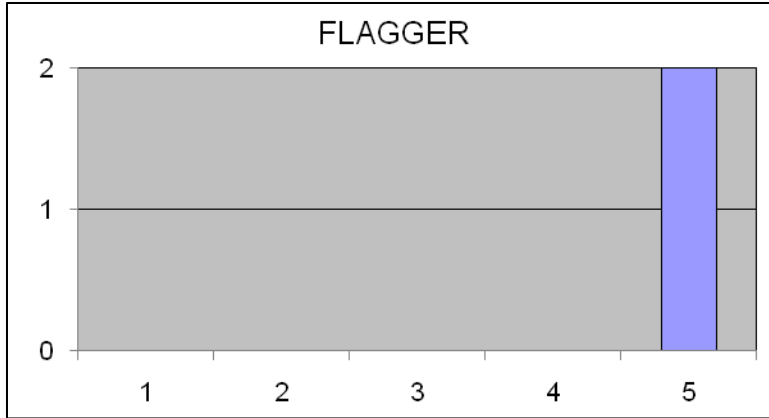




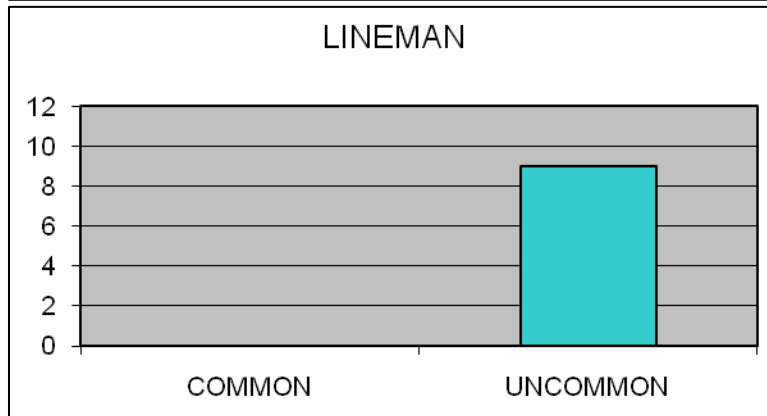
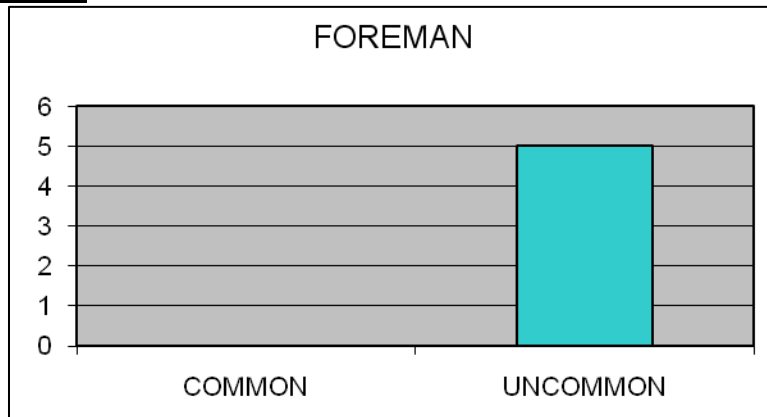
• By you?

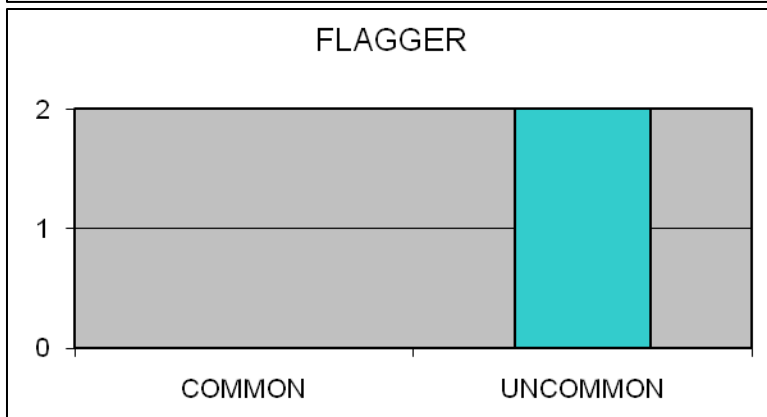
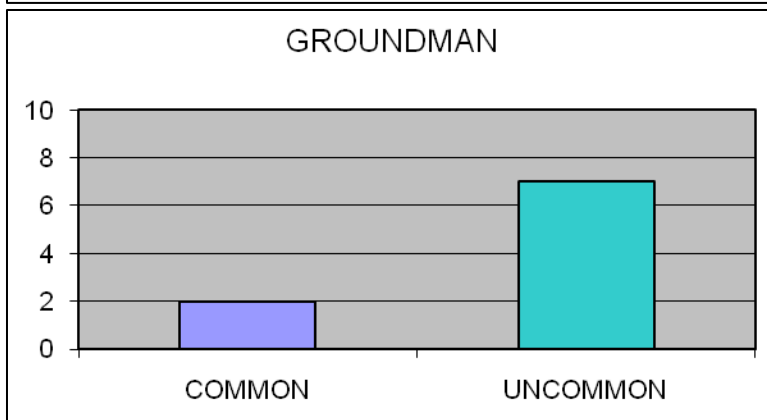
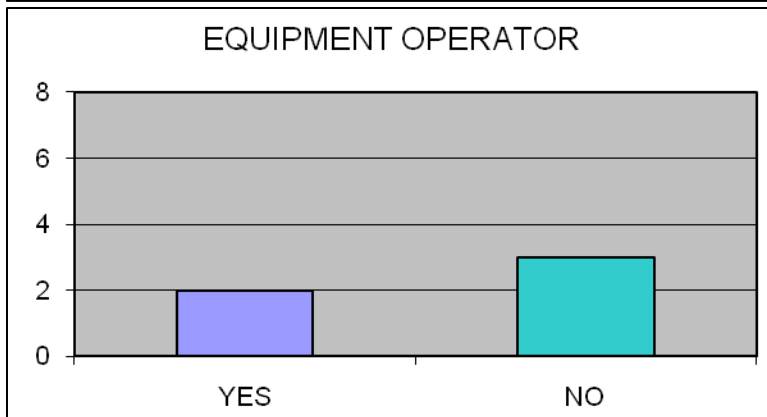
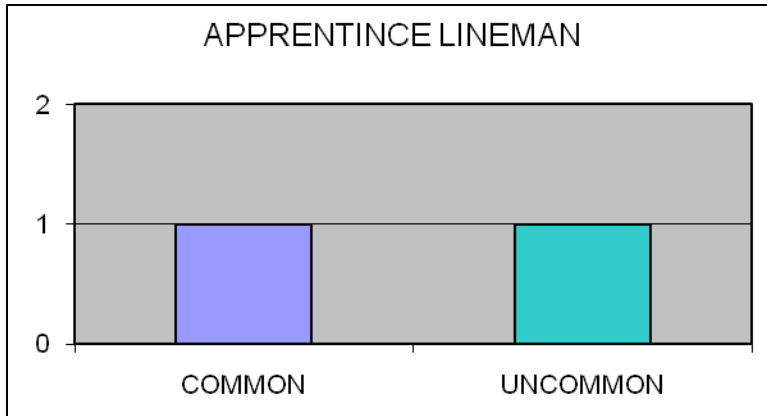






7) Is it (**common, uncommon**) for you to observe “safe work practices” being compromised?
 (Circle the answer) What action do you take if you observe “safe work practices” being compromised?

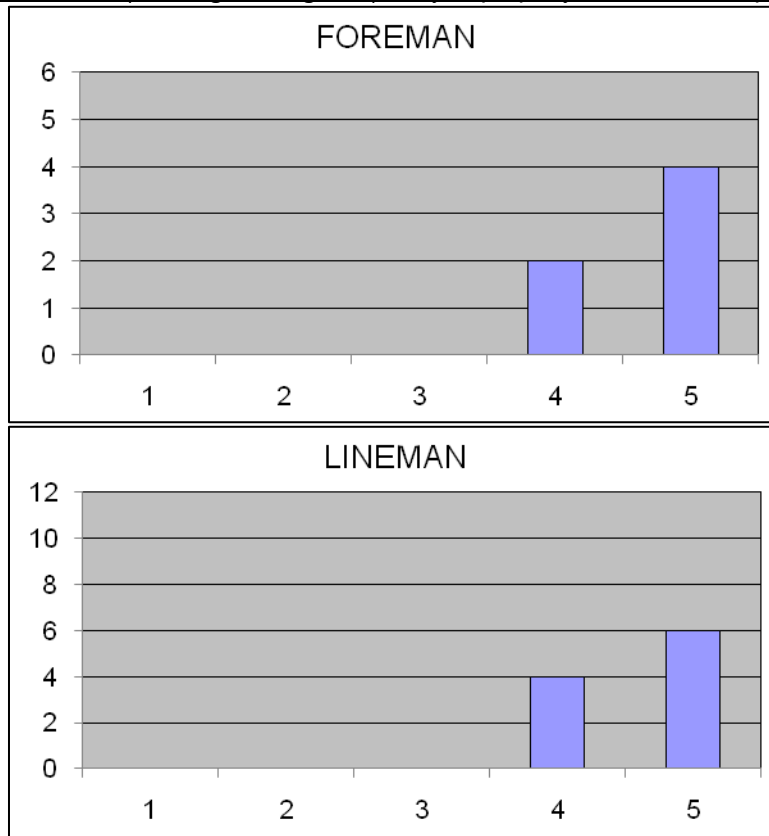


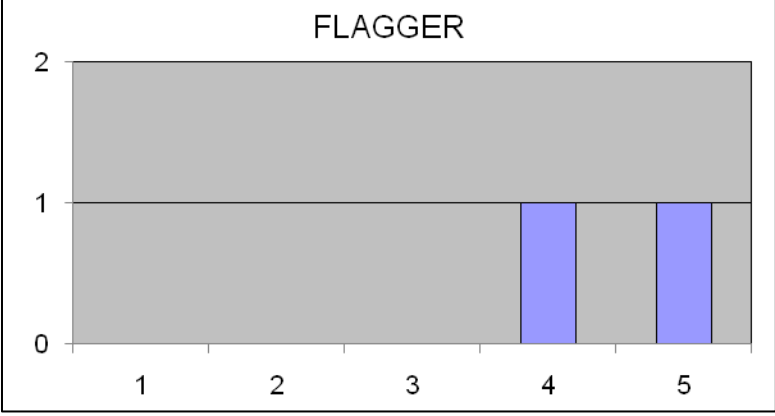
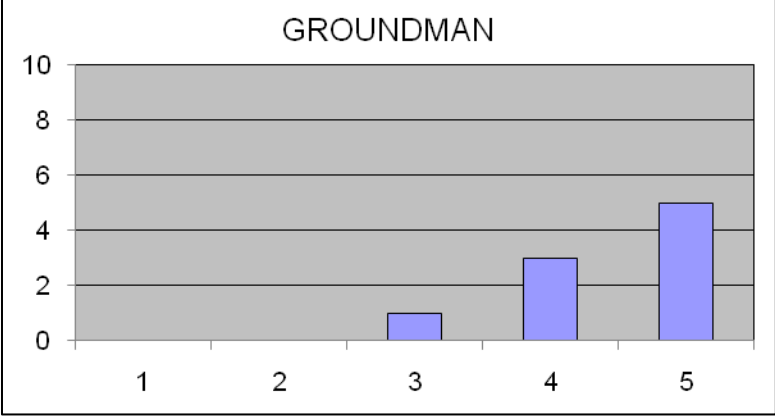
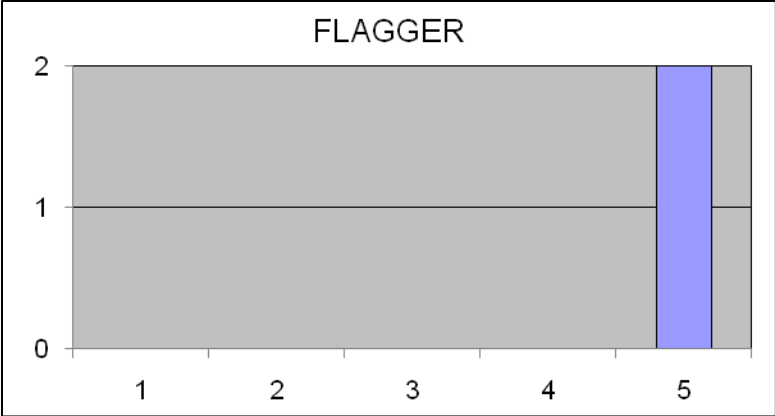
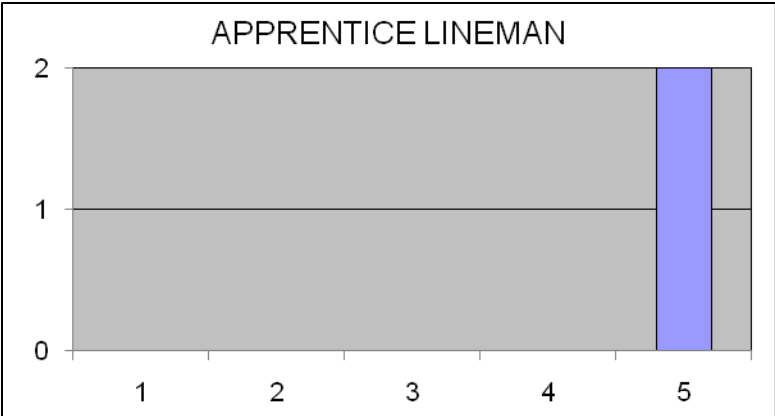


"Try to fix it."

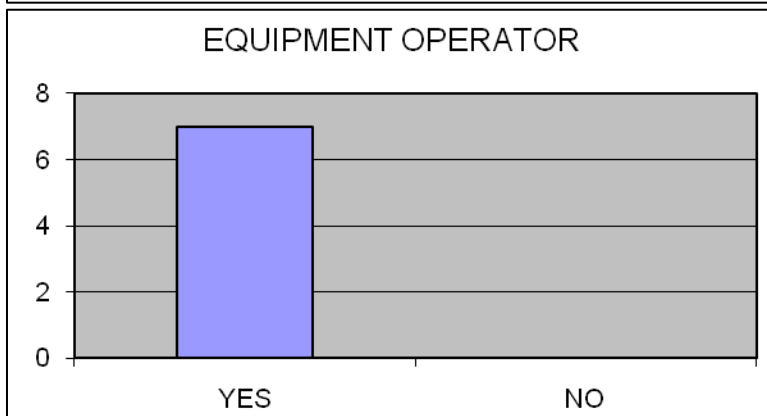
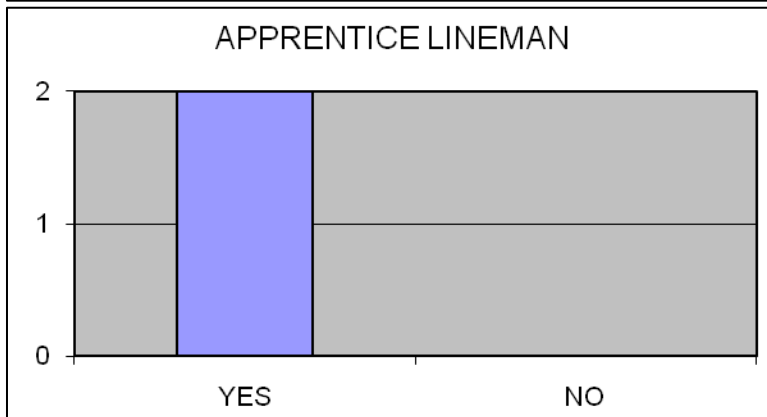
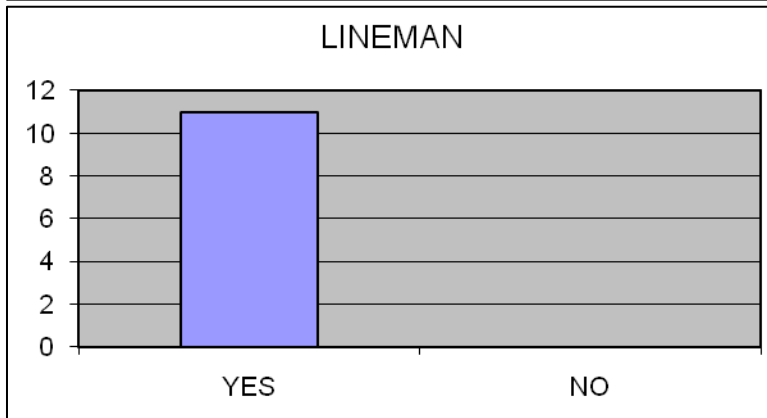
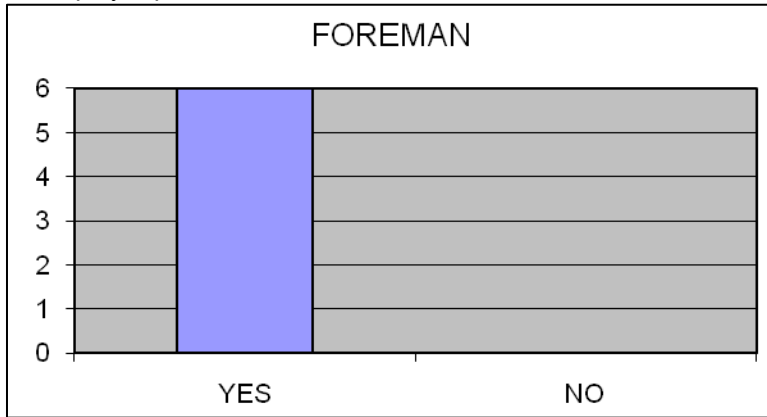
"Change to safe."
 "Talk with foreman then journeyman."
 "Usually let them know."
 "Varies from crew to crew- I will mention it. Most common issue is grounding or the lack of it."
 "Stop job and fix problem."
 "Fix them on the crews and take them to safety meetings, where it goes nowhere."
 "Stop work and talk about situation."
 "Let the participants know."
 "Bing contractors working on disctrict property- I would tell safety coordinator and he would address the concern."
 "Stop the work and have a tailboard to correct things."
 "Stop the work and get everybody on the same thought process."

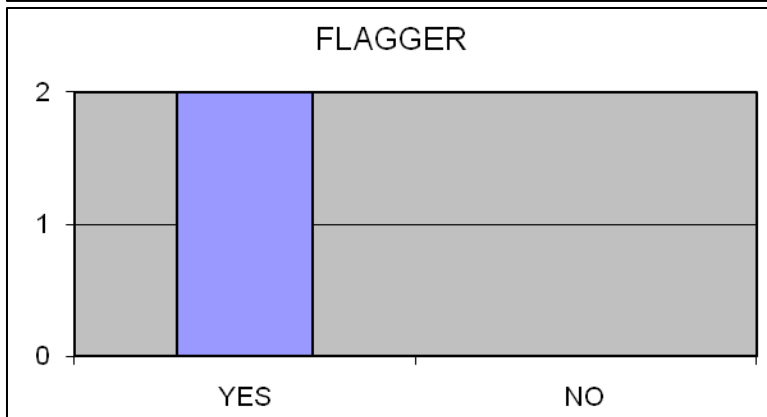
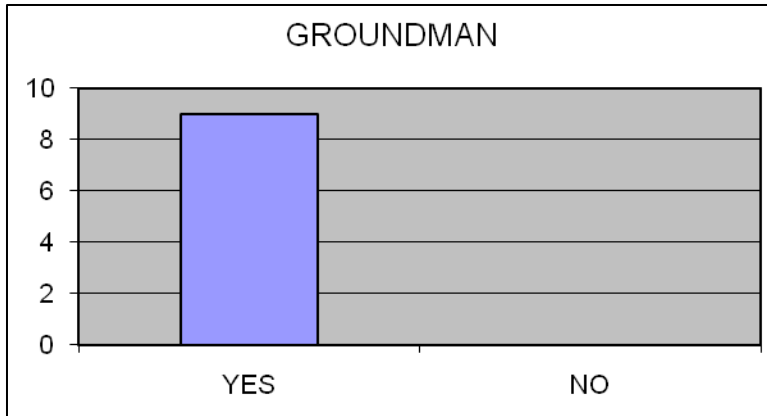
8) On a scale of 1-5 (5 being the highest), do you properly use the PPE's provided?



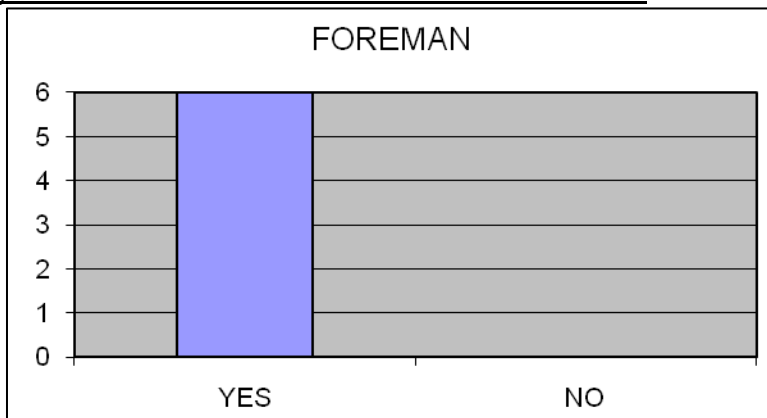


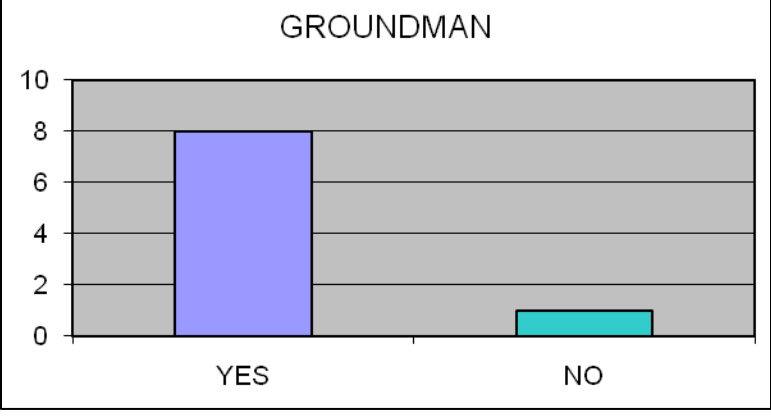
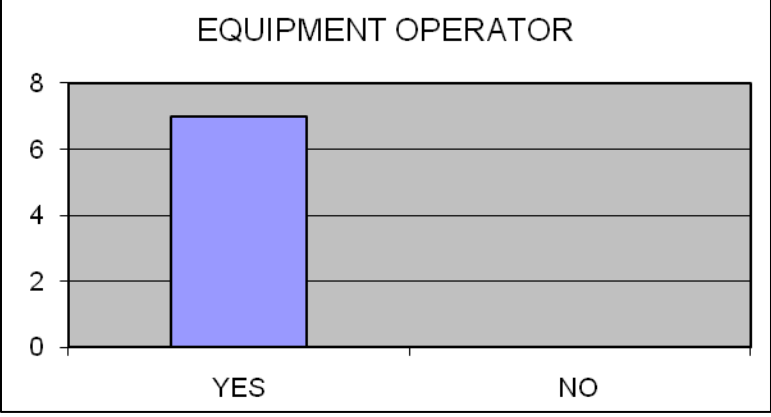
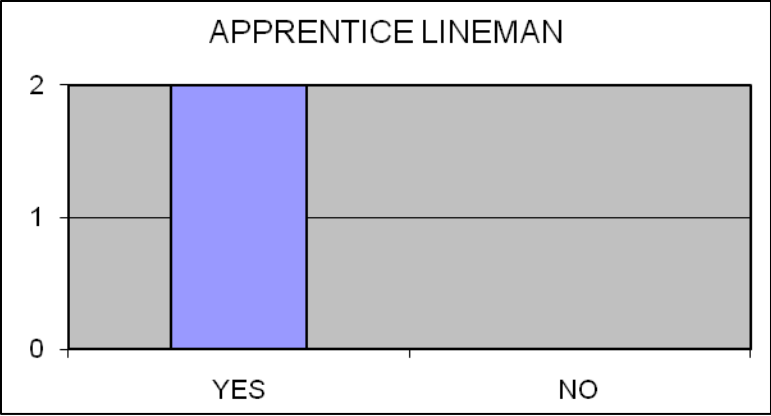
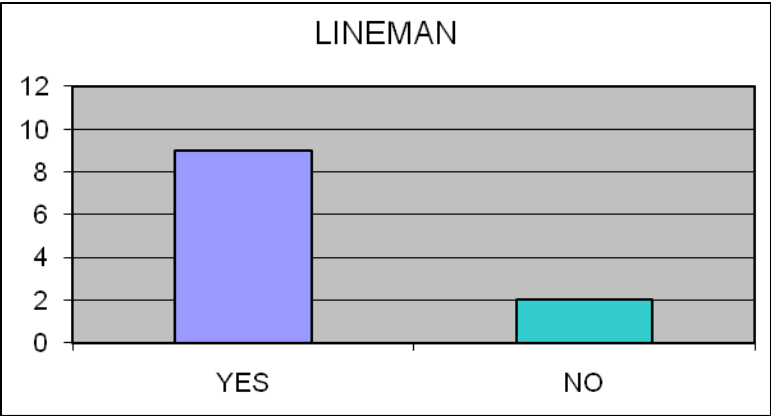
9) Does your employer provide AED's? Yes No

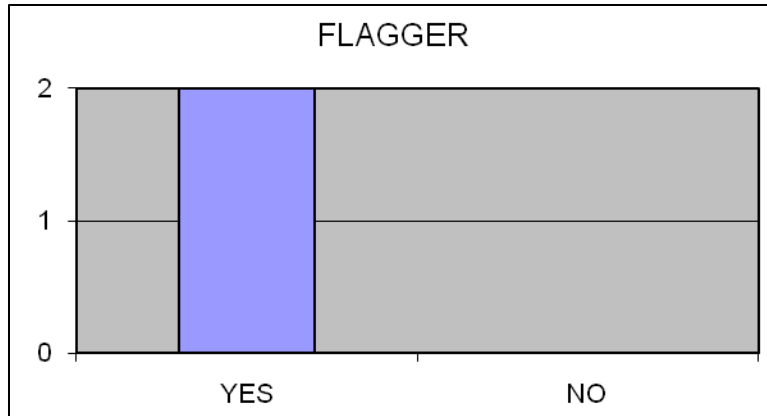




9) Are they located in a standard location? Yes No







"But they are marked with a sticker where they are."

10) How are close calls or near misses handled in your workplace?

"They are brought to light at monthly safety meetings."

"Hear of them at safety meeting, brought up by fellow workers, not too much follow up from company."

"Brought up in safety meetings and talked about."

"Nothing is really done."

"Discussed among crew and at safety meetings."

"They are always reported and filled out."

"Good."

"Close call reports."

"Brought up at safety meeting and dealt with."

"Highest regard."

"Talked about and cleared up."

"Fill out report, the follow up is not handled in a productive manner so it does not happen again."

"Always reported."

Documented and discussed."

"Don't know."

"At times handled well but don't feel that they are always handled well."

"Poorly depending if management believes it to be a priority or whether they think it was unsafe."

"Talked about on crew then in safety meeting."

"Talked about within our departed/crews a try not to repeat."

"Always reported!"

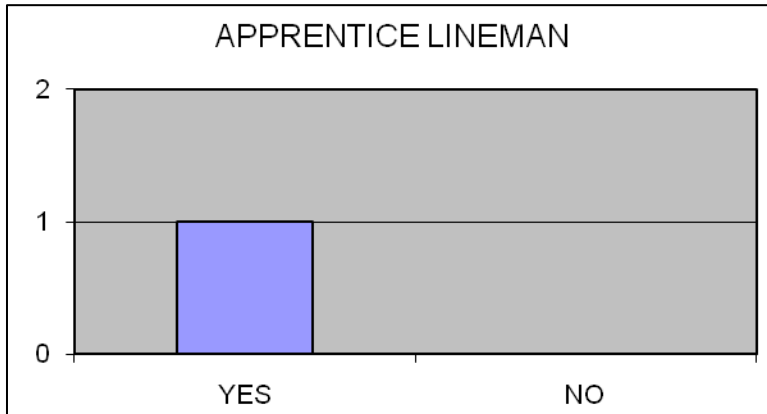
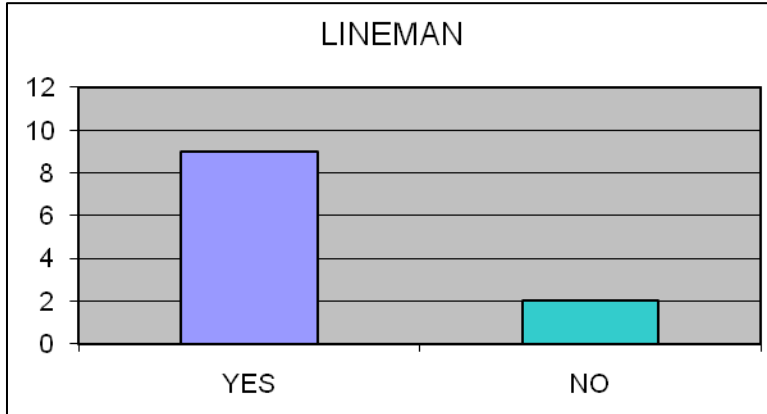
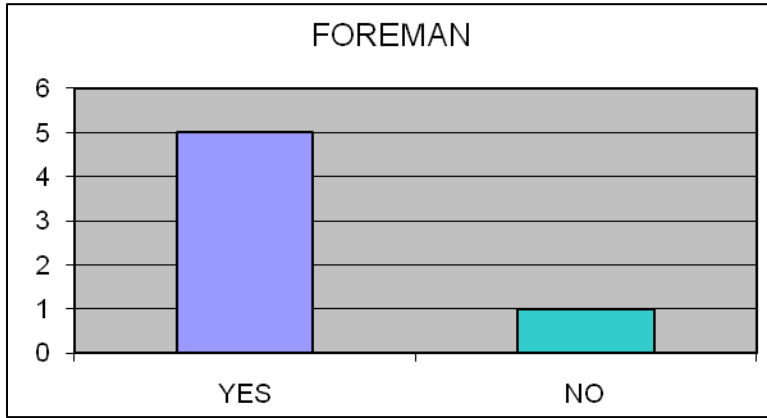
"Talked over, remedy."

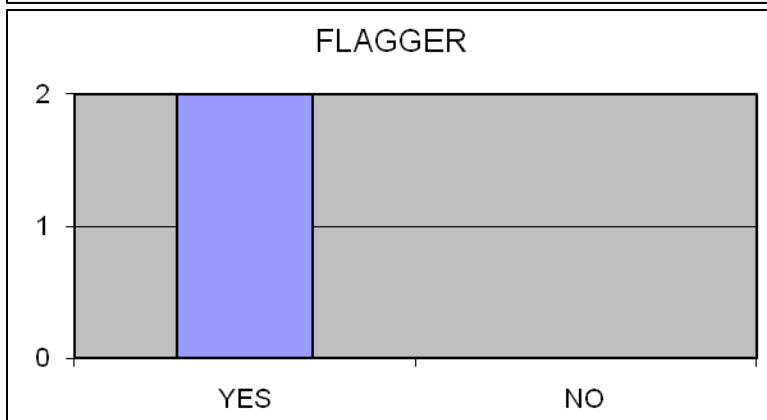
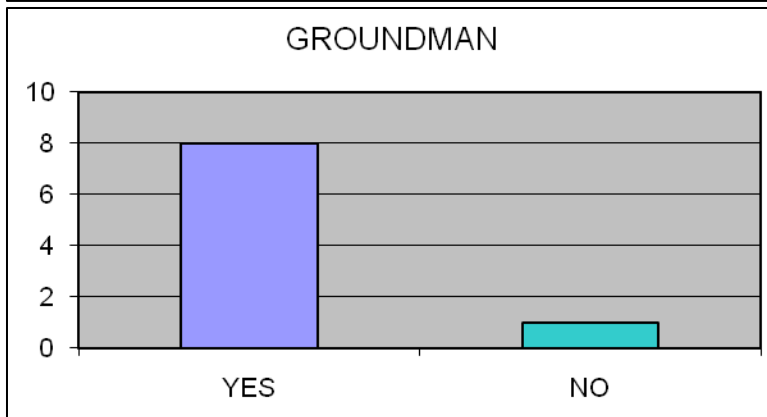
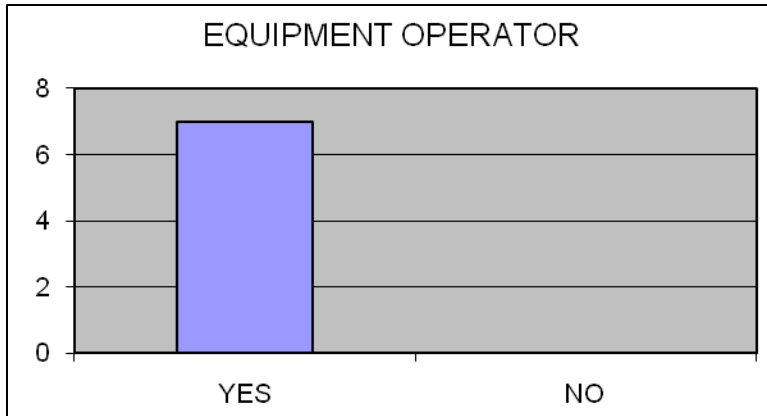
"Only if they want to fire somebody."

"A close call report is filled out then reported at safety meetings."

"No follow up to my knowledge."

- 11) Should employee(s) who have a “near miss” be required, without the threat of discipline, to report it to the appropriate safety representatives so measures/discussions can take place to ensure it does not happen again? Yes No

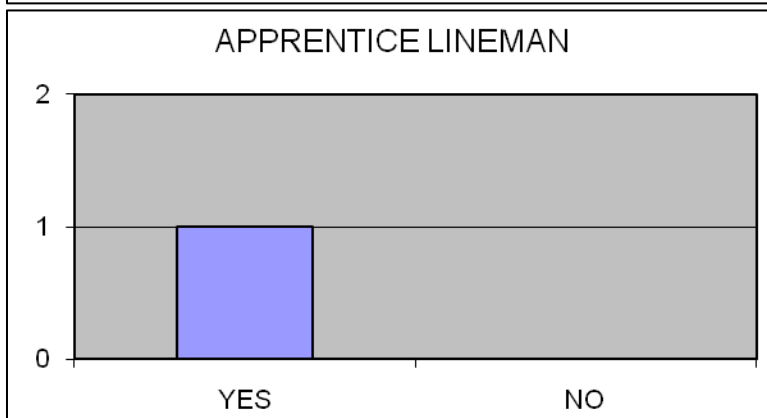
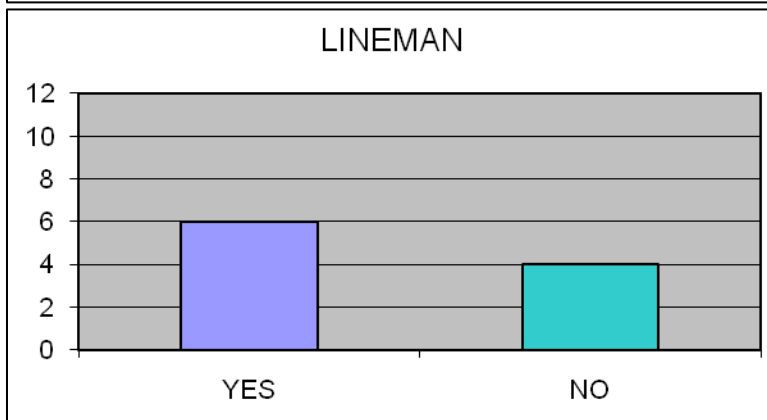
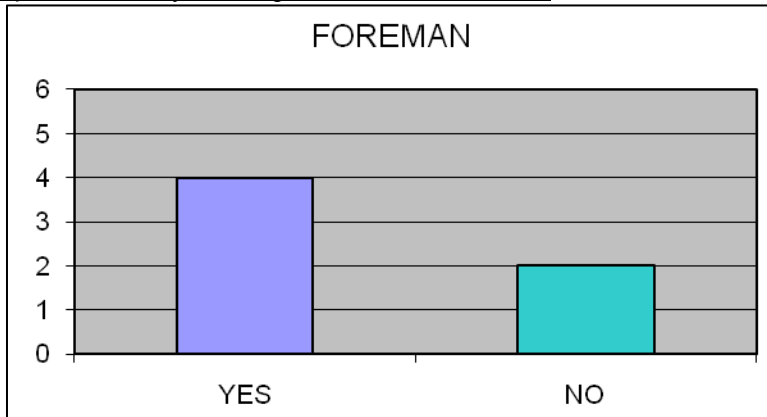


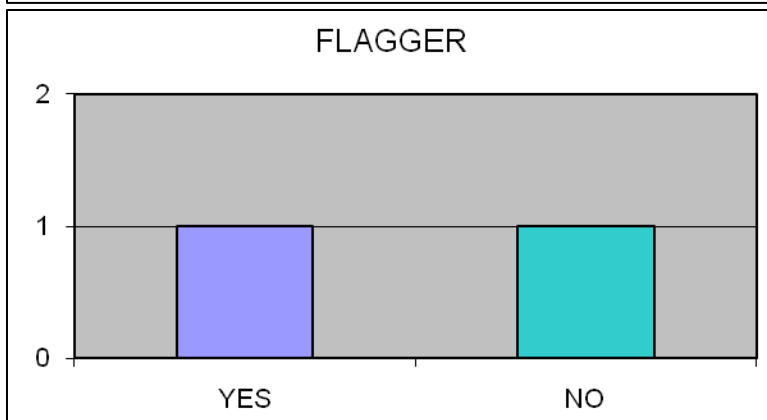
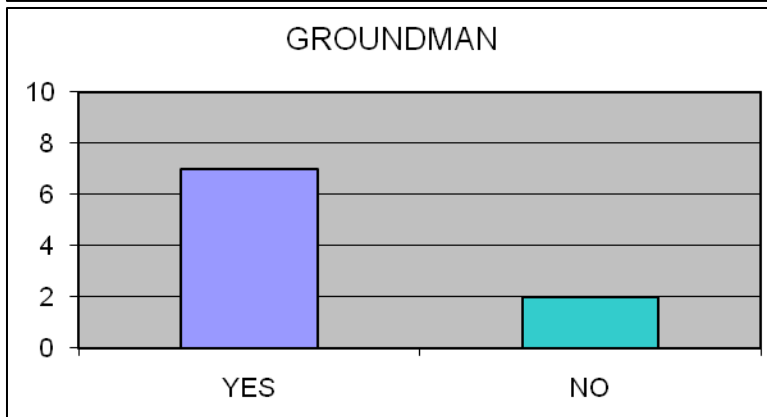
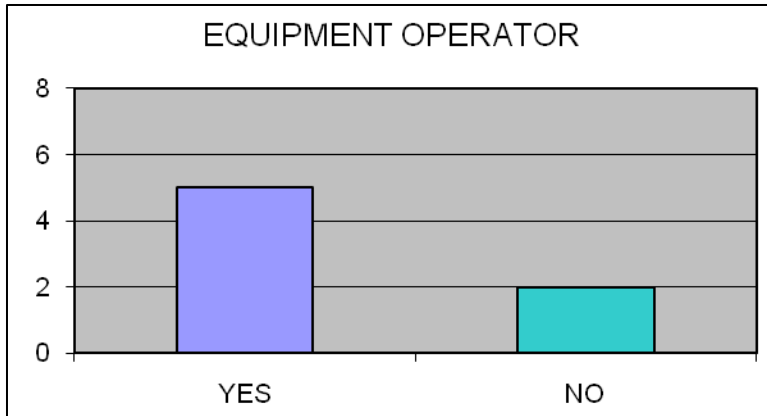


"Sometimes I think that guys may feel they don't want to report some near misses due to discipline."

"Crews call (depends on what happened)."

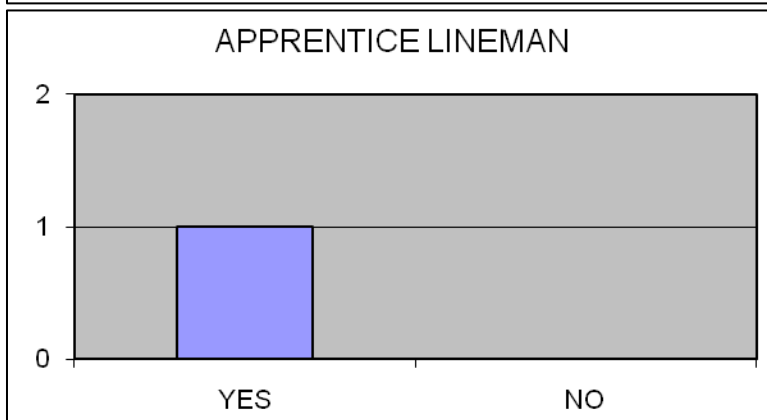
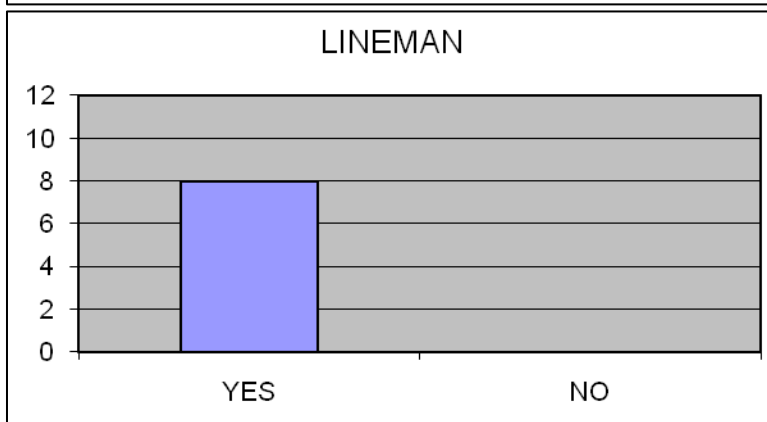
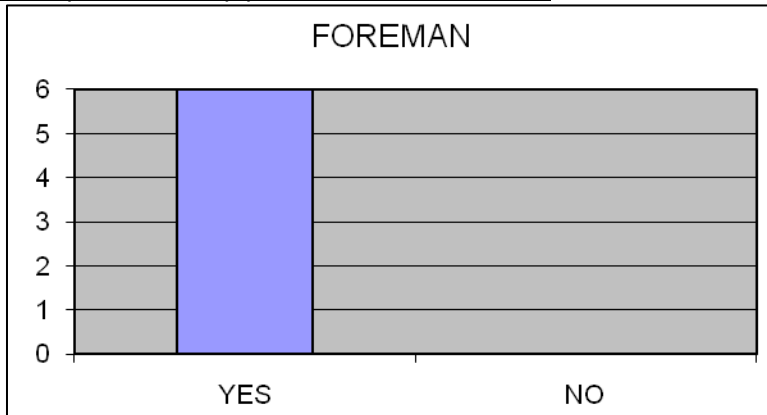
12) Should the employee(s) involved with the near miss be required to share lessons learned, for example, at a safety meeting? Yes No

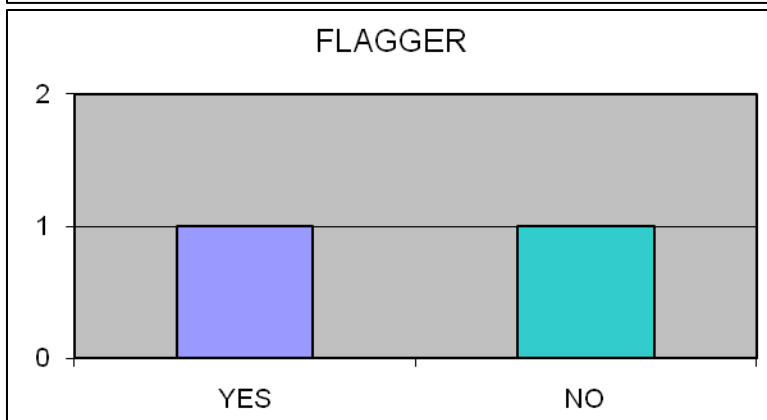
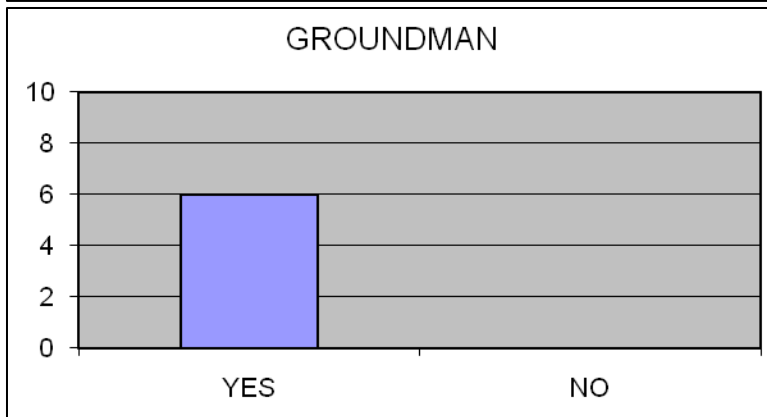
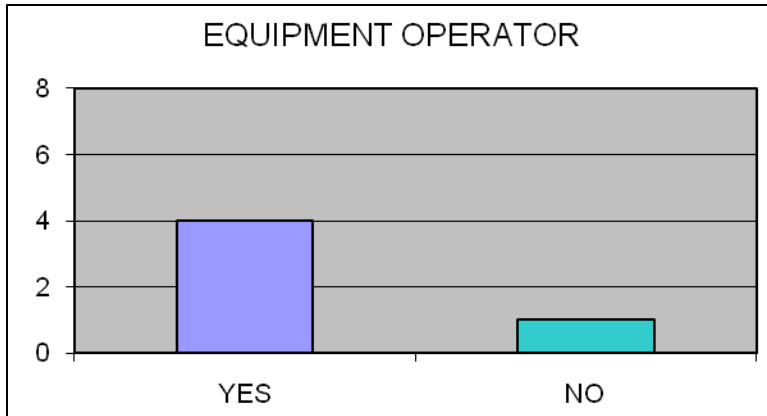




"But it should be talked about/discussed."

13) If the job requires more manpower than what was assigned and the Foreman asks for additional help, is more help provided? Yes No





"Sometimes if man power is available."

"Sometimes."

"Not always."

"As long as he explains."

"If available."

"Change jobs."

14) What presently stands out as the greatest **safety** concern you have in your work place?

"Lack of man power."

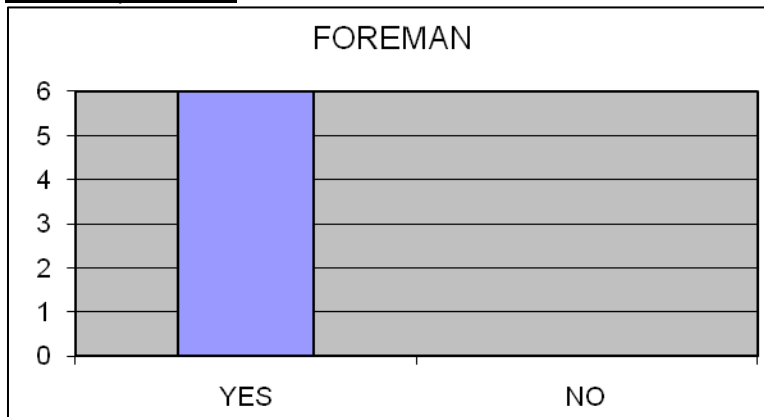
"Truck too, CB radios not installed in ALL line vehicles. Big radios not working well enough to be safe in all situations."

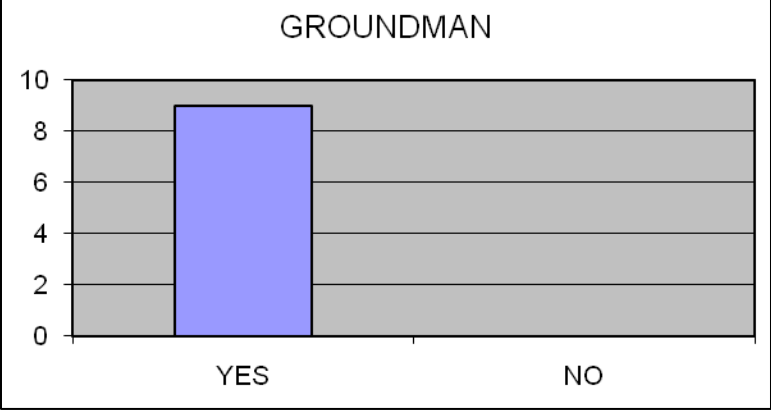
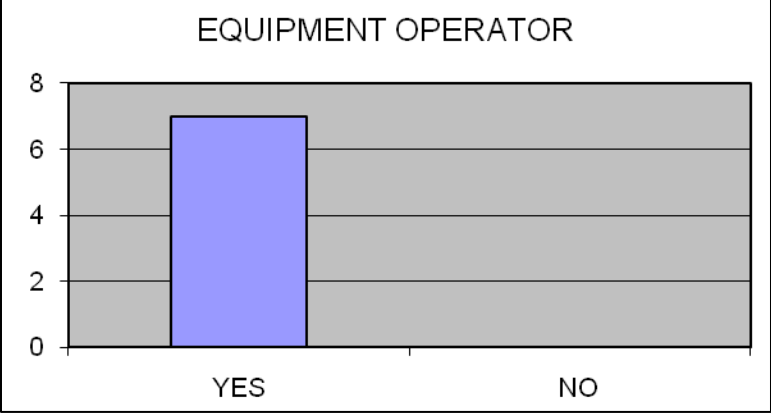
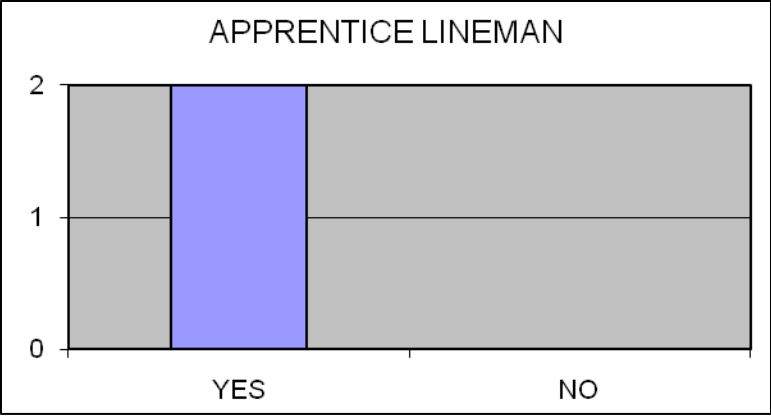
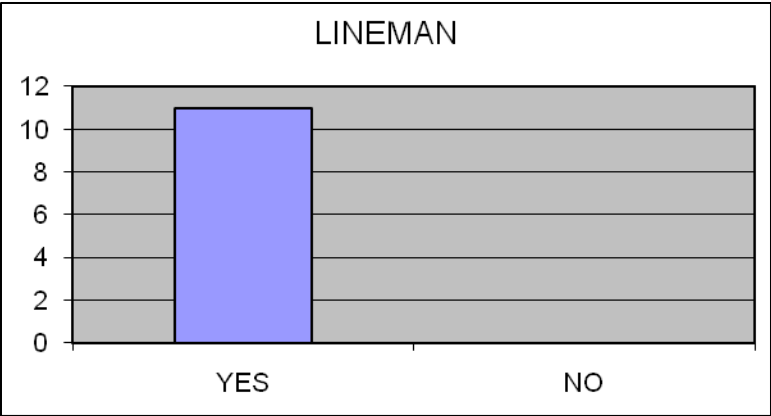
"Rushing."

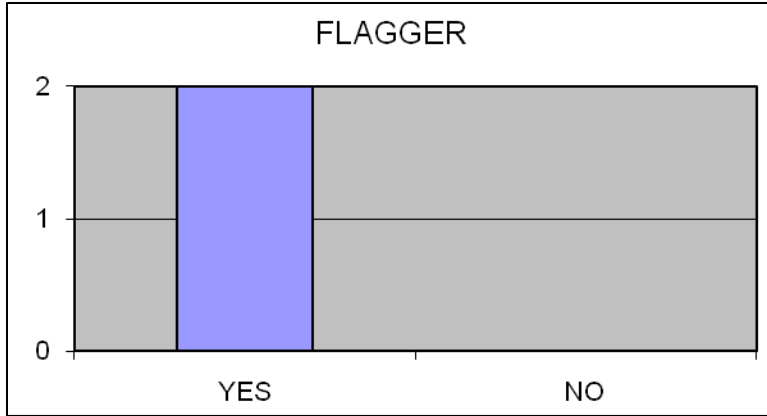
"Grounding."
 "The use of seada control and when it should be used in emergencies."
 "Lots of young people entering the work force who wants to work real fast but not necessarily the safest."
 "Lack of effort by management to resolve safety issues."
 "The issues we bring up in our safety meetings don't get resolved. Lack of management interest."
 "Not having everyone on the same page."
 "The contracting of capital projects has resulted in apprentices not being exposed to the full range of line work and skill sets. Grounding techniques."
 "Training."
 "Communication between labor and management- nothing gets done if put in management's hands."
 "Low line crew man power."
 "Lack of training in certain areas."
 "Not enough help on crews (that know what's going on."
 "Not filling job positions- smaller size work crews."
 "Management- lack of concern."
 "Untraded workers or not enough experience."
 "Losing personnel due to economy."
 "Hurrying to get a job done."
 "Not proactive, bad communication."

15) Does your employer provide the following mandatory training as required by WAC-45?

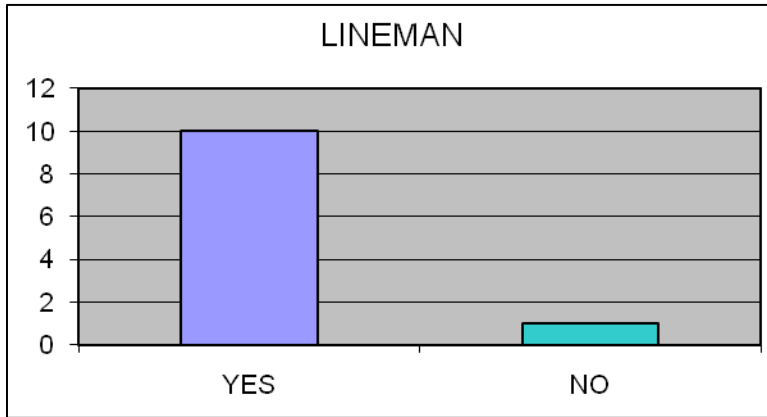
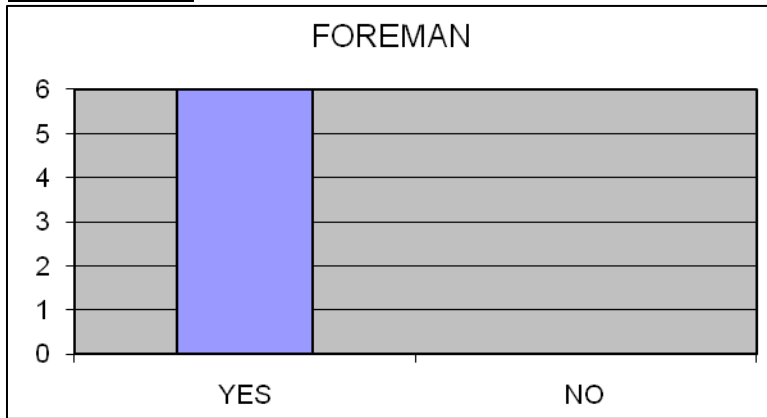
● Pole Top Rescue:

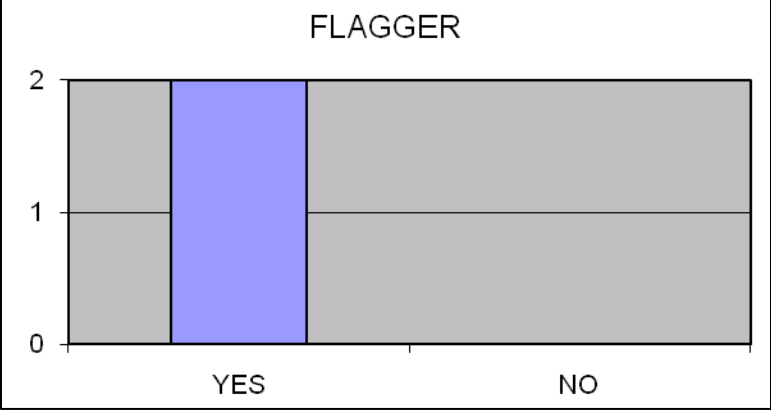
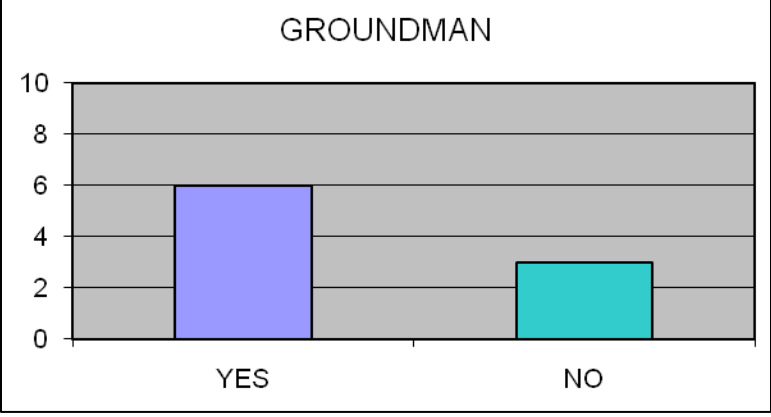
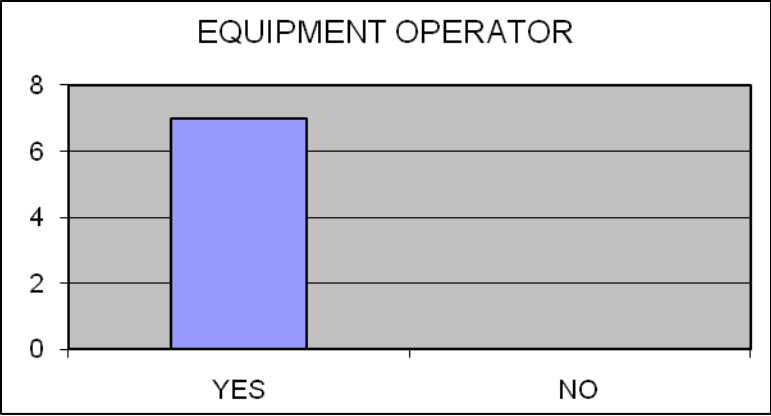
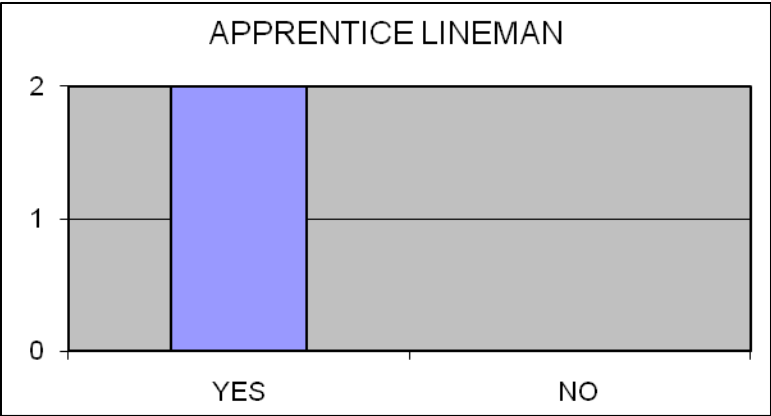




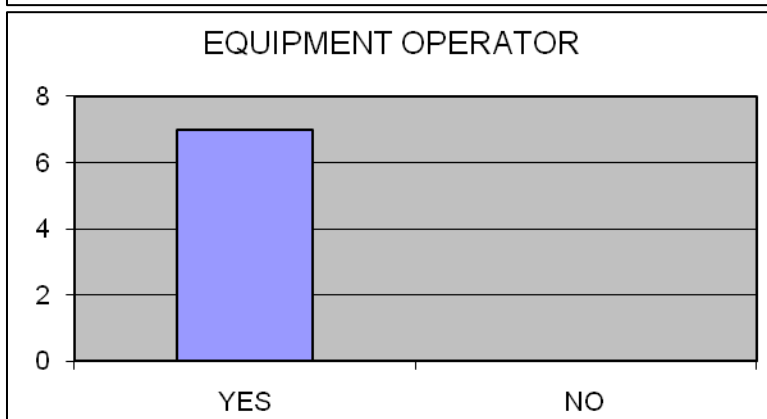
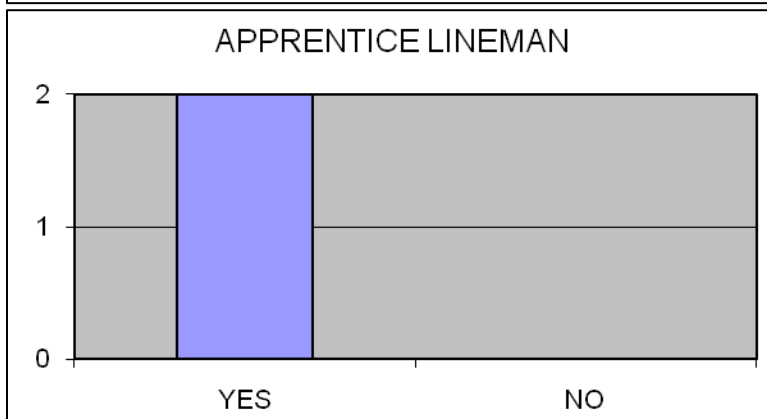
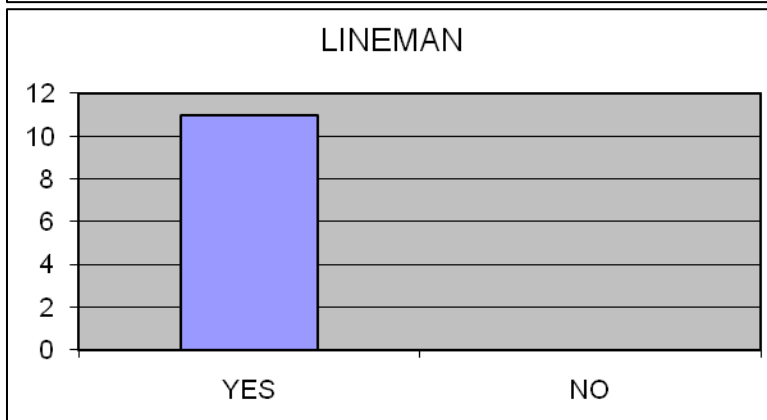
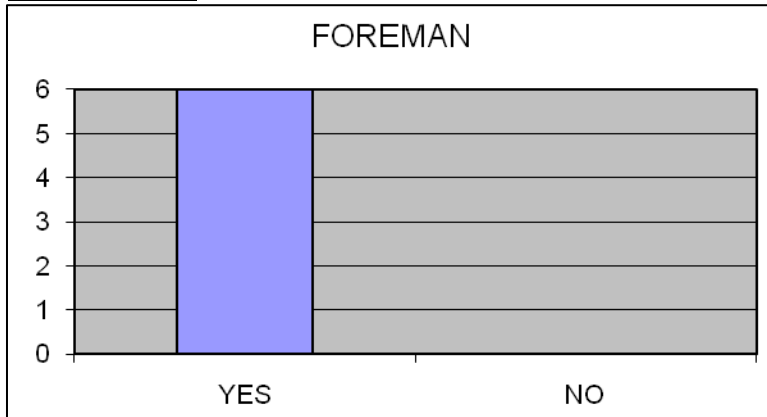


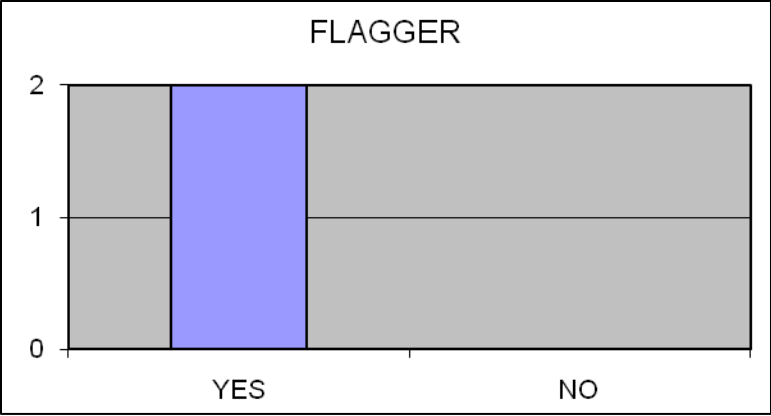
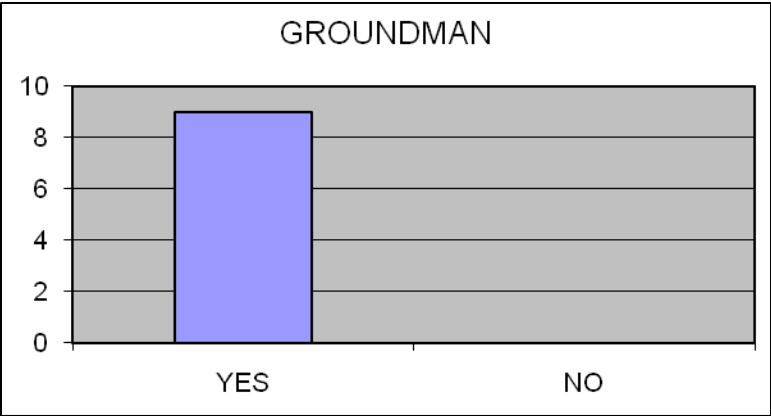
• Vault Rescue:



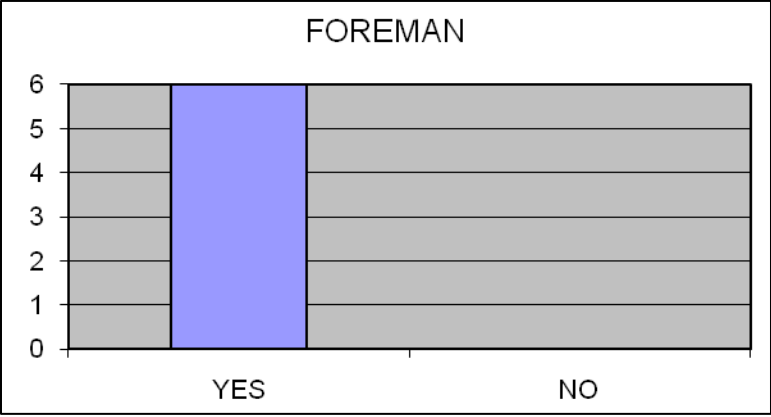


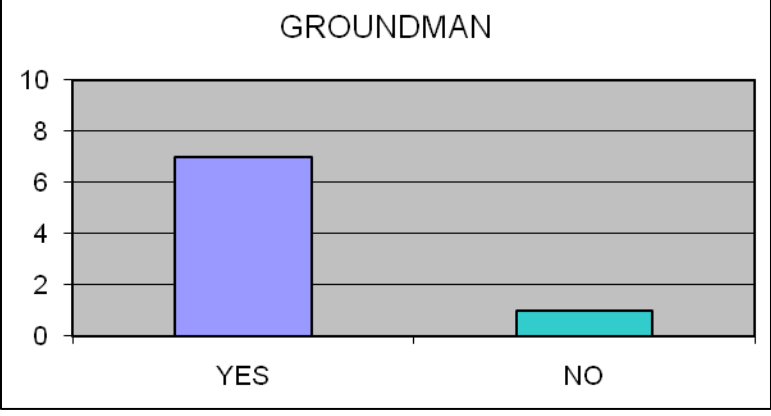
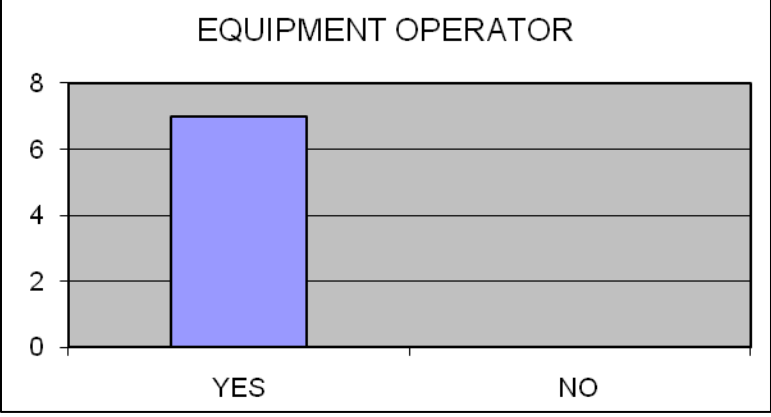
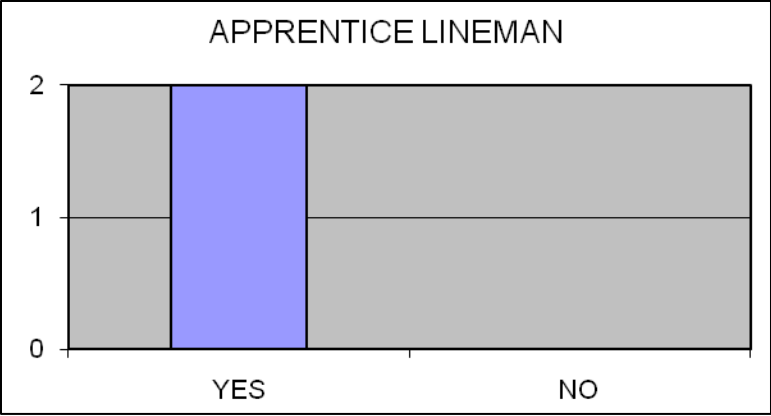
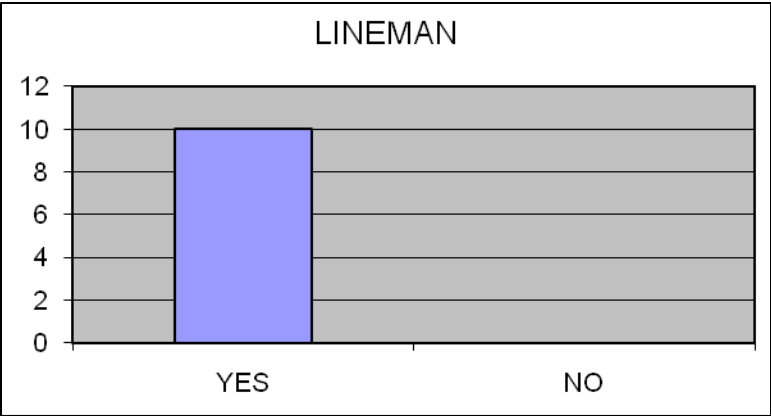
• First Aid/CPR:

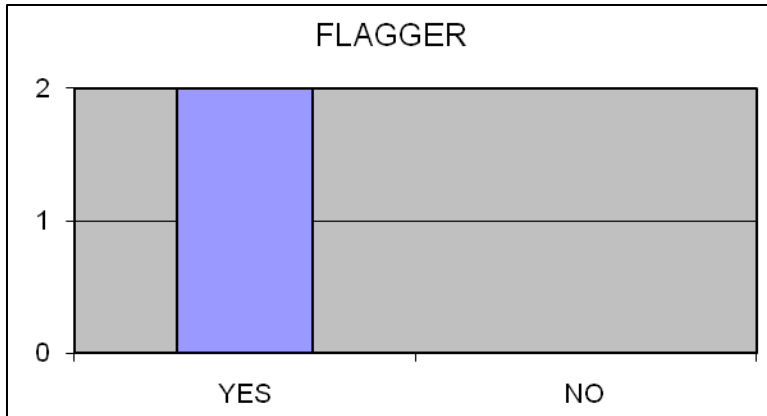




• Bucket Rescue:

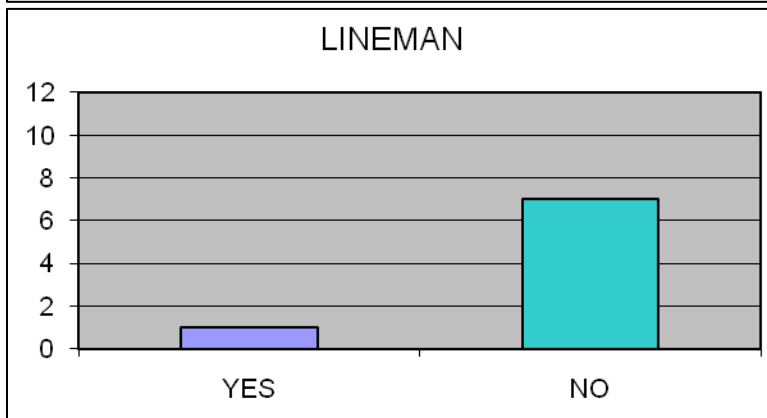
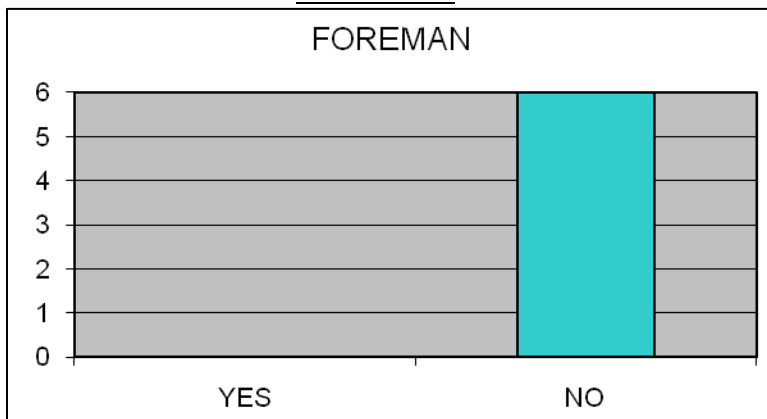


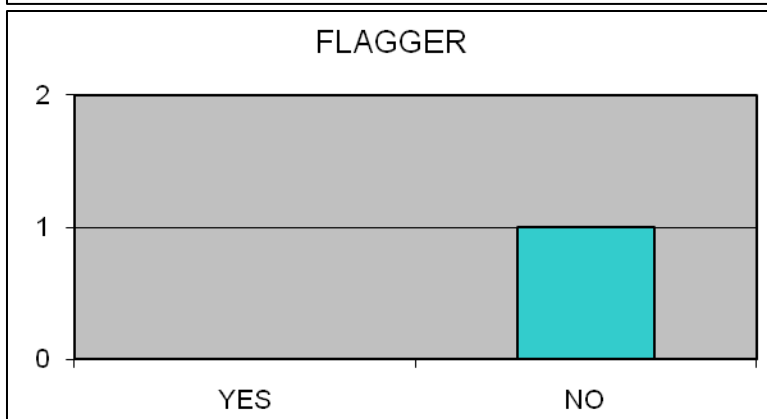
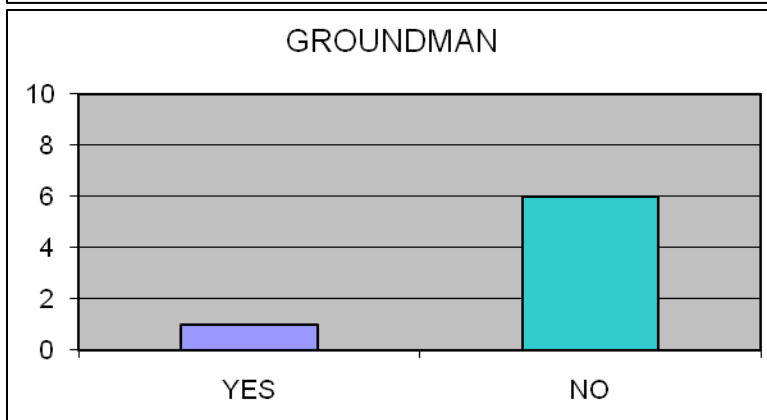
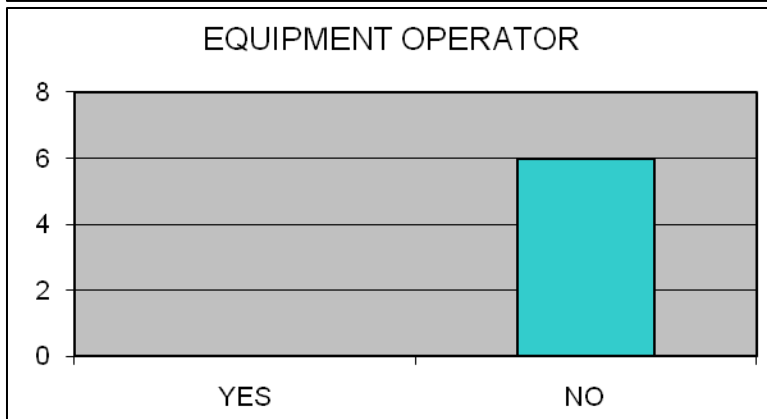
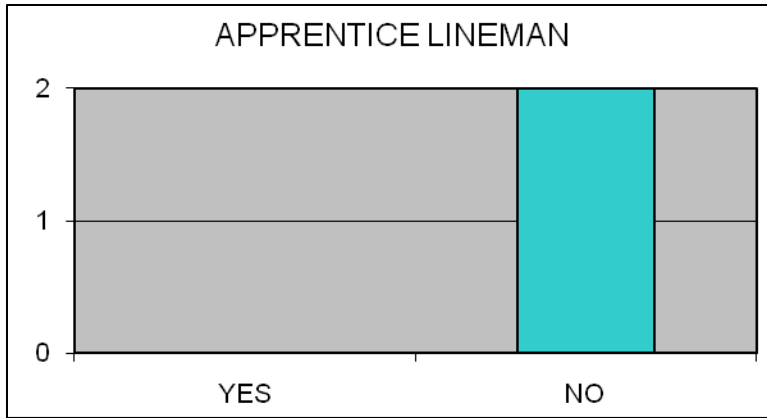




16) Does your employer provide additional mandatory training on tasks performed less than once per year, such as (Regulators, Capacitor, Switch Gear, Reclosers, etc.)?

Yes No





"Not on line side."

"Only for substation."

"Not really."

17) If your employer offers post Journeyman training, other than mandatory training, what is it?

"No."

"Unknown."

"None."

"Doesn't offer any."

"Just CPR/First Aid, etc."

"Very little."

18) If you could request post journeyman training, what would you request?

"Groundman training, equipment training."

"Not sure."

"Regulators, capacitor, switch gear, reclosurers."

"Locating, maybe some rigging."

"Refresher courses on certain things- like grounding."

"New substations (everything), underground locators (secondary)."

"New substation switch gear and related equipment and fault finding."

"More training on breakers, ckt."

"They need to make company policies more available. They have them but have never seen them."

"More training for sure on equipment mentioned in question #16. This utility is getting very automated and changing quickly."

"Hot stick training, updated training on new underground materials and training."

19) What do you think could be done to improve the lack of safety compliance in the trade?

"Communication."

"Keep talking safety and showing safety to all work hand who could get into trouble."

"Give crews more time, make it mandatory that more time is given to give the crew more time for safety."

"Exactly what this committee is doing."

"Better communication and keeping up to par on training."

"Better communication between Union side and management side."

"Provide more awareness training."

"Change of attitude and mindset of priority. To me it has become too much of a race to get the work done and less important to improve skill sets. Too fast of transition from apprentice to journeyman to foreman for my liking. Building boom created unsafe situations of too many people coming through apprenticeships too fast and too many inexperienced people resulting in person on crew with most experience still being green himself."

"Open door with safety, no discipline."

"Provide more training. Quit downsizing crews."

"Try to teach the new generation not to cut corners."

"More training."

"Less emphasis on book work and more on the job training."

"Have employer provide more mandatory training and employees that continue to not follow the rules, write them up- time off or shitcan."

"Education."

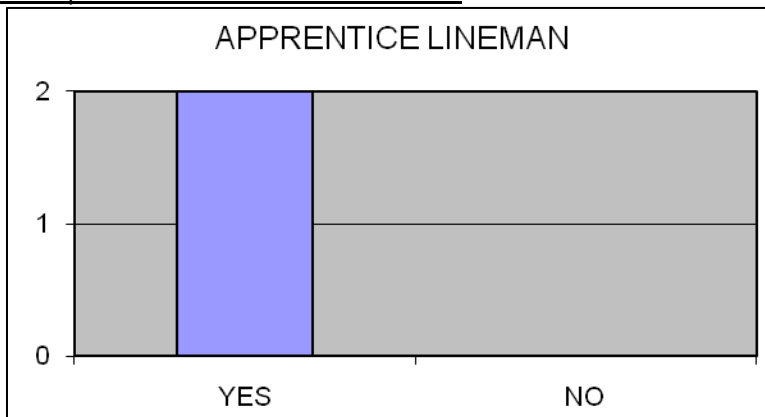
"Slowing down- looking at what hazards could be. Using PPE when needed and good watch on ground."

"More state safety support as in inspectors and state assistance."

"Hard to say, for one thing more manpower on construction crews. I may be wrong but the appearance is that more accidents are happening there. The Hall needs to fight to eliminated 3-man crews (utilities everywhere also). Not enough people around energized to work. It seems here at Grays Harbor PUD after you top out the training ends- only on job training. We have a received a number of accident reports from other places and that is helpful but it makes people think more about safety. Close call reports might help also."

1) Name of Utility: Grays Harbor PUD

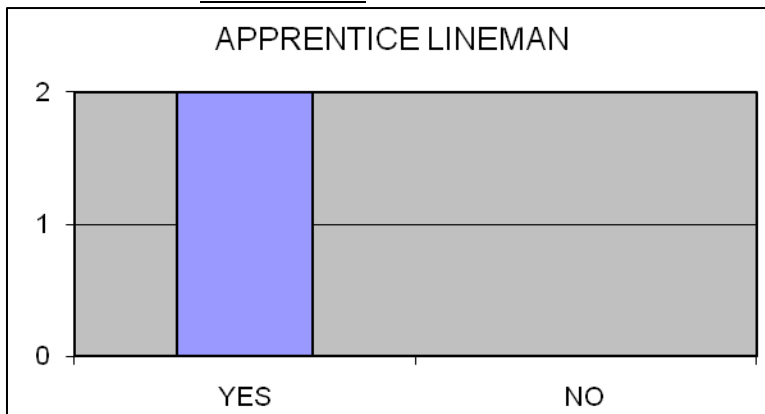
2) Are you receiving the "On the Job" training you expected to receive when you started your apprenticeship? Yes No



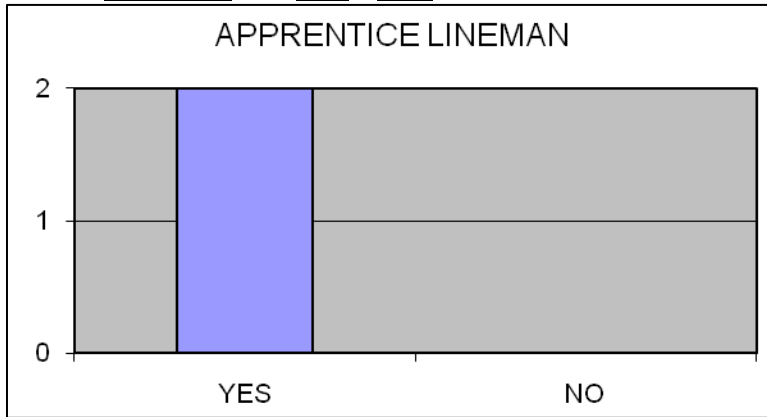
3) Are you comfortable bringing up safety questions or concerns with your:

- Journeyman Lineman?

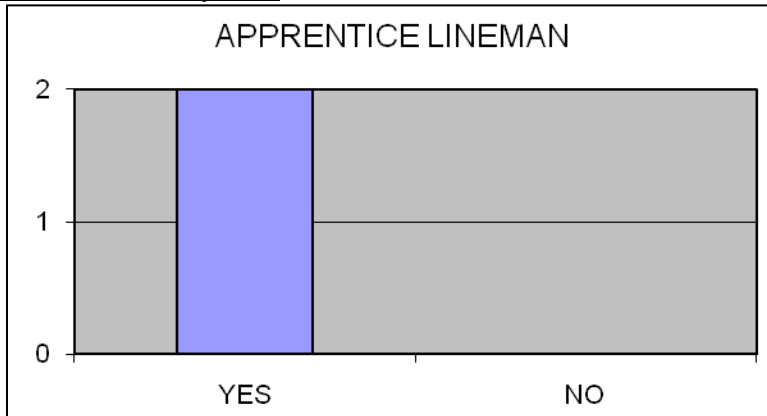
Yes No



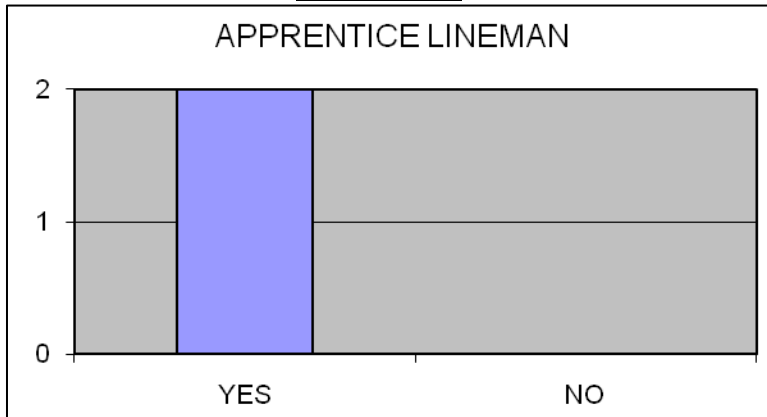
• Foreman? Yes No



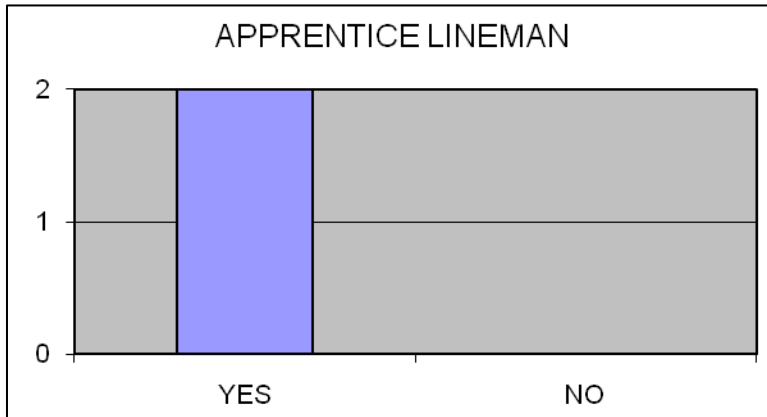
4) If you ask questions related to "safe work practices," are you getting positive, complete answers from the Journeyman? Yes No



5) Are you using single point grounding? Yes No



6) If you observe “safe work practices” being compromised, do you have an action plan?
Yes No



7) What is your action plan if you observe “safe work practices” being compromised?
“Stop them, bring it up and talk about it.”
“Make sure all crew members are aware of all hazards and proper PPE are used correctly.”