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Safety Team Meeting Recap

Instructor -- Chris Jenkins

Division -- Missoula

Start Date -- 2025-09-16

Expiration Date -- Does not expire

Job Name -- YC

Foreman -- Paul Russell

Attendance -- Paul Russell, Chris Jenkins, Rene Gibbs

Comments:

This week's Toolbox Talk recaps our **3rd Quarter Safety Team Meeting**. For those new to Hudson Bay, these meetings happen once a quarter. They give us a chance to step back, review what's happening on our jobs, and discuss ways to improve our safety culture. At the end of the day, safety isn't just about policies or checklists: it's about making sure **every one of us gets home safely to our families**.

Let's start with some recognition!

This quarter, **Seattle Carpenter Jesse Prater** received the **PASE Award**. Jesse has set the standard in safety: not just by following the rules, but by leading by example. His dedication made a big difference on the St. Michaels Medical Center jobsite and was recognized by the Skanska team as well. Congratulations, Jesse: well deserved!

Safety Updates : Injuries

Leg Through Floor Opening: An employee stepped into a floor opening, causing their leg to fall completely through. Fortunately, the opening was not larger, preventing a more serious outcome. This incident reinforces the importance of thorough Pre-Task Plans and Work Area Assessments to identify and control hazards before work begins.

Back Strain: An employee experienced a back strain while lifting garbage. This emphasizes the need for proper body mechanics and using safe lifting techniques, even with routine tasks.

Rolled Ankle: An employee rolled their ankle while stepping out of the back of their company truck. Maintaining three points of contact and paying attention to footing can help prevent similar injuries.

Forearm Laceration: An employee sustained a forearm laceration while reaching over a sharp edge on Unistrut during insulation work. This highlights the importance of awareness of sharp edges and wearing appropriate PPE to protect against cuts.

Burn Injury: This incident involved an HBI employee accidentally bumping a hot pipe through a wall, which resulted in an employee from another contractor being burned. This highlights the importance of maintaining awareness of surroundings and communicating with nearby crews to prevent contact injuries.

Every injury is a reminder that hazards are real. Even small shortcuts can lead to big consequences. Injuries impact not just the person hurt, but the entire team and their families. Let's stay focused, follow safe practices, and step in when we see a coworker at risk.

Safety Updates - Violations

Fall Protection Violations: Two incidents this quarter.

One involved incorrect fall clearance, resulting in a 5-day suspension and retraining.

The second was a repeat offense (standing on mid-rails of a scissor lift) and resulted in termination.

Ladder Violation:

Standing on top of a 10: scissor lift. This resulted in a 5-day suspension with ladder retraining.

Near Miss:

Another contractor dropped a sheet rock knife out of their lift, which landed a few feet away from an HBI employee.

Ladder Sticker Feedback: For those who may not know; we are testing new ladder inspection stickers that will replace our current ladder inspection tags.

Stickers hold up better in inclement weather.

Can be written on with both pen and sharpie.

Importance of Pre-Task Planning.

PTPs are **not consistently completed or uploaded** to the LMS across the company.

Completing a PTP isn't just a checkbox: it **keeps crews safe** and jobs running smoothly.

Pre-planning **identifies hazards** before incidents and promotes **safety conversations**.

Company policy: **PTPs must be submitted on the LMS daily** and reviewed by Superintendents.

PTPs serve as required **documentation for regulatory compliance** (L&I, OSHA.)

When working under a GC or contractor, crews complete PTPs reliably. The same **commitment should apply to Hudson Bay standards**.

Goal: Make PTP completion a consistent, company-wide habit to **reduce incidents and prevent injuries**.

3rd Quarter Safety Focus Goal : Mental Health Awareness

Safety isn't just physical: it's also mental. Stress, distraction, or personal struggles can affect your work and safety. This quarter, we focused on **mental health awareness**, we included the MCAA Mental Health & Suicide Prevention video and resources in our most recent Toolbox Talks. Look out for each other: sometimes simply asking, "How are you doing?" can make a difference. Remember, mental health is just as important as physical safety.

We are adding free suicide Prevention Training on the LMS for anyone who would like to take it. More information to come, stay tuned!

Looking Ahead : 4th Quarter Safety Goal: Safety; :Know it. Live it. Share it.:

Know it: Learn and understand our safety policies. Don't just go through the motions, know why the rules exist.

Live it: Practice safe habits every day, even when it feels inconvenient. Safety should become second nature.

Share it: Lead by example. Support new employees, encourage your crew, and help build a strong safety culture.

Remember This!

We're making progress, but there's still work to do. Every safe choice you make protects yourself, your coworkers, and your family. Let's finish the last quarter strong: zero injuries, zero violations. Stay safe, support each other, and keep up the great work!