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2026 Safety Expectations & Accountability

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Division -- Missoula

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Job Name -- RML

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Attendance -- John Portrey, Chris Jenkins

Comments:

Alright everyone, let's take a few minutes to talk about where we're headed in 2026 and what that means for all of us.

Our goal for 2026 is simple and very clear - **Zero Injuries. Zero Incidents.**

That's not a slogan and it's not wishful thinking. It's a goal we believe is achievable but only if everyone understands what's expected and follows the rules that are in place.

How We Get to Zero

Zero doesn't happen by accident. It happens when:

We understand our safety policies.

We follow them consistently - every time, every day.

We hold ourselves and each other accountable.

That's why we've spent time reviewing and updating parts of our safety program, especially around high-risk work and IDLH conditions. Not to make things harder, but to make sure everyone goes home.

IDLH Is a Line We Do Not Cross

IDLH stands for Immediately Dangerous to Life or Health. These are situations where:

One mistake can be fatal.

There may not be time to react or recover.

Rescue efforts put others at serious risk.

Because of that, IDLH policies are not flexible.

Over the last few years, we've seen IDLH-level violations that include, but are not limited to:

Employees working at height without tying off, removing their SRL or lanyard to 'reach a little farther,' or bypassing fall-protection systems altogether.

Employees standing on the top cap of a ladder or leaning a stepladder against a wall.

Employees operating powered equipment without proper training or authorization, including MEWPs or forklifts, or misusing equipment by climbing the guardrails to gain additional height.

Employees entering confined or restricted spaces without proper authorization, atmospheric testing, ventilation, or an attendant present.

Employees bypassing, removing, or altering safety devices or barricades to 'get the work done faster.'

These are real examples of behaviors that create immediate risk and are exactly why our IDLH policies are enforced with **zero tolerance**.

Revised Corrective Action for IDLH Violations : What's Changed

Let me be very clear about this - **corrective action is not about punishment, it's about prevention**.

When it comes to IDLH hazards, the margin for error is gone. If someone gets seriously hurt or killed, there's no fixing that afterward. That's why we removed the 3-year window for repeated violations and revised it with the following:

1st offense: Immediate 5-day suspension and mandatory retraining.

2nd offense: Immediate termination of employment.

HBIC also reserves the right to terminate employment at any time based on the nature, severity, and circumstances of the violation.

This is not negotiable, and it is not personal. It's about protecting lives - yours, your coworkers', and the people who may have to respond if something goes wrong.

Holding the line here is how we show that we actually care.

What We Expect from You

We're asking everyone to:

Know and follow the safety rules that apply to your work.

A copy of the Safety & Risk Management Plan is available in the LMS.

Stop work immediately if something doesn't feel right or conditions change.

Stop and ask questions before moving forward if you are unsure or unclear.

Never assume 'this is how we've always done it: or :I was just trying to get the work done: is acceptable.

Re-evaluate the task with your supervisor or the safety team when conditions, scope, or access change.

Speak up immediately if you see an unsafe condition, act, or decision, even if it's not your task.

Remember This!

The bottom line is this: **Everyone at HBI has both the authority and the responsibility to stop work when safety is in question - no exceptions.**

Our goal for 2026 is **Zero Injuries. Zero Incidents.** The way we get there is through policy awareness, personal responsibility, and accountability, especially around IDLH hazards.

We're serious about this because we care about every person here going home safely, every single day. If something isn't clear, if something doesn't feel right, or if you have questions about IDLH or safety expectations, stop and ask. Talk with your supervisor or reach out to the safety team before moving forward.