



C.A.N.E.L. LODGE 700

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MONTHLY EH&S REPORT FOR

C.A.N.E.L. LODGE 700

est. in 1959

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0003 Monthly Report

Chris Goodale, Alicia Boremski, David Haruza, Gabriel Balsamo and myself had the opportunity to attend [Culture Change Consultants](#) training for 4 days. This workshop consisted of learning how to implement Grass Roots Safety Leadership teams. This training gave us tools and an understanding of how the Safety Culture affects our safety performance. The implementation of these teams will give us a cultural perspective on safety, and implement grass root strategies from the ground up not from the top down.

By joining these teams and participating in the survey and workshops scheduled for March and April, you will have the opportunity to be a leader in the Culture Change process. The workshops will be a 4-hour interactive workshop with a electronic survey in groups of 20-25 in the auditorium. Once you complete the survey, you

will look at what drives the answers to the questions in the survey. The questions consist of the following:

- ⇒ Is each person trained to do the job safely.
- ⇒ Are Safety meetings effective.
- ⇒ Supervisors will act on my safety concerns.

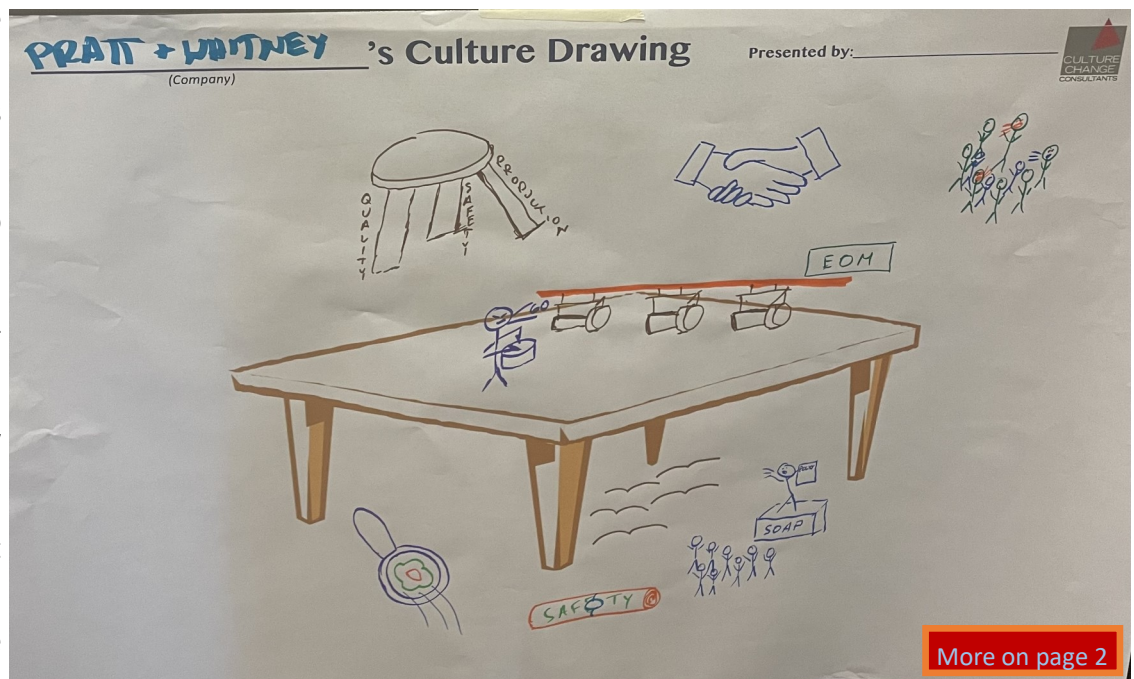
We also talked about what really happens at our facility. What is the culture above the

table, pie in the sky, what's on the table, what we see. Finally, what is below the table and what is really happening.

Brothers and Sisters, the Union is asking you to participate in the journey which will take years for us to implement. We want you to attend the workshops and the training and to participate on these Grass Roots Safety teams.

By participating and joining these teams you will be the next Leaders in Safety Culture to help your Sisters and Brothers to make this a safer workplace.

The Union encourages all members to attend. We have had too many members injured and if we can prevent injuries from happening, this will be a good thing.



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To learn more about the I.A.M.A.W. Safety and Health click on the link [Safety and Health - IAMAW \(goiam.org\)](#)

To view the full Monthly EHS report, go to [iam700.org](#) click on [Environmental Health & Safety – CANEL Lodge 700 \(iam700.org\)](#)

Respectively submitted Chief Union Safety Representative Paul Dickes.

Why are we doing this Culture Change? Over the past 30 plus years, we, as a facility, have had a great EH&S culture and at times a very poor EH&S culture. We need a way to sustain a positive EH&S culture.

This [Culture Change Consultants - The Leader in Changing Workplace Culture](#) is not a Behavioral Based Safety program that blames the worker. It a grass roots safety team's process with bargaining unit members working to bring safety to the forefront of our lives with projects that make us think safety. Our Sisters and Brothers at Local Lodge 743 at Collins Aerospace have been using this program since 1991. They have had great results with this program.

Their Grass Roots Safety Teams have created a better understanding between management and our Union Sisters and Brothers. It reduced the grievances and safety complaints greatly, and created the RIDII process we have today. Their injuries have been lowered significantly.

The perception Survey that the Culture Change Consultants will use was reviewed by the Union and changes made to address any concerns you may have. Once you analyze the data you will develop strategic initiatives.

We are planning to kick off the Culture Change process in Bdg. 410 Test on April 12th and it will continue through the 14th. The workshops are scheduled for four 4-hour work-

shops for 1st and 2nd shift and a 1 hour meeting for third shift. The times are still being worked out to work inside your shifts. The company will be providing snacks and refreshments.

We will have Union Safety representatives in the workshops to answer any questions you may have.

There is a lot that influences safety in the workplace. Some are visible and many are subtle that influence the safety culture. Think of an iceberg. You only see a small portion of the iceberg sticking out of the water, about 1/10 is above water so 90% of the ice is unseen. That means there is a large amount of safety-related items that are under the water line that need to be brought to the surface.

How many times were you not following the rules and a supervisor says its okay because production is more important, or I have done this 10000 times before. This drives a poor safety culture.



Gabe Balsamo Central EH&S, Paul Dickes Chief Union Safety Rep LL700, Dave Haruza Manager MFG/OPS Bldg. 410, Alicia Boremski PDC EH&S, Mandy Hick Culture Change Consultants, Chris Goodale LL700 E-board