



Health & Safety Awareness for Persons with Disabilities and Other Barriers

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Goodwill Of Greater Detroit Green Works

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Arnold Center

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MARO

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REMOVING BARRIERS TO COMMUNITY ACCESS



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We believe in,

- The capability of every person
- Equal access
- Unlimited opportunities and choices
- Integrity and stewardship
- Innovation
- The power of community





PURPOSE:

Maximize the the impact of our Members

- Policy & Legislative Advocacy
- Awareness & Education
- Professional Development
- **Workers Compensation**
- **Safety**



Safety & Health Management System

Management Commitment

Written programs & procedures, visibility, action, evaluation, budget

Employee Involvement

S&H committee, trainers & problem solvers, suggestion system

Worksite Analysis

300 Log, JSA, accident investigations, workplace inspection

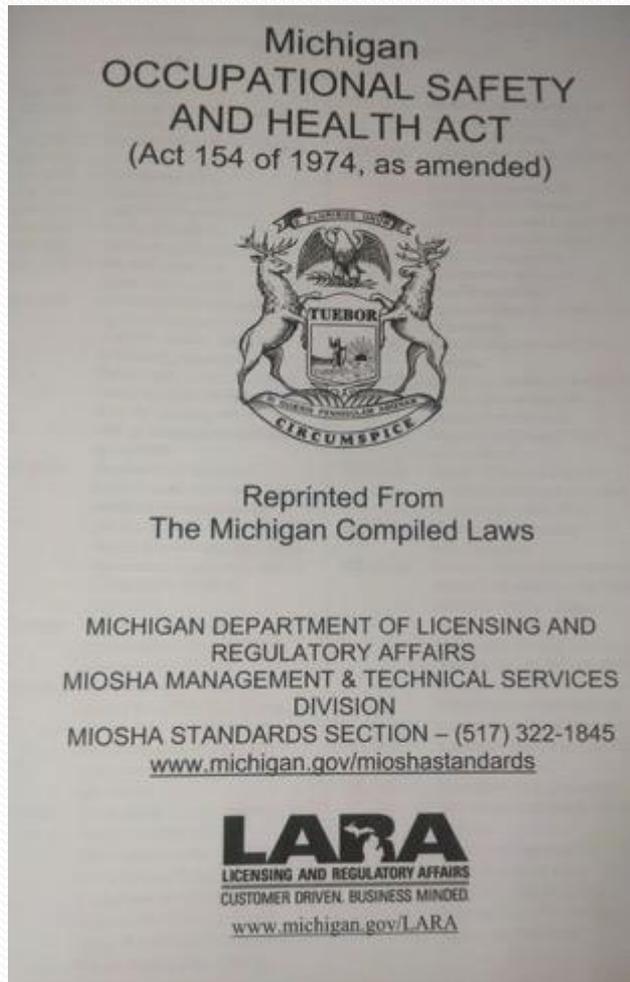
Hazard Prevention and Control

Accountability, standards, written programs

Safety and Health Training

Train w/records, new E/E orientation, bulletin boards, posters, general & hazard specific

Public Act 154 of 1974



Employer Responsibilities Rule 408.1011(a)

- Furnish to each employee, employment and a place of employment which is free from recognized hazards that are causing, or are likely to cause, death or serious physical harm to the employee.

Awareness!

- More than 50 million, or 1 in 5, Americans are living with at least one disability.
- It is important to ensure that Safety and Health Management Plans are *inclusive* of the needs of everyone.

Safety and Health Awareness

Beyond the Task –Planning

- Conduct comprehensive *worksite surveys/risk analysis* to establish safety and health hazard inventories and update them periodically as changes occur.
- Safety Risk Assessment
 - Determine who is at-risk
 - Special Equipment needs
 - Self-disclosure
 - Consult with staff
 - Consult with community resources



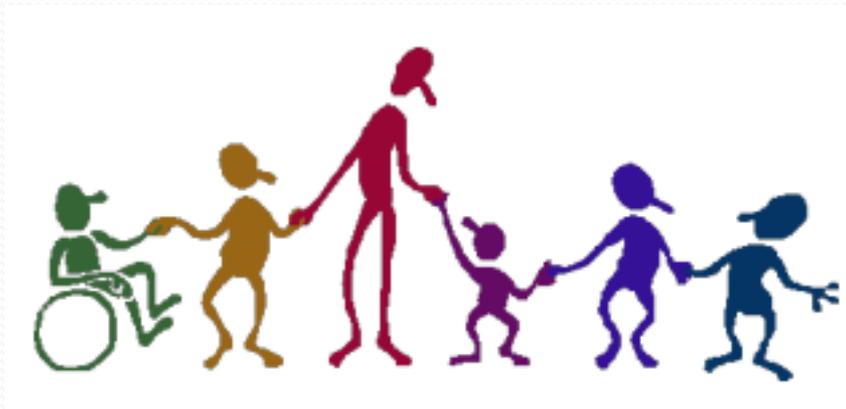
Safety and Health

- Awareness
- Planning
- Community Resources
 - MARO
 - MIOSHA/OSHA
 - Nonprofits
 - Americans with Disabilities Association (ADA)
 - Center for Disease Control
 - Others/Internet Search



Awareness & Planning

A workplace that is accessible and safe for people with disabilities is also safer and more accessible for all employees, clients and visitors.



MAR_O

green works



Goodwill Industries of Greater Detroit

Health and Safety Awareness
for
Persons with Challenges

Dennis Karczynski 2016

Goodwill's Green Works Overview

Who is Green Works?

- A charitable **non-profit entity** established in 2010.
- An **industrial recycling** subsidiary of Goodwill Industries of Greater Detroit.
- Goodwill has worked with **DTE** for more than **70 years** recycling and re-purposing:
 - Wire, ferrous and non-ferrous metals, oils, machinery, furniture and e-scrap.
 - Over **16 million pounds** processed and saved from landfill per year.

Goodwill's Green Works

Mission

- Training people with **employment challenges** by growing our recycling activities.

Purpose

- Providing **real life experiences** for Metro Detroit residents in a professional environment.

Results

- **Creating jobs** and generating revenue for the fight against regional unemployment and poverty.

GOODWILL'S GREEN WORKS

DTE and Goodwill Have a 70+ Year Relationship



GOODWILL'S GREEN WORKS

Goodwill's Green Works Facility



Goodwill's Green Works

“One Stop” Roll-off Containers



Goodwill's Green Works



Return to Stock



Rough Sort



Fine Sort





Goodwill's Green Works

Transformer Recycling



Goodwill's Green Works

Transformer Recycling



Goodwill's Green Works

Transformer Recycling



Goodwill's Green Works

From this



To this



Goodwill's Green Works

Wire Chopper



Goodwill's Green Works

From this



To this



Goodwill's Green Works

Internal Orders – Guy Wire Orders



Goodwill's Green Works

Internal Orders – Guy Wire Orders

From this



To this



Goodwill's Green Works

Underground Cable Processing Room



GOODWILL'S GREEN WORKS

Underground Cable Processing Room



GOODWILL'S GREEN WORKS

Underground Cable Processing Room



Goodwill's Green Works

Underground Cable Processing Room



GOODWILL'S GREEN WORKS

From this



To this





Green Works Oil Filter Recycling

Oil Filter Crusher



Shown with optional conveyor/drum tipper

www.oberg-crusher.com

Process 17-19 Drums Per Hour/Continuous Feeding
Makes 6" X 6" X 18" Briquettes

SB600 Truck Offload

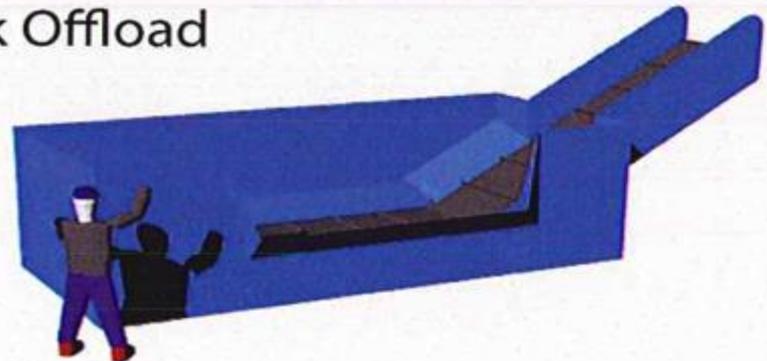
80-100 Drum Capacity

Above grade or below grade install

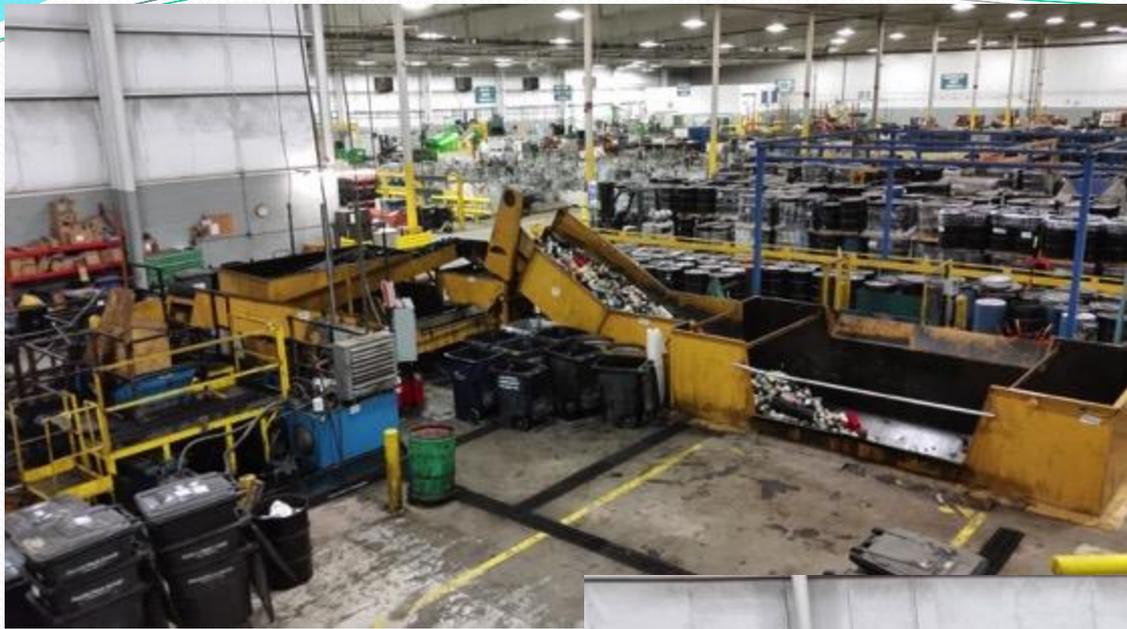
Heavy Duty chain/metal flight conveyor

Perforated drain sides

800 Gallon sump capacity









Filter Canisters in Drum

Canisters in Briquette Form After Crushing



Green Works Oil Filter Recycling 2015 Results

- We generated 4,643,962 lbs. of steel that was shipped to a refinery in Cadillac Michigan
- We sent 141,533 gallons of oil to refineries for recycling

All of this would have gone to land fill and it created four jobs!

Manpower

- **68 Full time employees and staff**
 - **28 of these employees are contracted labor to DTE**
- **20 Trainees or Temporary employees (work 16 weeks – 6 months)**
 - **Trainees are provided through the Michigan Department of Corrections**
 - **And then through a reentry program called “Flip the Script”**
 - **Last year, 2015 we had 96 Temporary/Trainees work through Green Works**

Employee/Trainee Challenges

- Academic levels
 - Reading, Writing, Arithmetic
- Social skills
 - Working with others (all types of people)
 - The influence of time incarcerated
- Speaking skills
- Lack of Family structure & support
- General living cleanliness
- Medical issues
- Housing / Shelter
- Clothing
- Food
- Transportation
 - Busses
 - Drivers Licenses
- Hygiene
 - Dental
 - Body
- Legal
 - Parole Officers
 - Tethers
 - Court
 - Fines
- Psychological issues
- Their Past in General

Some of Our Safety Opportunities

- Processing Lead Shielded Cable
- Performing Job Hazard Analysis
- Ensuring all Guarding is Correct and in place
- Lock out policy & procedure
- Confined Spaces Identified, Policy and Training provided
- Personal Protective Equipment (PPE) identified, purchased & training provided
- Fork Lift safety
- Providing a productive safety committee
- Monthly Safety Audits Conducted
- Hearing Conservation Program
- Eye Wash Station Requirements
- Fire Evacuation Procedures, Drills & Fire Extinguisher Training
- Severe Weather Evacuation Procedures & Drills
- Hazardous Materials & The Right to Know
- Near Miss & Incident Reporting
- Monthly Safety Training

Safety Starts in Our Morning Production Meetings

- **Good Morning**
- **Rule #1 Have a safe Day!**
- **At 7:00 a.m. everyone is to report to start-up Ready to Work. No sagging pants!**
- **Always wear the proper PPE for the job.**
- Ear protection must be worn in designated areas.
- Safety glasses must be worn at all times on the floor.
- Safety boots and shoes must be worn on the floor.
- It is the duty of everyone to pick up any object on the floor or ground.
- All accidents are to be reported to supervision IMMEDIATELY!
- **Never ever climb into any machinery!**
- Smoking is not allowed in this facility.
- **Cell phones are not to be used while working**
- **Radios or headphone sets are not allowed to be used while working.**
- Oil spills are to be cleaned up immediately.
- Do not walk or drive behind any trailer that is backing up.
- At 3:00 p.m. everyone is to clean up their work area. If it is clean they are to continue work until 3:15 p.m.
- All tools must be put away at the end of the shift.
- #2 Hi Lo Safety
- **Designated Drivers will perform a safety check prior to starting their vehicles in the morning.**
- Seat belts and safety glasses are to be worn at all times by designated hi lo drivers.
- Hi los' will be driven at reduced speeds in this facility.
- Hi lo licensees must be made available by all drivers
- No smoking while on a hi lo.
- Hi lo drivers must always be aware of traffic when dumping tip hoppers or moving objects outside.
- **Remember – the best safety device can be found in a mirror.**
- #3 Be advised
- Unless it is a SAFETY issue concern yourself only with the person whose name appears on your paycheck. All others are the responsibility of supervision and management!
- #4 Be Further Advised
- NO HORSE PLAY OF ANY KIND!
- #5 WE IN THIS THANG
- TO WIN THIS THANG

Goodwill's Green Works Inc.

SAFETY TRAINING SUBJECTS FOR 2016

Month	Training/MIOSHA	Time/Location
January 26, 2016	<p>Hearing Loss Prevention</p> <p>Hearing Conservation: What do you want to hear? #234 – 16 min. Hearing Protection: Sounds Good To Me #769 – 14 min.</p>	<p>Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria</p>
February 23, 2016	<p>Lock Out</p> <p>LOCKOUT/TAGOUT: An Open & Shut Case #911 - 14 min. LOCKOUT/TAGOUT: Keys to Safety #543 - 9 min.</p>	<p>Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria</p>
March 29, 2016	<p>PPE</p> <p>Personal Protective Equipment: Wear It for You #1058 - 12 min. Personal Protective Equipment: Your Defensive Line #1040 – 21 min.</p>	<p>Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria</p>
April 26, 2016	<p>Cranes, Hoists & Backs</p> <p>Lifting Safely: Cranes, Chains, Slings & Hoists #1084 - 11 min. Back Safety: Lift for Life #1027 – 15 min.</p>	<p>Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria</p>
May 24, 2016	<p>Evacuation Procedures & Fire Extinguishers</p> <p>Fire Extinguisher Refresher Training #1101 – 10 min. (CINTAS- Hands On) Tornados – Be Prepared #896 – 15 min. (Practice Evacuation Drill)</p>	<p>Day shift 8:45 – 10:00 A.M. Afternoon Shift and Off sites 1:30 – 3:15 P.M. GGW Cafeteria</p>
June 28, 2016	<p>Hazardous Material & Right To Know</p> <p>Hazardous Communication & Global Harmonization Employee Training #1068 – 23 min. Work Hazardous Communication: Behind the Scenes #1000 – 18 min.</p>	<p>Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria</p>
July 26, 2016	<p>Confined Space & Hand Safety</p> <p>Confined Space Case Histories (725) Hand Protection: Lessons for a Lifetime #966 – 15 min.</p>	<p>Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria</p>
August 30, 2016	<p>Safe Fork Lift Procedures</p> <p>Forklift Fundamentals – Get the Facts #847 – 21 min. Forklift Operations: Carry the Load #916 – 20 min.</p>	<p>Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria</p>

Goodwill's Green Works Inc.

Safety Continues with Monthly Training

SAFETY MEETING/TRAINING SUBJECTS FOR 2016

September 27, 2016	Machinery Machine Guarding #720 – 14 min. Machine Operators & Guards #975 - 15 min.	Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria
October 25, 2016	GGW Harassment & Attendance Policy Done By: HR	Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria
November 29, 2016	Hand Tool & Eye Safety Power Hand Tool Safety: Handle With Care #919 – 20 min. High Impact Eye Safety #1106 – 20 min.	Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria
December 20, 2016	Winter Safety Winter Driving: When the Rules Change #1002 – 15 min. Winter Walking: Avoiding Slips & Falls #983 – 10 min.	Day shift 8:45 – 9:30 A.M. Afternoon Shift and Off sites 2:30 – 3:15 P.M. GGW Cafeteria

Note: All Training Sessions are MANDATORY and attendance is recorded for MIOSHA compliance.

Most Training is conducted on the last Tuesday of the month in two sessions. The morning session is for the day shift employees/trainees at Green Works. The afternoon session is for all DTE offsite workers & afternoon shift workers at GGW.

Clean room employees will get a separate refresher class on clean room procedures and on lead safety.

Monthly Safety Audits

- Conducted by members of the Safety Committee in different pairs each month
- Safety Results are given to the plant manager immediately for any action that may need to be taken.
- All Safety Audits are then reviewed in the following safety committee meeting.

Sample Page of Monthly Audit

MONTHLY SAFETY INSPECTION FORM

DATE:

Auditor:

Department		Fire-Sort	I/O Wire	Re-run	Sweed	Guidetti	Small Dismantling	Transformer deconstruct	Transformer Core Pilter	Wire splitter & Baler area	Cross Arm	Meter Locks	Dock	One-Stop	Outside Compact area	Lunch Room	Oil Storage	Marketing	Kai Zan / Spare Parts	OFR	Clean Room	Office Areas	
23	Air hose safety		NA					NA	NA	NA	NA	NA	NA	NA	NA	NA	NA					NA	
24	Material Stacked correctly		NA									NA	NA	NA	NA								NA
	Material Racks secure		NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA					NA	NA
25	Hearing protection worn		NA			NA				NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
26	Face Shields worn		NA	NA	NA	NA		NA	NA	NA	NA	NA			NA	NA	NA	NA	NA	NA	NA	NA	NA
27	Hard Hats worn		NA	NA	NA	NA				NA	NA	NA	NA		NA	NA	NA	NA	NA			NA	NA
28	Gloves worn		NA							NA	NA	NA	NA			NA							NA
30	General Cleanliness of area																						
31	Safety Glasses Worn															NA							NA
32	Door Exits - not blocked and signs are in place	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA								NA
33	Look for and remove any non-label bottles or containers in the plant																						
34	Hand Tools - look for damage and put away when not used														NA	NA	NA	NA					NA

Y - Compliant

N - Not compliant

Comments _____

Safety Committee

- WRITTEN SAFETY AND HEALTH MANAGEMENT SYSTEM Document
 - *SAFETY AND HEALTH COMMITTEE*
 - Our management will take an active role on the safety and health committee. At least annually the safety and health committee will develop written safety and health goals and track monthly progress. These goals will be communicated to all employees. Our committee will be comprised of management and hourly employees. Members will volunteer and will serve on the committee for one year
- Comprised of a Diagonal Slice of Personnel (7 Members)
 - Days & Afternoon shift
 - Management
 - From the Floor

2016 Green Works Goals

- Reduce injuries by 50% from 2015
- Lost Time Days & Injuries ZERO
- Grow Business 10% (2016 vs 2015)
- Maintain at least (18) trainee positions
- Reduce cost by 10% (2016 vs 2015)
- Reduce industrial production supplies by 10% (2016 vs 2015)
- Clean Room to average 150,000 pounds/month
- Sweed to average 49,560 pounds/month
- Guidetti to average 30,000 pounds/month
- Reduce landfill to less than 20% of material processed
- 50% percent participation in Suggestion Program

MIOSHA Occupational Safety Consulting, Consulting and Education Division & MARO Assistance

Regular Visits & Invitations

- With MIOSHA Occupational Safety Consulting, Consulting and Education Division each year
- With MIOSHA Industrial Hygienist
- With MARO Program Director & Consultant

Examples of Visits Before & After

Before

Oil Filter Reclamation Area Continued

1. Need to cover the coupling on the pump motor better to ensure no employees hands can be inserted into the rotating shaft.



Need a larger cover over the right side of coupling.

AFTER



BEFORE

Oil Tank Storage Area

1. The newly installed “cat walk” needs a second chain, half way up at the end of the walk to prevent a possible fall by an employee.



Install a second chain half way up.

AFTER



BEFORE

Wire Sort Area

1. The wire stripper does not have sufficient hand guarding to prevent a hand/finger from entering the cutting chamber. An extended throat must be added to the front of feed side of the machine. The tubes must be long enough to prevent an arm and/or finger from entering the cutting chamber. A shroud on the back side must be added to prevent insertion of a hand into the cutting chamber.



Add a shroud to the back side of the machine

Throat like devices added to each of the openings.



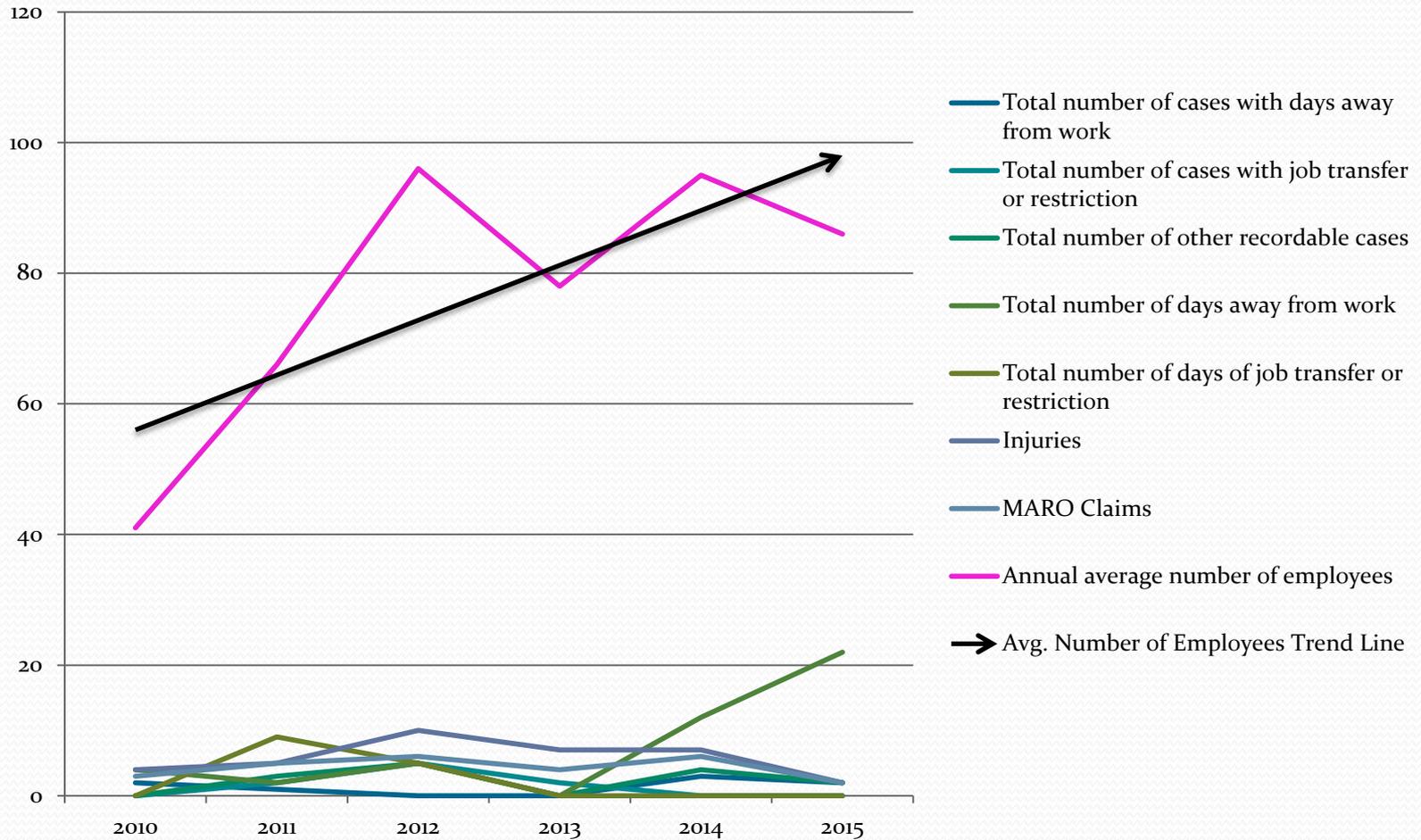
After



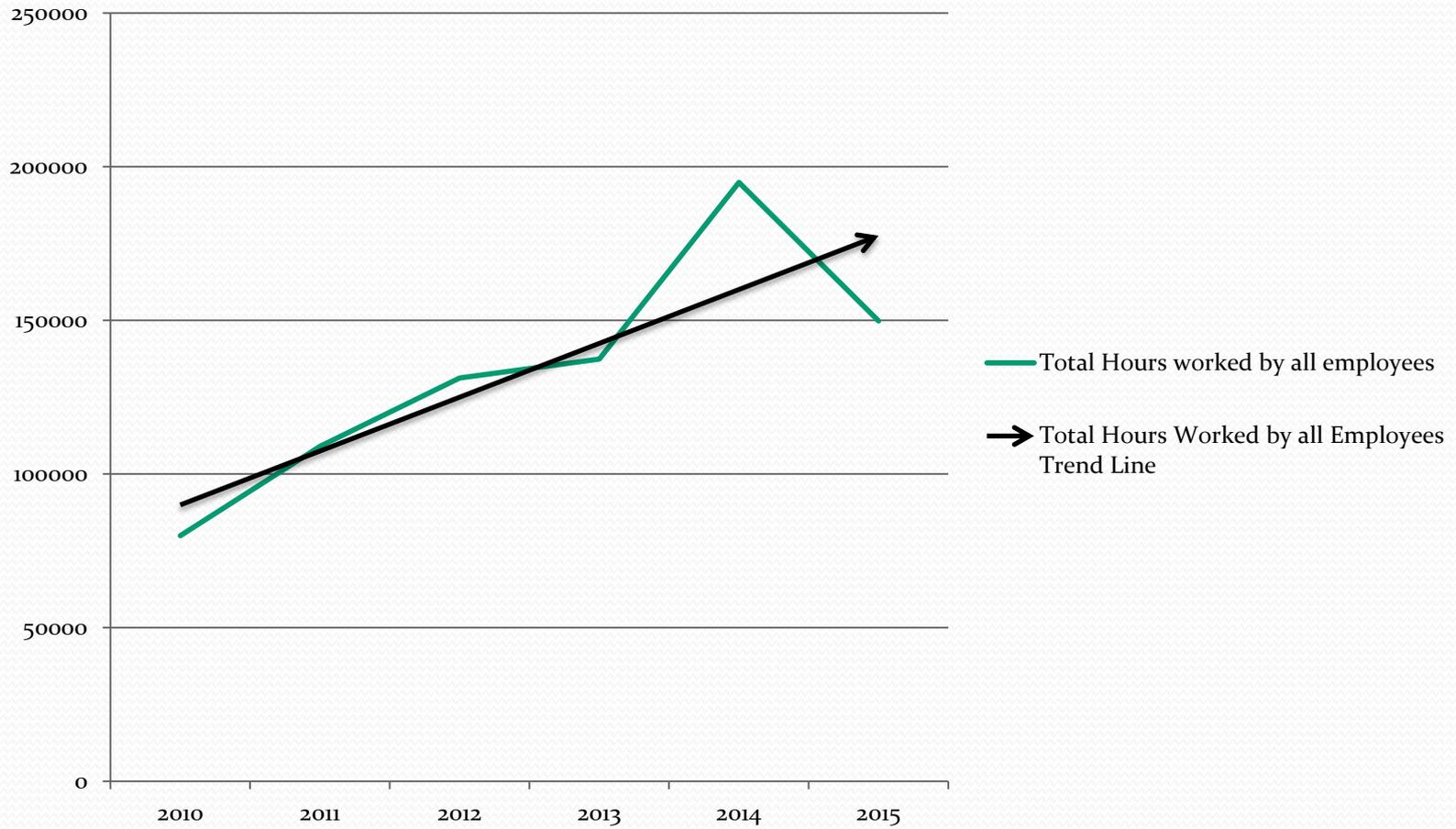
Green Works 300 Report History

	Year	2010	2011	2012	2013	2014	2015
Total number of deaths		0	0	0	0	0	0
Total number of cases with days away from work		2	1	0	0	3	2
Total number of cases with job transfer or restriction		0	2	5	2	0	1
Total number of other recordable cases		0	3	5	0	4	0
Total number of days away from work		4	2	5	0	12	22
Total number of days of job transfer or restriction		0	9	5	0	0	2
Injuries		4	5	10	7	7	3
Skin disorders		0	0	0	0	0	0
Respiratory Conditions		0	0	0	0	0	0
Poisonings		0	0	0	0	0	0
Hearing Loss		0	0	0	0	0	0
All other illnesses		0	0	0	0	0	0
MARO Claims		3	5	6	4	6	2
Annual average number of employees		41	66	96	78	78	86
Total Hours worked by all employees		79969	109041	131235	137426	194907	149834

Green Works Inc. 300 Report History

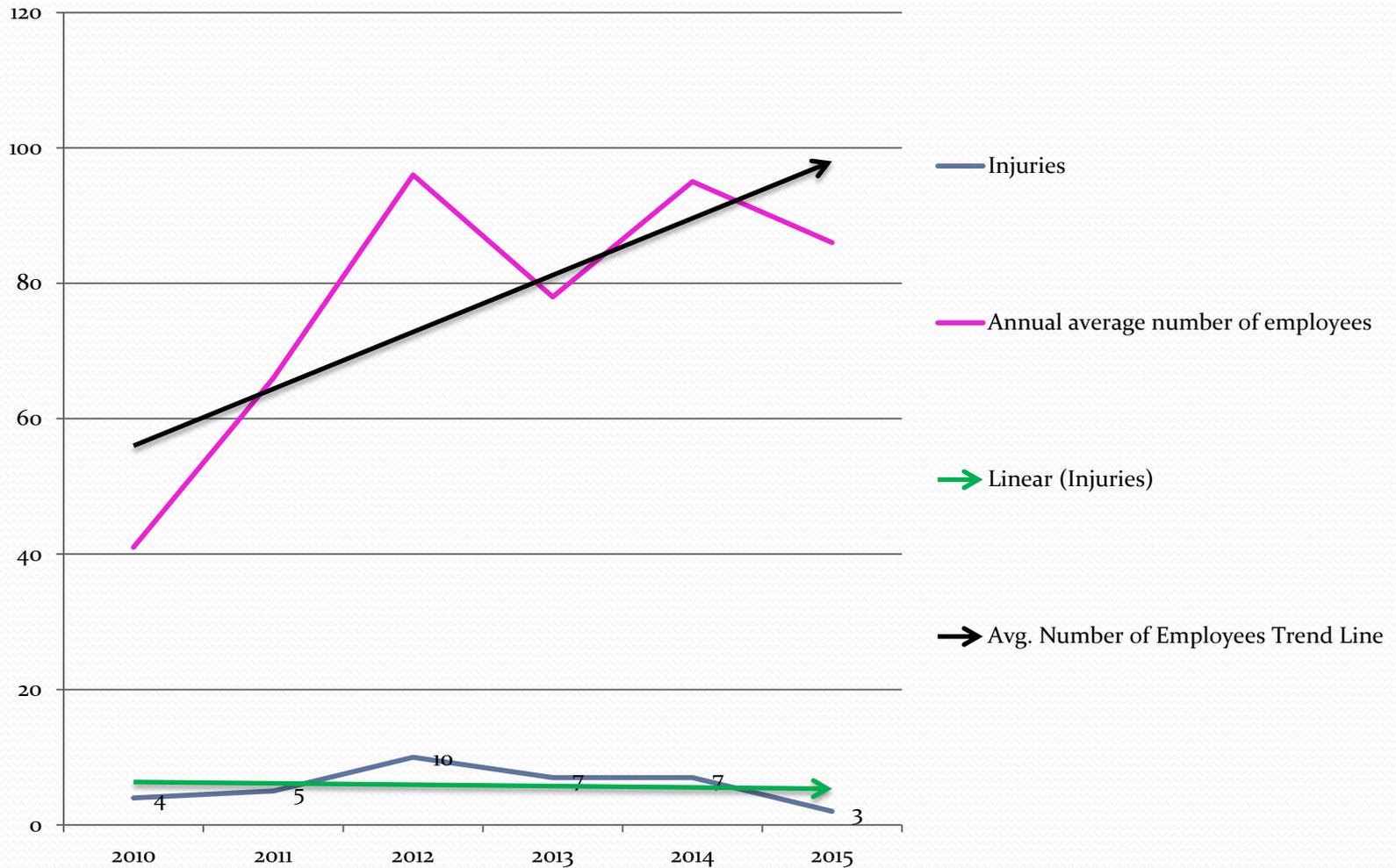


Total Hours Worked by All Employees



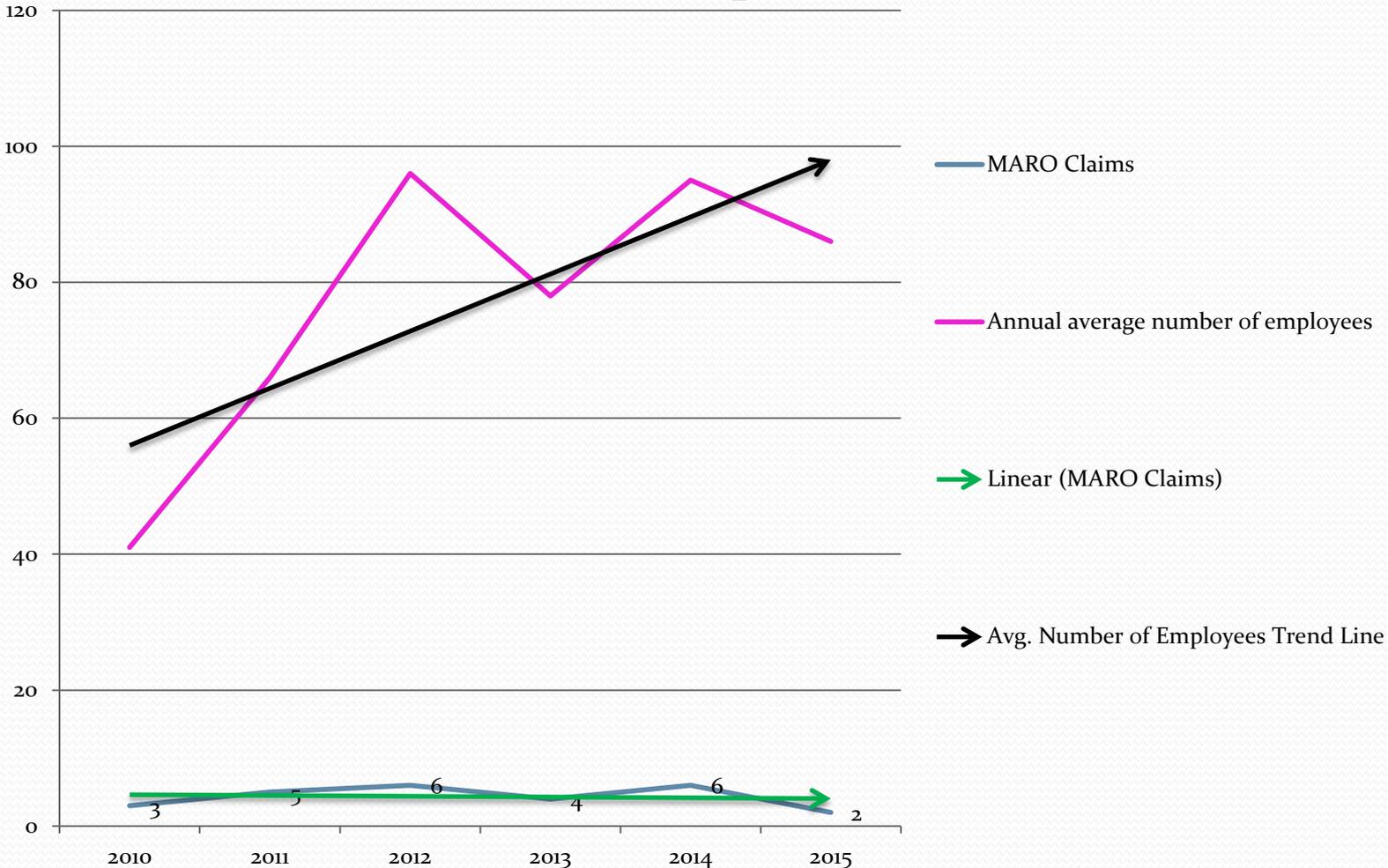
Green Works Inc.

Average # of Employees Comparison to Number of Injuries



Green Works Inc.

Avg. Number of Employees Comparison to MARO Workers Comp Claims



???Questions???



Michigan Safety Conference
April 19-20, 2016

Safety –a Journey



Arnold Center, Inc.
Exceptional People Delivering Quality Service

Arnold Center, Inc.
Of Midland & Gladwin Counties
Charles Markey



Environment

- Provide job training, social development, and work for individuals with multiple disabilities
- Serve about 260 disabled individuals
- Staff of about 50 employees
- Two locations and many off campus job sites
- Provide transportation to and from offsite locations
- Transportation hub for local community Dial A Ride and school buses
- Year round Consignment Auction House





Safety History

- Prior to 1995
 - Many trips to emergency room
 - Many injuries with little analysis of root cause
 - Workers Comp Insurance –State pool

Management Focus

- Board and Staff committees
 - CET Program -MIOSHA review
 - Local Insurance Agent input
 - MARO review
 - Local emergency and fire prevention reviews
 - Data reviews and root cause analysis

Actions

- PPE requirements for jobs/individuals
- Triage performed – go/no go emergency room
- Site First Responders & training
- MARO and Red Cross trainings for staff/employees
- Drills schedules for buildings
- Competency based staff training
- Quarterly Newsletter
- Participant /Staff meetings



Data Driven Reviews & Actions

- Root Cause by job and individual – with actions to reduce or eliminate risk
- Goals for incident types woven into yearly strategic planning with Board of Directors
- New procedures and drills scheduled
- Monthly building and off site walk through
- Customer safety expert joins Safety Committee

Verification

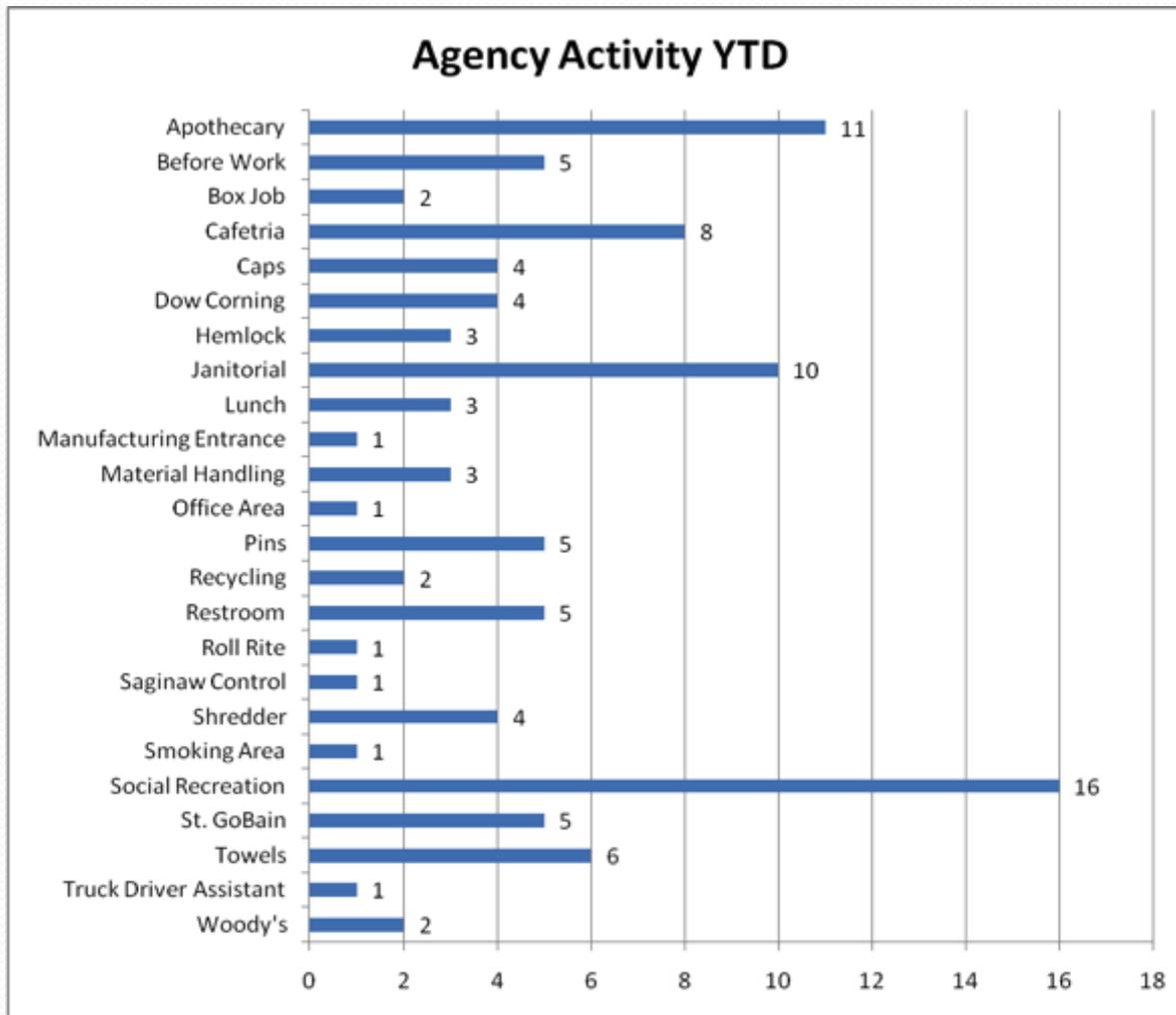
- CARF Reviews of 115 Health & Safety standards
- MIOSHA & MARO audits
- Local Fire, Emergency Planning and Safety Audits
- Site Insurance Audits – Loss control
- Monthly Safety Committee walk-through

Injury Classifications & Goals

- Work related vs. Non-work related
 - Our time our place
 - First Aid only
 - Advanced first Aid
 - MIOSHA Recordable
 - By individual, location, and job

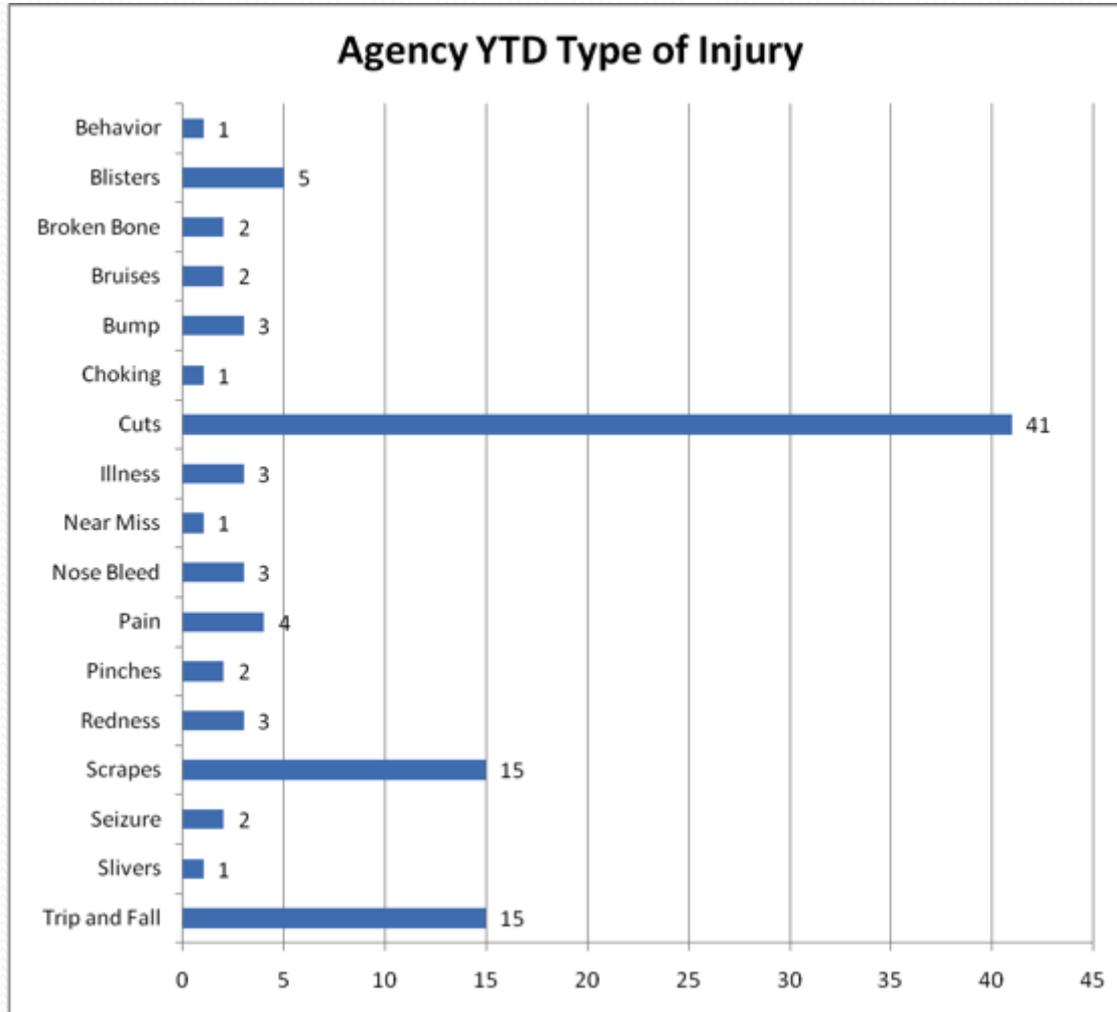
Yearly Safety Report

- Incident Analysis – By Job



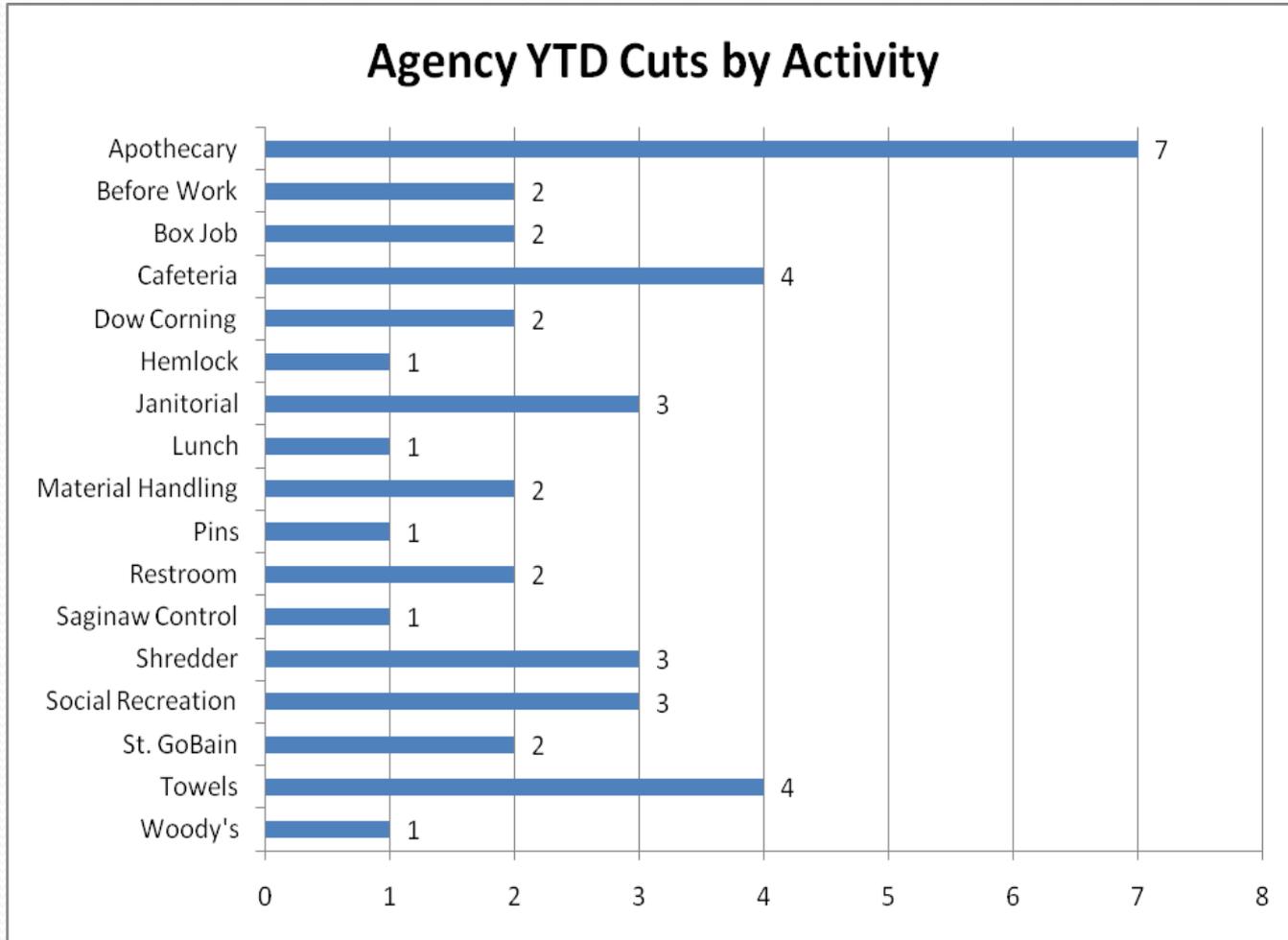
Yearly Safety Report

- Incident Analysis – By Type



Yearly Safety Report

- Incident Analysis - Cuts by activity



Yearly Safety Report

Summary of MIOSHA Recordable

Summary of MIOSHA Work Related Injuries and Illness (Historical Record)							
Classifications:	2008	2009	2010	2011	2012	2013	2014
# of incidents with days away from work	0	0	2	4	4	0	4
# of incidents with job transfer or restriction	0	2	0	1	1	1	0
# of other recordable incidents	1	0	1	0	0	1	1
Total # of days away from work	0	1.5	4	17	42	0	37
Total # of days of job retransfer or restriction	0	7	0	7	5	27	5
Total # of							
1. Injuries	1	5	3	4	4	1	5
2. Skin Disorders	0	0	0	0	0	0	0
3. Respiratory Conditions	0	0	0	0	0	0	0
4. Poisonings	0	0	0	0	0	0	0
5. Hearing Loss	0	0	0	0	0	0	0
6. All other Illnesses	0	0	0	0	0	1	0

Results

- Made and Exceeded Health & Safety Goals

Historical Analysis of Injuries/Illnesses								
Classification	Number of Injuries/Illness							
Year	8/9	9/10	10/11	11/12	12/13	13/14	14/15	
1. First aid Only	*	178	269	242	162	124	96	
2. Advanced First Aid	*	3	5	8	12	6	5	
3. MIOSHA Recordable	*	3	5	3	2	3	3	
Total	92	184	279	253	176	133	104	
* Injury and illnesses were not monitored by severity classifications in 08/09								

Results

- 3 year CARF Accreditations (14)
- 3x MSHARP Awards for both locations
- Annual Staff Appreciation Breakfast & drawings
- Workers Experience Comp Mod at .82
- **\$\$\$** Safety Credits & Premium Discounts





Questions?