I GOT THIS . . .

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I got this . . .
I got this . . .
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I got this . . .

• Use my experience as a metaphor
  – I was told, “Take what comes. Don’t go in the wagon.”
  – I wasn’t given a good enough reason to change the story in my head, “Dad gets all the corn out, I need to get all the corn out!”
I got this . . .

- Roughly 45 minutes engulfed
- 30 minutes in the bottom of the wagon, completely plugging the gate
I got this . . .

• Elbows were hyper extended
• Shoulders were dislocated
• Back was bent backwards
• Constricting pressure on chest and abdomen
• Grain in mouth, throat and nose
• Resigned myself that I wasn’t going to survive

• Dad ran out of wagons and came home, backed the combine to the fuel barrel, and heard the auger running empty
I got this . . .

- Change the story in their head
- Give ‘em a good enough reason to stay out of the wagon
I got this . . .

• Farmer’s Hook
  – I knew 4 farmers in my area that had lost their arms in corn picker accidents
  – They knew their neighbor had been injured doing exactly what they were about to do.
  – Still didn’t shut off the PTO
I got this . . .

• In the last couple years . . .
  – Andy Jun 2010 Rescue
  – Rob Jun 2011 Recovery
  – Mike Jun 2011 Rescue
  – Tom Sep 2011 Recovery
  – Bill Sep 2011 Rescue
  – Jeff Jan 2012 Rescue
• Employee w/ 14 yrs exp
• Had just done hands-on engulfment training
• No permit
• No LOTO
• No harness/lifeline
• Went in with reclaim running to knock it down and clear clumps
• Attendant left his post
• Avalanche swept victim down
• Was able to use cell phone
• Attendant shut reclaim off within 15 seconds
• Above waist
• Chest high by the time coffer dam made out of sections of plywood
• 3 ½ hours
I got this . . .

• What was the biggest concern?

• 4 of the victim’s co-workers watched him go into the bin

• Safety program is now dedicated to changing the culture
- Soybeans
- Slope bottom silo
- Break up clumps
- Location manager wasn’t on site
- Reclaim was running
I got this . . .

- 5 permits on file from previous bin entries that look just like this one.
I got this . . .

• First errant “I got this . . .” – when the entrant went in.
• Second errant “I got this . . .” – his co-workers thought they could get him out without calling for help. Started with beans around his ankles with his foot caught in the transition, by the time they called for help, beans were up to his neck.
• 9 ½ hours
Culture Change

1. Clarity
2. Example
3. Optimism
Culture Change

• Clarity
  – “. . . plan for inefficiency that will cause an employee to slow down and not put themselves at risk . . . If you can’t do it safely today, then we’ll wait ‘til tomorrow.” (John McClelland, GCC)
Culture Change

• Clarity (continued)
  – Written procedures and classroom training are **NOT** enough
  – Must do “hands on” training
  – Make employees demonstrate that they know how to do it correctly
  – Make them “sign off” that they understand the penalty for not following procedures
Culture Change

• Clarity (continued)
  – Make sure employees understand the rescue training and cofferdams are **NOT** intended for them, but rather as a public service to area farmers that get themselves into trouble
  – Store coffer dams at the fire department not at the grain facility
  – During rescue training, put grain operations employees in the grain
Culture Change

• Example
  – Management should go through same training including “hands on”
  – All employees must be empowered to stop unsafe behavior and report unsafe conditions
  – Bring in salvage company if not safe for your own employees
Culture Change

• Tools to break up grain bridges without entry (Ed Kleinwort, St. Ansgar Mills)
Culture Change
Culture Change
In April, OSHA proposed an initial judgement of a $3780,000 fine and six willful violations. But North Central contested that decision based on its long-standing safety record, according to the release.

Under the settlement, North Central will admit to two willful violations and four serious violations.

A willful violation exists when an employer has demonstrated either an intentional disregard for the requirements of the law or plain indifference to employee safety and health, according to OSHA.

Also as part of the settlement, North Central would implement a farm safety radio campaign and install more health and safety devices at its locations, according to the release. The multi-year radio campaign with Yankton-based WNAX would promote farm safety. North Central would also buy five more rescue tubes like the one used in Warner and train local fire departments on their use. With the new tubes, North Central would have tubes within 15 miles of it 17 locations. North Central would also buy 10 new automated external defibrillators as part of the agreement.

The safety campaign and new equipment would be paid for by North Central using the reduced fine dollars.

North Central has been very cooperative during the proceedings, Deutscher said.
Culture Change

• Example (continued)
  – Engulfment prevention public service announcements on local radio stations to further emphasize company commitment to safety and engulfment prevention
  – Must have discipline policy
  – Discipline policy should also apply to witnesses of unsafe conditions or unsafe acts that do nothing
  – Must document employee reprimands
Culture Change

• Optimism
  – No mixed signals
  – It isn’t OSHA
  – It isn’t attorneys
  – It isn’t your insurance company
  – The only reason for working safely is out of concern for everyone’s health and well-being
  – **Safety is simply the right thing to do and an integral part of your organization’s structure**
Summary

• Fight the “I got this . . .” mindset
• Change the culture within your organization
  – Clarity
  – Example
  – Optimism
• Give them a good enough reason to change the “story in their head”
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