~Contractors~
We Build Industry

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ATTITUDE
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Contractors from yesteryear had a terrible safety reputation.

When we review the global picture, all industry during that time period had extremely poor safety records.
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Reflections from the past of how some contractors got their start
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Following the history of contractors impact on our country, let’s look at how unsafe practices diminished the reputation of some contractors……..
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STOP AT MINE OFFICE
FOR HAZARD TRAINING

TRAIN YOURSELF
PRIOR TO ENTERING MINE

SEE NOTEBOOK
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Horseplay or poor supervision?
Today we hold ourselves to a higher standard for the protection of our people.

Our goal is to follow the correct process 24/7.
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If you do not think contractors are important, look around and see who is building our roads, houses, and businesses.

Contractors are the core element that builds the infrastructure to secure our future.
In the mining industry, contractors are between 33% and 35% of the workforce. You will see an increase in this percentage in the future.
What are some of the jobs that contractors perform in the mining industry today?
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- Equipment Operators
- Blasting
- Equipment Repair
- Electrical Maintenance
- Conveyor Systems Maintenance
- Smelter Turnaround/Rebuild
- Acid Plant Rebuild
- Road and Bridge Maintenance
- Water Containment
- Mechanical Maintenance

To mention a few…………..
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Contractors are diverse whereas clients are more specialized to specific skills/tasks.

Contractors generally perform jobs that the client prefers not to.

Or that the client lacks the expertise to complete.
Contractors state: “There is not a job we won’t do or a place we won’t go.”

They have a positive attitude and welcome the challenges that industry presents.
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Where are we today?
Just as the mining industry has learned the value of the safety and health of their people and the positive role it plays in productivity, so have the contractors that work on mining properties.
The contractors have taken that same lesson and excelled far beyond the expectations of what industry envisioned.

WHY?
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Because contractors are consistently on the learning curve.
For example: A maintenance contractor may change jobs day to day or literally from hour to hour depending on the client’s needs. Whereas, the mining employee has repetitive job tasks associated with their job description.
Contractors readily adapt to the continuously changing job requirements.

The adjustments start with:
- Training
- Good communication
- Thorough JSA’s
- Safety awareness and
- A positive attitude toward managing change with their people
Contractors are often asked by the client how they maintain high safety and productivity records with continuous change in job assignments.
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Simply stated:

- It’s good job training to maintain the learning curve
- Zero tolerance to risk
- Consistency in systems
- Experts at managing change
Contractor’s adjusting to what is happening now is evidenced by their expertise to understand the processes and procedures used to perform new and diverse types of jobs.
For example:
A bulldozer building a new road on the side of a mountain where no road has existed before (experience and expertise)
A steel frame to a new found architectural design high rise building being constructed for the very first time (experience and expertise)
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Generally speaking we use the final product and often never consider what it takes to get that product to us safely and efficiently.

We also don’t think about the amount of planning and training required to produce the product.
With all things that are accomplished efficiently, it has taken high-quality thorough training for the contractor to effectively complete each and every job assignment.

Did you know that contractors are in the forefront of that training process?
Training has always been an integral part of the contractor’s history. When MSHA was established in 1977 for mine sites, contractors were once again on the learning curve. Most were familiar with OSHA, making the conversion to MSHA less challenging.
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How did we get here?

Through our safe contractor values
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Mining companies recognize those same values and hire the leading contractors.

If a contractor’s experience modification rate (EMR) is 1 or more, the contractor can not bid on a job/contract.
FAIR?

YES

A contractor with a high EMR is \textbf{not} safe, efficient, productive, or cost effective.

The mining company would be exposing their employees to risk if they allowed that contractor to work along side their people.
Today’s quality contractors are:
- Well trained
- Innovative
- Safe
- Productive
- Efficient
- Cost Effective

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Examples of Contractor Training

- Job Tasks
- Communication
- Substance Abuse
- Incident Analysis
- Leadership
- People Skills
- Auditing
- Change
- Part 48
- Part 46
- Part 50
- Part 100
- MSHA
- DOT

- Leadership Responsibility
- Accountability/Responsibility
- Involvement
- Systems
- Job Safety Analysis
- LOTOTO
- Hot Work Permit
- HAZ COM
- Fall Protection
- Ownership
- Blue Stake
- Confined Space
- OSHA
- Etc.
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Safety is not an option for contractors today and it shows. Many contractors have a total recordable incident rate (TRIR) lower than their host client. Some have achieved ZERO recordable incidents. And…….
Less or Zero Citations!

Why?

Because contractors know they must follow the correct process of safe construction/production.

They respect the values that OSHA/MSHA requirements have established for their personal safety.
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We must share our knowledge with one another and work diligently at continuous improvement.

The safety and health of our people depends on that!
The regulatory climate has become more intense because of mining tragedies. It has resulted in accelerated fines and increased scrutiny. MSHA has raised the level of awareness that is designed to make us better.
It is our **personal** responsibility to motivate, educate and train our employees far beyond anything that OSHA/MSHA requires.
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Our goal is to attain and sustain:

- Zero incidents
- Zero production problems
- Zero discipline issues
- Zero citations

We owe this to our employees, company, and industry.
How important is good, thorough training to you?
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QUESTIONS?

Thank You

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