

Ladders, we use all types of them here at Hudson Bay, we have A-Frame ladders, extension ladders, platform ladders, straight ladders, tripod ladders, short ones, tall ones, and everything in between. Long before we ever step up on those ladders, we need to make sure we have inspected it for serviceability. Why do we need to do that? Well, the reason is falls are consistently the leading cause of death in construction and you might be surprised to know that the everyday piece of equipment – our trusty ladder – is responsible for one third of them.

All ladders must be inspected for defects and/or damage before each use. Sometimes it will be obvious that a ladder has been damaged and should not be used. But other defects that compromise a ladder's structural integrity may require a closer look.

Look for warning signs. Check all ladder components for signs of wear, corrosion, and structural failure before each use. These inspections should include:

- **Steps/Rungs** – check for broken split, cracked, corroded or missing steps or rungs.
- **Side Rails** – check for broken split, cracked, corroded or missing side rails. To check the side rails, squeeze from the inside of the rail causing it to flex outwards, this will show any types of fractures or cracks.
- **Hardware** – check ladders with loose, missing, corroded, or weakened fasteners and hardware. Make sure the spreader bar isn't bent, missing, or broken.
- **Feet** – check for missing or damaged feet or excessive wear on the non-skid pads.
- **Safety Labels** – all the manufacturer safety labels must be present and clearly readable, if they aren't, send the ladder back or ask your warehouse manager for replacement stickers. If you can't read it, you can't use it!
- **Top Cap** – check to see if it is cracked, loose, or missing.
- **Overall Appearance** – check rungs and side rails for excessive bends. Remove and clean any mastic or tape that may be adhered to the ladder, they may be hiding serious damage or defects.

Once we have completed our inspection, if we find any deficiencies, we need to immediately tag it out of service and report it to our supervisor. Because tags can become detached over time, any ladder that cannot be repaired should be cut or otherwise made unusable so that it cannot be repurposed or reused anywhere else.

Remember This!

Although ladders are part of our everyday life at both work and home, it's important we don't take them for granted. Please make sure you inspect and utilize ladders appropriately and don't let everyday equipment be a killer.





Tool Box Talk/Safety Meeting Sign In Sheet

Email to chris@hudsonbayins.com or safety@hudsonbayins.com or text to (206) 730-6273

Topic: _____ Date: _____

Discussion Leader: _____ Job Name: _____

	Employee Name	Employee Signature
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Employee Comments, Concerns, Suggestions or Recommendations to improve workplace safety & health:

Please submit this document immediately upon completion of the meeting to the safety department and retain the original copy of this document in the Safety & Risk Management Plan.

It is human nature to be reactive instead of being proactive in many aspects of life. Our health is one area where many people do not take steps to improve it until after a problem occurs. This is a reactive approach. It is important to have a proactive approach in protecting your health. Going to your doctor for an annual checkup is an important part of a proactive approach towards maintaining good health.

Why People Don't Go to the Doctor

- They use the excuse I feel healthy, nothing is wrong.
- Money issues or no insurance.
- They say they do not have time.
- They rather wait until they get sick or hurt.

None of the reasons listed above should serve as an excuse to avoid going to the doctor. Time and money especially should not hold us back from going to the doctor. If a small problem develops into a large problem so will the time and money needed to address it.

Why We Should Go to the Doctor Every Year

There are many benefits of going for an annual checkup. The most obvious benefit is catching problems before they start or very early before they develop into something major. As we get older it is important to get screened for certain diseases. A few examples of things that could be screen for is skin cancer, breast cancer, cholesterol levels, high blood pressure, and prostate cancer. There are many more ailments and diseases that should be looked at depending on your family history and risk factors.

While At the Doctor's Office

It is important to help the doctor treat you as well as they can. It takes effort on your end to make sure they have the information they need. Fill out health questionnaires as accurately and honestly as possible. Have a plan and write down key things you want to talk about with the doctor when you get to the appointment. Be open with the doctor. Do not be shy or embarrassed to talk about any problems or concerns you may have. They need the right information from you to be able to do the best job they can.

Our health is everything. Without it we have nothing. Everything you do in your life right now depends on your good health. Make it a point to get to the doctor every year, whether you feel good or not.

Remember This!

Catching a small problem before it grows into something major may make all the difference between a premature death and living strong for a few more decades.





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We have discussed the importance of reporting Near Misses in the past and there were a few that were reported. However, I don't think we report or discuss all the near miss incidents that occur in or around us like we should.

We define a Near Miss as the following:

"Any incident where no property or material was damaged and no personal injury sustained, but where, given a slight shift in time or distance, damage and/or injury could have easily occurred within our employees work zone."

We all know that incidents occur every day at the jobsite that could result in a serious injury or damage to equipment, material or structures but are often dismissed because nothing happened. History has shown repeatedly that most loss producing events, both serious and catastrophic, were preceded by warnings or near miss incidents.

For Near Miss Reporting to happen, we need to describe the steps for doing so.

- 1.) If you see something, say something. Contact your immediate supervisor and record the near miss on an Employee Incident Report.
- 2.) This leads to investigating the root cause of the near miss. This will be completed by the employee, their supervisor, and a member of their divisional safety team.
- 3.) The investigation results will be sent to the safety department and corrective actions will be taken or future procedures developed to prevent the reoccurrence of the event.
- 4.) The root cause and corrective actions will be shared and communicated with all HBI employees, maintaining anonymity to protect those involved.

****There will be NO CONSEQUENCES for Near Miss reporting what-so-ever to any employee that reports a Near Miss Incident. ****

Our goal is to learn from these events and develop methods and procedures to ensure a similar incident doesn't get someone hurt.

Remember This!

A Near Miss is often only an inch or two and a second or two away from a tragedy! Improving our culture around recognizing and reporting near miss incidents will significantly improve your safety and that of those around you.





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In construction it is typical for us to discuss physical safety on a daily basis. For many years, the focus of our JHA's and pre task plans has been on keeping ourselves and our co-workers safe from bodily harm. What we have not typically talked about is our mental health, and now is the time to include mental wellness as part of our overall total worker safety.

We have learned that construction workers have the highest suicide rate of any other occupation. We put a lot of effort into keeping our fellow co-workers safe each day – would you consider putting that same effort in to making sure they return to work tomorrow safe as well?

1 in 5 adults are currently experiencing a mental health condition like depression or anxiety, or maybe something even more severe like bi-polar disorder. In most cases and with proper treatment, these conditions can be managed and overcome with those experiencing them having full and productive lives.

However, if these are ignored and not treated, as they are more than half the time, these conditions can lead to people being distracted, less productive than normal, and possibly unsafe and unable to perform their normal jobs. Because of this, mental health and suicide prevention need to be safety considerations.

In your morning huddles each day, check in on how your teammates are doing. Pay attention to those who may be acting or performing differently than normal and ask if they need to talk. Remember, talking about suicide does NOT put the idea in someone's head. It gives them permission to talk about it and they are usually relieved.

It is not always easy to talk to someone about suicide or their mental health, but when someone's life is at risk, it is more important to ensure their safety than to dance around the subject.

Remember This!

Safety starts with what's under the hard hat!





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