



# PAVESTONE COMPANY, LP

- ◆ Producer of Decorative Landscape Block
- ◆ Bagger of Decorative Landscape Rock
- ◆ Producer of Veneer Stone
- ◆ Owner of Lava Quarry in New Mexico
- ◆ Owner of Pumice mine in Oregon
- ◆ Owner of Bedrock Freight Brokerage
- ◆ Annual Production of 200 million square feet with 1200 employees

# PAVESTONE<sup>®</sup> 2004

Improving Your Landscape™







# OSHA Recordable Incidents

- ◆ Cape Girardeau

- ◆ 2000 – 1

- ◆ 2001 – 12

- ◆ 2002 – 8

- ◆ 2003 – 6

- ◆ 2004 – 5

- ◆ 2005 – 4

- ◆ 2006 – 3

- ◆ 2007 -- 3

- ◆ Cincinnati

- ◆ 2003 – 11

- ◆ 2004 – 12

- ◆ 2005 – 5

- ◆ 2006 – 1

- ◆ 2007 - 4

- ◆ Kansas City

- ◆ 2003 – 3

- ◆ 2004 – 4

- ◆ 2005 – 2

- ◆ 2006 – 4

- ◆ 2007 - 2

# Pre-Employment Testing

- ◆ Job Descriptions
- ◆ Job Hazard Assessments
- ◆ Standard Operating Guidelines
- ◆ Recently Implemented Physical Demands Analysis and Baseline Flexions for New Hires and Return to Work--legalities


# Return to Work

- ◆ Post Accident
- ◆ Written Offer
- ◆ Non-Work related

# Light or Restricted Duty

- ◆ Light Duty positions need to be written
- ◆ Positions need to be very specific
- ◆ Discussed and reviewed with your Occupational Medicine Provider

# Occupational Medicine Facility

- ◆ Job Hazard Assessments
  - ◆ Standard Operating Guidelines
  - ◆ Light / Restricted Duty positions
  - ◆ Know Them before you need Them
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# Key Points to Pavestone's Safety Program

# Near Misses

- ◆ Incident reporting system
- ◆ Investigation process
- ◆ Corrective Action
- ◆ Do Something about Misses Reported

# Accidents

- ◆ Reporting
- ◆ Corrective Actions
- ◆ Referral to Safety Committee
- ◆ National Network

# Safety Committee

- ◆ Terms of members
- ◆ Department diversification
- ◆ Weekly walkthroughs
- ◆ Corrective actions for accidents / near misses


# New Hires

- ◆ Physical—PDA—and Flexion analysis
- ◆ Formal training-2 hours by direct supervisor—rest by SM in next month
- ◆ Practical training
- ◆ Mentor program
- ◆ Yellow
- ◆ White
- ◆ Red

# Safety Shirts

- ◆ Safety Motto
- ◆ Monday Question
- ◆ Wednesday Meeting
- ◆ Gift certificates

# Flags on Forklifts

- ◆ Visitors
  - ◆ Contractors
  - ◆ Outside Carriers
  - ◆ Lift Drivers
  - ◆ Employees
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# Visitor Compliance Statement

- ◆ Visitors
- ◆ Contractors
- ◆ Maps of traffic flow

# Training Contractors

- ◆ Pavestone provided
- ◆ Outside certifications
- ◆ Language barriers – speaking vs. writing

# Weekly Safety Meetings

- ◆ Supervisors--Employees rotate
  - ◆ Accident Alerts
  - ◆ Inspections – fire extinguishers, etc
  - ◆ Open Discussion -- suggestions
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