



VPP Star Site



Committed to Safety & Quality



***HANSCOM AFB FLYING HIGH
1ST AIR FORCE STAR SITE INSTALLATION***

- **This presentation is meant to inform those unions who are new to the VPP initiative and are unsure of the meaning it would have for them and their union members.**
- **We will discuss what the VPP initiative is and how we weathered it.**





THE VPP Program And The Union



- **Initially, this VPP idea was met with skepticism from unions at Hanscom AFB.**
- **Unions sign a formal statement of agreement.**
- **Unions retained the right to withdraw support at any time.**

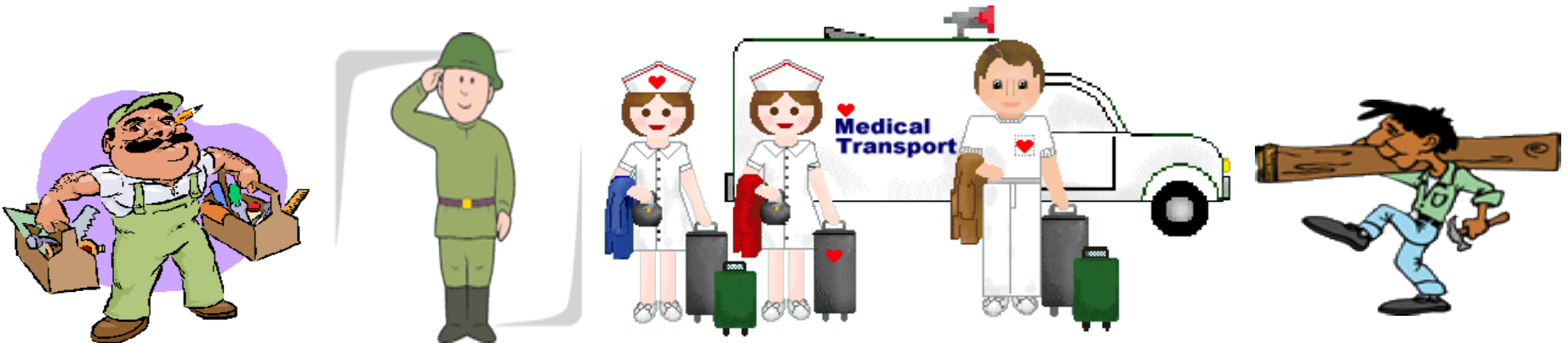
Union Tips for the VPP Program



- **Union must have an ACTIVE and EDUCATED membership.**
- **Union takes on a view of responsibility.**
- **Union must negotiate.**
- **Union must have assurance that there would be no undue discipline.**
- **Union must elect their own safety representatives.**

Union Tips for the VPP Program (continued)

- **Union must remain part of the health & safety program.**
- **Union's health and safety representatives keep in mind that their main goal is to improve the working conditions for the Union members.**





VPP Represents Four Key Concepts

1. Management Commitment & Employee Involvement
3. Hazard Prevention & Control
4. Worksite Analysis
5. Safety & Health Training



Management Commitment & Employee Involvement



Employers and employees work together to make safety and health a priority.

Employer and employee communication is essential.

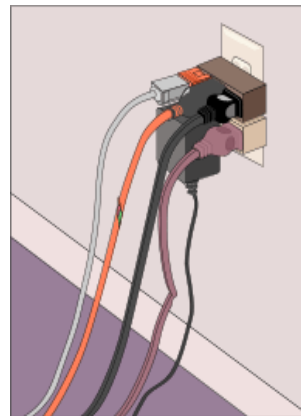
Worksite Analysis

Worksite analysis means that managers and employees analyze all worksite conditions to identify and eliminate existing or potential hazards. There should be a comprehensive, baseline survey, with a system in place for periodic updates.



Hazard Prevention & Control

Continually review the work environment and work practices to control or prevent workplace hazards.





Safety & Health Training

Safety and health training programs are designed to ensure that senior management, line management and employees know and understand the policies, rules, and procedures established to prevent exposure to hazards.



WHY?



For Building blocks to better relationships!

- To add value to our lives, to our workplace, and to our business.
- For employees to have more input into the workplace health and safety procedures.
- For better relations between management and Union employees.



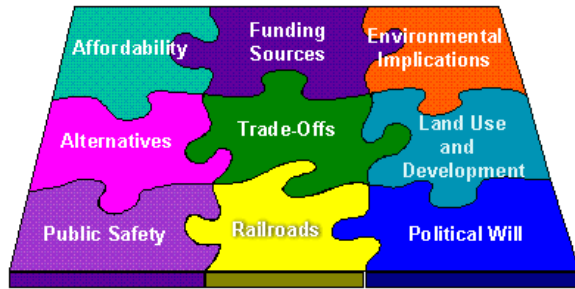


WHY (CONTINUED)



While there are many benefits that can be realized from participation in VPP, the most common ones are:

- **To improved employee motivation to work safely.**
- **For more involvement by employees .**
- **For positive community recognition and interaction.**
- **To help enhance management-employee relationships and communication .**



WHY (continued)

- **To strengthen community relations and "goodwill."**
- **For employees to learn more about their own health & safety program and procedures.**
- **To help employers identify any performance gaps.**
- **To Help improve safety performance.**
- **To enhance relationships with OSHA.**

60%

Benefits

(continued)

80%

- **VPP sites generally experience from 60 to 80 % fewer lost workday injuries.**
- **Access to the resources and expertise.**
- **The empowerment of the workforce.**
- **Building of better relationships.**
- **Develop and implement more effective programs.**



Goal

- **The goal is to improve work processes, save time and money and preserve life.**
- **The goal is to create a lasting culture change.**





What About Discipline?

- **Union needs to be very specific in its negotiations.**
- **If union member refuses to follow the health and safety rules.**
- **No records kept.**

How Union's Assist in Activities; Getting Employees Involved

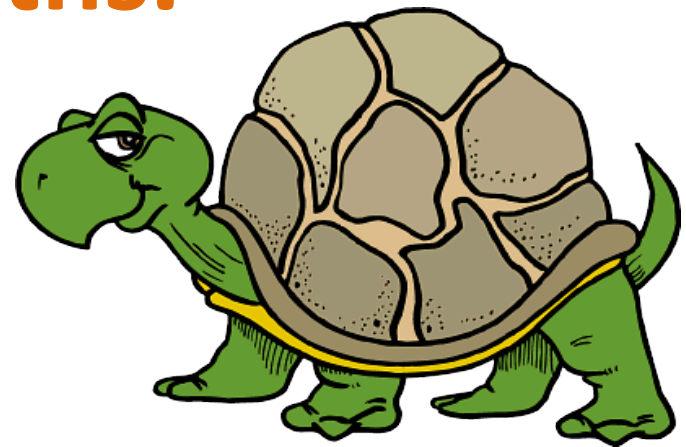
- Make it fun and exciting.
- Establish a sense of urgency
- Form a powerful guiding coalition
- Create a vision/Communicate the vision
- Empower others to act on the vision.
- Consolidate improvements
- Institutionalize new approaches.





TIMING:

For most sites, the certification process from start to finish takes 18 to 36 months.





Some Reassurances

- **Unions agree to participate in the program to assure a safe and healthful workplace.**
- **OSHA initially verifies that we meet the VPP criteria.**
- **Auditors will randomly talk to employees.**



In Closing

- VPP Promotes effective safety and health management.
- VPP allows for Management, unions and OSHA to establish a cooperative relationship.
- VPP allows for Unions and Management to agree to operate an effective safety program.



QUESTIONS?

