

A Safety Program That Works

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Case Study: Bronx Print Center

Facts:

- Largest print site in our network
- 500 employees, over 125 trucks used daily
- Daily circulation: 500,000 of WSJ & New York Post (plus weekly Barron's, among others)
- 9 different unions



Safety
Awareness
For
Employees



- A new safety program developed & implemented in 2012
- Goal - reduce serious injuries (lost-time injuries) and their costs
- All full-time employees in the following 4 department teams are eligible:
 1. Pressroom/Paperhandling/Plateroom (~100 employees)
 2. Mailroom/Insert Room/Control Room (~65 employees)
 3. Maintenance & IT Team (~50 employees)
 4. Delivery Team (~240 employees)

The departments work within their teams to achieve 3 simple goals:

1. Monthly department safety meetings with written minutes
2. Monthly safety self-inspections documented in above minutes
3. No lost-time injuries

If a team meets these goals, all full-time employees in that department will receive awards every 90 days, in increasing value (from hats to branded Carhartt jackets)

Other incentives include:

- Instant recognition \$5 safety coins
- Monthly gift card drawings
- Employee of the Month parking spaces
- 100 Day Injury-Free Dinner

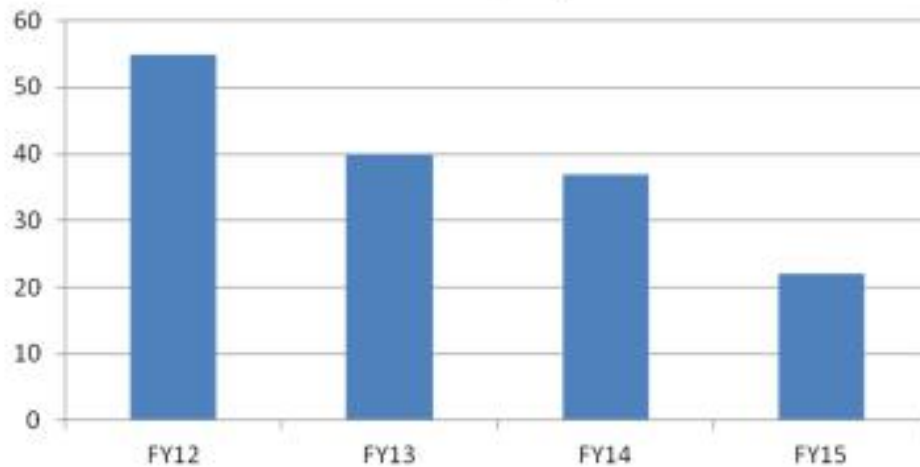


In FY2012:

- Almost \$2M in Workers Comp incurred costs
- 124 total WC claims, 55 of which were lost-time
- Departmental safety meetings were few and far-between
- Safety self-inspections were almost non-existent



Lost Time Injury Cases



REDUCTIONS FY15 vs FY12

- 60% reduction in Lost-Time Injuries (from 55 in FY12 to 22 in FY15)
- \$1.9M in expense savings
 - \$.9M reduction in WC Incurred Costs (47% drop from \$1.9M to \$1.0M)
 - ~\$1M reductions so far in annual Insurance Premiums

- Maintenance team achieved 365 day goals twice
- Mailroom team achieved 365 day goals once, and on their way to a second 365 days (recently cleared 450 days without a lost time injury)
- All Department teams achieved 90 days goals, some several times
- 7 separate safety team meetings are now conducted each month
- Numerous self-inspections occur each month to identify potential hazards
- A lavish BBQ dinner was provided to all 500 employees when the facility reached 100 days without a lost-time injury



Keys to Success – How can **SAFE** work for you?

DOW JONES

- Get input from all employees & tailor to your culture
- Get key support from executives
- Kickoff the program with large events for all employees
- Market it relentlessly & continuously
- Collect good data and track monthly
- Reward monthly and instantly
- Modify to keep it fresh



QUESTIONS?

