

MINUTES
 General Employee Injury Review Board
 Thursday, January 23rd, 2014
 3rd Floor Conference Room
 New City Hall
 9:30 am

The meeting was called to order by Chairman Bennett at 9:35 am.

1. Roll Call

Members Present: Tim Bennett, Chairman
 Don Schaefer, Safety Rep
 Candy Brown, Safety & Risk Officer
 Rusty Whisenhunt, Public Works Safety Officer

Members Absent: Lindsay Tate, Safety Rep

Others Present: James Bearbow, Safety Rep
 Britt Hubbard, Safety Rep
 Bobby Finley, Safety Rep
 Tiffani Burk – HR

Excused*

Unexcused**

2. Minutes

A. Approval of minutes of December 26th, 2013

Motion to approve minutes by Whisenhunt with a second by Bennett.

AYES: All NAYS: None Motion carried.

3. Old Business

A. Thomas Lewis-Water Distribution (11/11/13)

Mr. Lewis was present. Safety Rep Bobby Finley was also present.

Mr. Lewis said he appealed because he got two points, they said it was preventable. He had a question why he was penalized for getting hurt on the job. Tim explained to Mr. Lewis why he received points. The report stated that he jumped off of the trailer. He said they went over jumping off of the trailer with him in the last meeting. He told him he could have used the 3 point contact. Mr. Lewis asked what that was. Tim and Rusty explained what the 3 point contact is. Candy said she wanted to make it clear that he was not issued points because he was injured. It was the actions that he took or failed to take that

caused the injury. Don explained the policy to Mr. Lewis. Mr. Lewis said he was just doing his job. He said they weren't playing around. He said he understands that if you get 9 points in 2 years then you can get terminated. He was worried about those points because he wants to be here for 30 years. Rusty said the word jumped or hopped is what really helped make their decision. If it was the back of the trailer then he should have stepped off but if it was the side then he should have sat down and swung his legs over and stepped down. Mr. Lewis said he can't change his statement, he is telling the truth. He said he signed off on the statement even though it wasn't written down exactly the way it happened. He would like them to consider dropping the points to one. One reason is because he had never heard about the 3 point contact and another is he feels like he is getting penalized for getting hurt while doing his job. Tim explained that he was not getting penalized for doing his job but he is getting points for not being safe enough while he was doing his job. Mr. Lewis said he didn't think it was going to be that big of a deal when he took that step. He said he wasn't thinking about the whole safety thing and it turned into something. Tim says this whole process is not about being penalized, it is about education.

Motion was made by Schaefer with second by Brown to uphold the initial ruling as Preventable with two (2) points assessed. AYES: All NAYS: None, Motion carried.

Candy advised Safety Rep Bobby Finley that they probably need to go over the 3 point contact rule with the employees in that division.

4. New Business

A. Farid Pena-SSTD (12/9/13)

Mr. Pena was present. Safety Rep Britt Hubbard was also present.

Mr. Pena said he came back from lunch. He parked in his normal spot. He got out and started around the building to the east door. He slipped on some ice and fell. Don asked if he thought it could have been prevented. Mr. Pena said yes, maybe. He said maybe if put some salt or sand down to melt the ice. But he just got back from lunch and he didn't have anything to put down. He said he had no idea that it was that slick. He parked next to the ramp but he preferred not to use the ramp because it was more dangerous than walking on the flat area. He said there was ice underneath the snow that he was walking on. He hurt his lower back and hip.

Motion was made by Hubbard with second by Schaefer to classify this as Preventable with two (2) points. The Board cannot assess the points because the employee was already disciplined before the meeting. Therefore there was zero (0) points assessed. AYES: All NAYS: None, Motion carried.

B. Chris Faries-Sewer Construction (12/9/13)

Mr. Faries was present. Safety Rep Britt Hubbard was also present.

Mr. Faries said they were told to go check on their job because they had bad weather. They had open holes and they needed to make sure nothing had collapsed or walls caved in. On the way out he slipped on some ice and fell. He hurt his back and is scheduled for surgery.

Motion was made by Hubbard with second by Brown to rule this as Non-Preventable with zero (0) points assessed. AYES: All NAYS: None, Motion carried.

C. Richard Pack-SWC (12/20/13)

Mr. Pack was not present.

Mr. Pack was placing a cart on the truck and he caught his finger between the cart and the truck. He was wearing gloves. It was a laceration on his right index finger.

Motion was made by Whisenhunt with second by Schaefer to rule this as Non-Preventable with zero (0) points assessed. AYES: All NAYS: None, Motion carried.

D. Terry Justus-Streets (12/19/13)

Mr. Justus was not present. Safety Rep James Bearbow was present.

Mr. Bearbow said Mr. Justus was backfilling on Ft. Sill Blvd near Lawton High School. The concrete crew had done a patch there. While Mr. Justus was throwing dirt from the truck to the hole he felt a pop in his shoulder. He mentioned it to his supervisor on that day. The next morning he was loading up some signs to go to a jobsite. He said he felt it pop again then he came to Mr. Bearbow and reported it. He was working with another employee on the jobsite but they did not witness anything.

Motion was made by Brown with second by Schaefer to rule this as Non-Preventable with zero (0) points assessed. AYES: All NAYS: None, Motion carried.

E. Ray Armstrong-WWM (1/7/14)

Mr. Armstrong was present. Safety Rep Britt Hubbard was present. Mr. Hubbard was filling in for Safety Rep Chew Allen. Mr. Armstrong said he was loading wood into a dump truck. As he was loading one piece, it slipped and a sticker went into his hand. It went through his glove and into his hand. He took the sticker out, pulled the glove off, looked at it and didn't think much about it. He put the glove back on and finished loading the wood. The next day it was swollen a little bit so he notified his boss Chris. He figured it was an infection because they work in the sewer so he knew it was dirty wood. He let him know that if it got any worse he was going to address it just so he could get some antibiotics for an infection. The next day it was about to his pinky so he thought that it was obviously infected. So they put him on antibiotics. He said it is getting better but it does feel weird and it has a little bump. The doctor thinks that there is still something in there. He said it hardly bled but it just starting swelling. This was all old sewer trailer wood. He never really had any pain.

Motion was made by Hubbard with second by Brown to rule this as Non-Preventable with zero (0) points assessed. AYES: All NAYS: None, Motion carried.

F. Lisa Diamond-Police Tech (12/9/13)

Ms. Diamond was not present.

Motion was made by Schaefer with second by Brown to table this injury.

AYES: All NAYS: None, Motion carried.

G. Arlander Galloway-Police Tech (1/4/14)

Mr. Galloway was not present.

Motion was made by Schaefer with second by Brown to table this injury.

AYES: All NAYS: None, Motion carried.

5. Consider any other injuries reported:
None

6. Communication/Discussion:

7. Adjournment:
Motion by Brown with second by Schaefer to adjourn the meeting at 10:50 am.