

Master Brewers Association of the Americas

*Dedicated to the technology of brewing.*

*MBAA Annual Conference*



# **Is There Trouble Brewing for Craft Brewers?**

## **Workplace and Environmental Safety Considerations**

# Do You Think Safety?

- Occupational safety and health can be important for moral, legal, and financial reasons. All organizations have a duty of care to ensure that employees and any other person who may be affected by the companies undertaking remain safe at all times
- Moral obligations would involve the protection of employee's lives and health. Legal reasons for OSH practices relate to the preventative, punitive and compensatory effects of laws that protect worker's safety and health.
- OSH can also reduce employee injury and illness related costs, including medical care, sick leave and disability benefit costs.

# How Does Safety Effect My Bottom Line?

- *Sometimes companies have to make hard choices, such as the trade-off between cost, efficiency, responsiveness, and safety.*
- **Direct costs:**
  - Workers Comp Premiums
  - Lost Productivity
  - Employee Training / Re-training
- **The Hidden Costs of Workers Compensation Injuries**

The American Society of Safety Engineers has concluded that the indirect costs and impacts of a worker injury are four to 10 times greater than the direct costs.

They include:

- Hiring temporary workers with adequate skills to replace the injured employee.
- Loss of operational time, which results in fewer products completed to sell to customers.
- Impact on morale of other employees, who may question the workplace safety environment.
- Administrative costs for handling the injury claim.

# Business or Operational Priorities

EHS can have a positive impact:

1. Control costs.
2. Comply with regulations, government mandates, judicial interpretations or directives.
3. Support business initiatives (e.g., strategies for growth, new technologies, competitive advantage).
4. Enhance the organization's image and reputation (e.g, public relations, reporting, disclosure).
5. Everything else (e.g., investor demands, employee considerations, insurance).

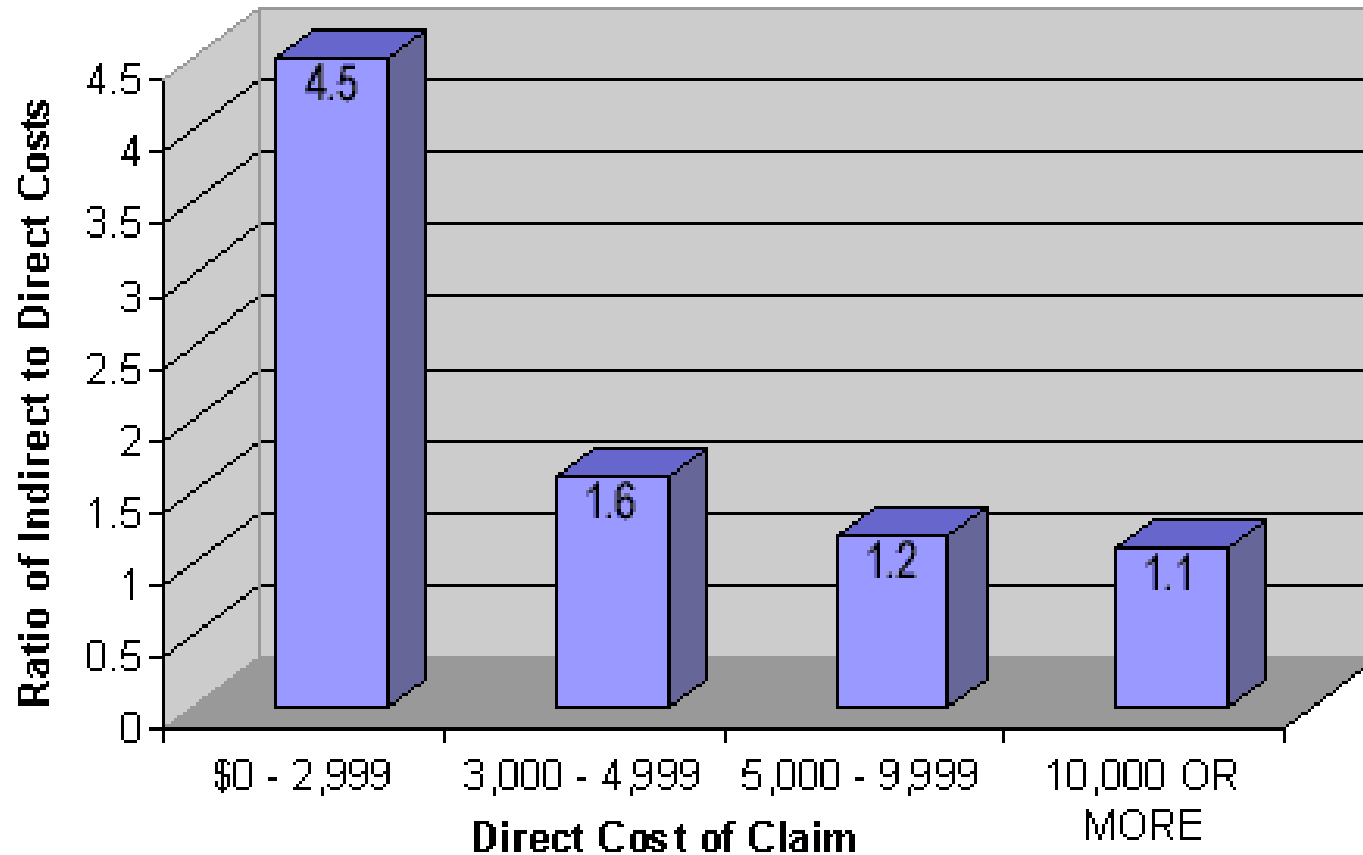
# Safety is more than Financial

- Shifting Values

- Reallocating resources to achieve a greater rate of return
- Profit and Revenue –VS- Company reputation and community perception

➤ *Safety performance can play a role in shaping the organization's competitive image and reputation.*

**The lower the direct costs of an accident,  
the higher the ratio of indirect to direct  
costs.**

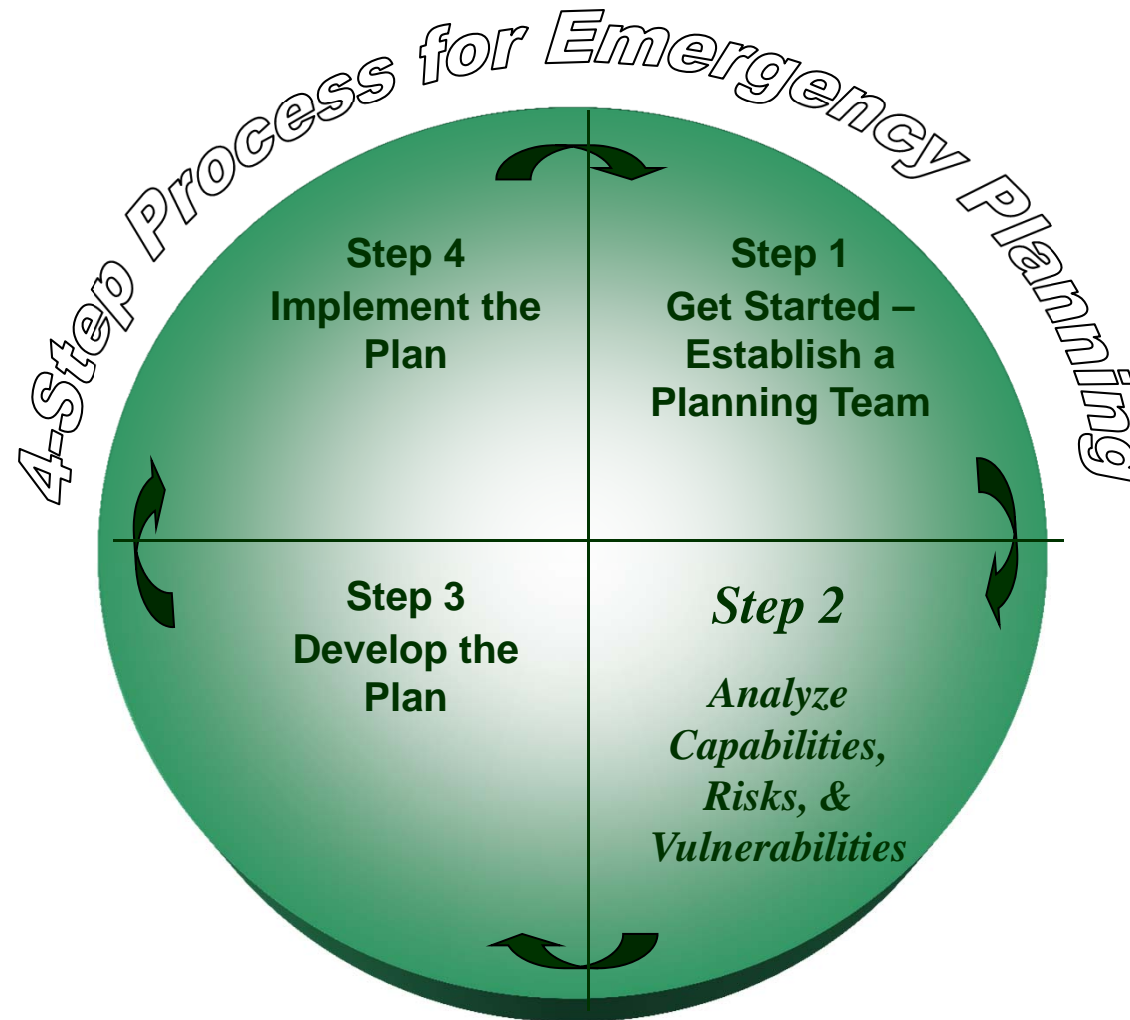


# Vulnerability Assessment

TYPE OF EMERGENCY	Probability	Human Impact	Property Impact	Business Impact	Internal Resources	External Resources	Total
	High 5 ←→ 1 Low	High Impact	5 ←→ 1	Low Impact	Weak Resources 5 ←→ 1	Strong Resources	

- List Potential Emergencies
- Estimate Probability
- Assess Potential Human Impact
- Assess Potential Property Impact
- Assess Potential Business Impact
- Assess Internal and External Resources
- Add Columns

# Be Prepared





# Safety Intervention

## Liberty Mutual's CFO Survey – Key Points:

- Response show that more than 40% of the respondents cited increased productivity as the top benefit of an effective workplace safety program,
- 28% cited reduced cost as the top benefit of such programs.
- In some states like Penna. you can receive a discount on WC premium if you meet state criteria in a functioning SC
- Better training is the most frequently cited safety intervention activity by executives & that employee behavior is a primary factor in causing workplace injuries.

Employer Commitment	Employee Involvement
Employer Safety Policy Statement	Employee Safety Statement
Responsibility for Safety Defined	Employee Training
EMR or Loss Ratio	Safety Rules and JSA
Resources for Safety	Use of PPE
Safety Program Goal Setting	Performance Review
Employer Supervisory Meeting	Inspections
Pre-planning for Production Activities	Daily Safety Briefs
New Hire Orientation	
Substance Abuse Policy	
Record Keeping	
Accident Investigation / Actions	

## Changes and Challenges (check all applicable)

**Changes      Challenges**

**Management Structure**

**Participants**

**Data Collection**

**Employee Involvement**

**OSHA Enforcement Inspections**

**Partnership Outreach**

**Training**

# Convert of EHS performance to a business value outcome

- *Align EHS activities with the business needs of the organization.*
- *Focus on priorities.*
- *Focus on future investments, costs, and benefits.*
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- *Show payback.*
- *Compare your case to doing nothing.*
- *Demonstrate probability of success.*
- *Measure / Follow-up / Constant Improvement*

# **For Further Information, Contact**

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