



Washington State Department of  
Labor & Industries

# **The Logger Safety Initiative**

*2014 Annual Report to the Legislature*

**January 2015**

# Acknowledgements

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Thank you to the following people for their contribution to this report:

- Rachel Aarts, Insurance Services
- Dr. Dave Bonauto, SHARP
- Vickie Kennedy, Insurance Services
- Maggie Leland, Governmental Affairs & Policy

# Table of Contents

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<b>Executive Summary</b> .....	<b>1</b>
<b>Introduction</b> .....	<b>4</b>
<b>Progress and Achievements in 2014</b> .....	<b>5</b>
Third-Party Safety Certification Vendor.....	5
Accomplishments of the LSI Taskforce.....	5
Accomplishments of the LSI Program.....	7
<b>Funding</b> .....	<b>11</b>
<b>Future Plans</b> .....	<b>13</b>
<b>Conclusion</b> .....	<b>14</b>
<b>Figures</b>	
Figure 1: LSI financial incentive and how it works.....	8
Figure 2: Worker hours added by L&I premium audits .....	9
Figure 3: Traumatic injury rate in manual logging .....	10
<b>Appendices</b>	
Appendix A: Washington State’s Logger Safety Initiative Accord.....	15
Appendix B: 2014 Logger Safety Policy & Technical Taskforce and other participants .....	17



# Executive Summary

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This report on the Logger Safety Initiative is required by a provision of the 2013-2015 final operating budget bill, Engrossed Substitute Senate Bill (ESSB) 5034 (217)(6). ESSB 5034 requires the Department of Labor and Industries (L&I) to submit a report by December 31, 2014 on:

- Use of a third-party safety certification vendor to verify employer compliance with Logger Safety Program requirements.
- Accomplishments of the Logger Safety Taskforce.
- Accomplishments of the Logger Safety Initiative to date.
- Future plans.

The report also must identify options for future funding and make recommendations for permanent funding of this program.

## Introduction

The Logger Safety Initiative (LSI) is a multi-organization effort that began in 2012 when industry leaders from the Washington Contract Logger Association (WCLA), Washington Forest Protection Association (WFPA) and the Commissioner of Public Lands began meeting with L&I to discuss workers' compensation rates, trends and injury statistics for non-mechanized or manual logging operations. The LSI is a collaborative effort that provides voluntary improvements to worker protection and safety.

In March 2013, L&I and industry representatives created a Logger Safety Taskforce to develop a safety program for the manual logging industry. The legislature passed Engrossed Substitute Senate Bill 5744 in April 2013 acknowledging the need for the taskforce's work. The taskforce has developed a Logger Safety Program for manual logging operations that establishes industry standards for worker training, performance and supervision and reviews progress of logging operations through independent third-party audits and DOSH consultation services.

## Progress and accomplishments in 2014

### Financial incentive program

L&I created a financial incentive for logging employers to participate in the LSI program. Employers can get up to a 20 percent reduction in workers' compensation costs by agreeing to measures including an audit of their workers' compensation reports, a safety consultation and an independent audit of their LSI safety program. Cost reductions vary depending on an employer's level of participation. The four levels, or tiers, of participation are shown in Figure 1 on Page 8. The highest level of participation is currently to become LSI Logger Safety Program-certified through third-party safety verification, as described below.

### Third-party safety certification

To become LSI Logger Safety Program-certified, an employer must pass an independent third-party safety audit verifying that the employer is complying with program requirements. L&I and the

Logger Safety Taskforce selected G.E.W. LLC. of Vancouver, Washington to manage and conduct the third-party safety audits.

### **High participation levels**

As of October 22, 2014, 106 logging employers were participating in the program, representing 70 percent of the hours reported to L&I's Workers' Compensation Program in the manual logging risk class. Fifty-six of the 106 logging companies have become LSI Logger Safety Program-certified by complying with all the program requirements and passing a third-party safety audit.

### **Workers' compensation premium rates**

L&I adopted an eight percent decrease in the base premium rate for manual logging in 2015. In 2014, the base rate was \$20.18 per hour; in 2015, with the overall rate increase included, the rate is \$18.55 per hour – a reduction of about eight percent. While it is too soon to measure the impact of the LSI program on safety, claim costs and premiums, the audits recovered additional hours for a limited number of previous quarters. Those additional hours are considered in the base rate calculations, and would contribute to an hourly rate reduction.

### **Staffing**

L&I assigned two claim managers to work on logging claims at the beginning of 2014, with the aim of ensuring the department has staff with experience and expertise in managing issues unique to the logging industry.

### **Funding**

As directed by the state legislature, L&I has added \$0.004 per hour to the 2015 supplemental pension fund (SPF) for forest product industry classifications. This includes self-insured employers – those who insure themselves under L&I's regulatory oversight. On average, this is an annual increase compared to last year's SPF rate of about \$6.50 total per full-time worker reported in forest products classifications. The SPF is shared between employer and worker, with each paying 50 percent.

As directed by the legislature, several other L&I programs gave up funding and staff in the short-term to help get the Logger Safety Initiative started, including paying for and managing the third-party auditor contract. The legislature also required L&I to apply a surcharge to industry members' workers' compensation rates to pay for a portion of these activities. However, since the Enacted 2014 Supplemental Budget did not include an appropriation for these dollars, they will be collected but are unable to be spent in support of these efforts.

To continue LSI activities into the 2015-2017 biennium, L&I submitted a budget package for 8.0 FTE positions and \$2.07 million. These staff and funds would allow the department to continue the current program and contract. L&I will work with interested stakeholders and legislators to identify a sustainable funding source moving forward.

### **Future plans**

The LSI Taskforce continues to meet on a regular basis. The taskforce is now in the process of establishing a charter. The charter will formally create a framework for the taskforce's ongoing work, outline roles and responsibilities of the members and establish taskforce guidelines and processes. In

addition, the LSI Taskforce is establishing a participant review panel to review LSI participants' safety performance issues or concerns and recommend corrective action, suspension and/or termination as needed.

L&I and the LSI Taskforce will continue to work toward enhancing incentives for employer participation, including developing a "Tier 4: Performance-Based" financial incentive for employers. Incentives are described in detail on Page 8.

# Introduction

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The Department of Labor & Industries (L&I) protects the safety, health and security of Washington's workers and citizens. L&I's workers' compensation system provides benefits to workers who are injured on the job or who suffer from an occupational disease. It pays for medical treatment and partial wage replacement and provides permanent disability benefits.

Logging has historically been one of Washington's most hazardous industries. Typical work in this class includes felling, skidding or yarding (methods of moving felled trees to different areas), delimiting trees and bucking (cutting into logs or block wood) trees and loading them onto trucks or rail cars. Due to the dangerous nature of non-mechanized (manual) logging work, its workers' compensation rates are the highest in the state – an unsustainable \$20.18 per hour in 2014. The acute hospitalization rate is more than 50 times greater than that for all other risk classes<sup>1</sup> combined. Manual loggers have a six in 10 chance of being injured each year.

Rising rates for the workers' compensation insurance risk class for manual logging operations (risk class 5001 Logging Operations), combined with fewer hours reported by employers, nearly doubled the workers' compensation premium base rate for manual logging over the past five years. This rate significantly impacted costs for the industry and the ability of honest employers to stay in business.

The Logger Safety Initiative (LSI) is a multi-organization effort that began in 2012 when industry leaders from the Washington Contract Logger Association (WCLA), Washington Forest Protection Association (WFPA) and the Commissioner of Public Lands began meeting with L&I to discuss workers' compensation rates, trends and injury statistics for manual logging operations. The LSI is a collaborative effort that provides voluntary improvements to worker protection and safety.

In March 2013, L&I and industry representatives created a Logger Safety Taskforce to develop a safety program for the manual logging industry. The full list of members is shown in Appendix B on Page 18. The taskforce includes representatives of:

- Washington Contract Loggers Association
- Washington Forest Protection Association
- Department of Natural Resources
- Department of Labor & Industries

The legislature passed Engrossed Substitute Senate Bill 5744 in April 2013 acknowledging the need for the taskforce's work.

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<sup>1</sup> Workers' compensation risk classes set the rates that employers in each industry pay for workers' compensation insurance. Employers in more hazardous industries pay higher insurance rates.

# Progress and Achievements in 2014

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The purpose of the Logger Safety Initiative (LSI) is to promote occupational safety, reduce fatalities, decrease the frequency and severity of workplace injuries, increase the proper reporting of worker hours for workers' compensation insurance premiums and explore options for reducing costs in the logging industry.

This section of the LSI report describes how L&I, the LSI Program and the LSI Taskforce made progress on these goals during 2014. Some key accomplishments include hiring a vendor for third-party safety certification, developing a Logger Safety program, achieving high participation in the program and establishing a financial incentive program.

## THIRD-PARTY SAFETY CERTIFICATION VENDOR

Through financial incentives to participate in the LSI program, manual logging employers can get up to a 20 percent reduction in workers' compensation costs. Cost reductions vary depending on an employer's level of participation. The four levels, or tiers, of participation are shown in Figure 1 on Page 8. The highest level of participation is currently to become LSI Logger Safety Program-certified by a third-party safety certification vendor.

To become LSI Logger Safety Program-certified, an employer must pass an independent third-party safety audit verifying that the employer is complying with program requirements. An LSI technical sub-committee made up of logging and landowner representatives worked with L&I to select a contractor to conduct the audits. The sub-committee drafted external auditor qualifications and expectations that were used as part of the request for proposal, as well as other forms and checklists used in the audits. G.E.W. LLC. of Vancouver, Washington was selected to manage and conduct the third-party safety audits.

Because this is a new process, the contractor works closely with the LSI Taskforce and L&I to ensure their work aligns with the goals of the program.

## ACCOMPLISHMENTS OF THE LSI TASKFORCE

### **Developed Washington's Logger Safety Initiative accord**

The LSI Taskforce developed and approved Washington's Logger Safety Initiative accord. In the accord, the taskforce agreed to a set of core beliefs and shared responsibilities, and recognized the importance of safety performance and practice as well as the commitment to continual improvement (see Appendix A to read the accord).

### **Developed and implemented the LSI Employer Logger Safety Program**

To establish a culture of safety in Washington's logging industry, the industry must treat workplace safety as a first priority and a shared responsibility. Employers must ensure workers are trained and

encouraged to work safely and use safety measures when working in the woods. To accomplish this, the LSI Taskforce developed an Employer Logger Safety program. The program establishes sector-wide standards for worker training, performance and supervision; it also reviews progress of logging operations using mandatory consultation services from L&I's Division of Occupational Safety and Health (DOSH) and third party performance-based audits. The taskforce developed extensive materials for employers to use in these safety programs.

Some of the program's key requirements for employers are:

- Undergo a comprehensive consultation on all conditions and operations, including a complete safety and health program review. Correct all identified safety and health hazards and provide DOSH with written confirmation that each identified hazard has been corrected within an agreed-upon timeframe.
- Attend an L&I employer workshop for the logging industry (if available).
- Enroll in a voluntary compliance program premium audit.
- To the extent possible, within 48 hours of starting work at a new logging/cutting site, notify L&I and provide the following details: site location, logging systems and cutting methods(s) and expected duration of the job.
- Submit monthly supplemental reports documenting hours and job duties for manual logging.
- Implement an approved LSI accident prevention program and LSI safety training requirements.
- Become LSI program-certified through independent third-party verification.

### **Developed LSI model accident prevention programs**

To improve workplace safety, the taskforce subcommittee developed LSI model accident prevention programs for cutting operations and other manual logging operations. These programs contain all LSI safety certification requirements for safe work practices, worker training and supervision specific to the hazards involved. Detailed training curricula have been developed for both the logging operations and cutters. In addition, inexperienced cutters must undergo specific training and be supervised according to program requirements to work independently.

### **Developed LSI landowner requirements**

Landowners, in addition to employers, recognize the critical role they play in improving the safety culture of the logging industry by providing leadership and ensuring accountability. As part of the LSI process, the taskforce developed requirements for landowners. To be part of the LSI, landowners must sign a letter committing to:

- Attend workshops or review materials developed to help them support a culture of safety (landowners and/or their contract supervisors).
- Comply with applicable DOSH safety and health standards
- Contribute funding toward LSI third-party training and audits.

- Report contract information to L&I, along with a list of loggers working on their land who are not participating in LSI.
- Be mindful and supportive of logging contractors' LSI safety plans (Accident Prevention Plans or APPs) by:
  - Annually reviewing with each logging contractor their logging and/or cutting APPs and LSI expectations on-site.
  - Wearing proper Personal Protection Equipment (PPE) when on-site.
  - Participating in the investigation of root causes for all serious accidents, or reviewing root causes with contractors, as determined by a contractor or third-party investigation report.
  - Periodically reviewing each logger's status on L&I's website.
- Encourage non-LSI loggers to participate in LSI and inform them that their names will be reported to L&I while they are working on the owner's property.
- Be subject to a taskforce review on the above landowner expectations.

## ACCOMPLISHMENTS OF THE LSI PROGRAM

### Strong participation

Key contract loggers and landowner leaders have marketed the LSI program to employers, resulting in high enrollment in LSI. As of October 22, 2014, 106 logging companies, representing over 70 percent of the manual logging risk class hours, have signed up to participate. Fifty-six of the 106 logging companies have become LSI-certified by complying with all the program requirements and passing a third-party safety audit.

Nine landowners currently participate in LSI:

- Green Diamond Resource Company (Shelton, WA)
- Hancock Forest Management (Orting, WA)
- Merrill & Ring (Port Angeles, WA)
- Olympic Resource Management LLC (Poulsbo, WA)
- Port Blakely Tree Farms (Tumwater, WA)
- Rayonier, Inc. (Hoquiam, WA)
- Sierra Pacific Industries (Mount Vernon, WA)
- Weyerhaeuser Columbia Timberland (Longview, WA)
- Weyerhaeuser Western Timberland (Vancouver, WA)

## LSI program specialist

L&I hired a program specialist to manage the LSI program. The program specialist tracks participating companies, manages the third-party audit contract, registers logging employers and landowners, monitors compliance with program requirements and works with external stakeholders to refine and improve the program. The program specialist is also responsible for updating and maintaining the program website: [www.loggersafety.org](http://www.loggersafety.org).

## Financial incentive for LSI participants

L&I created a financial incentive for logging employers to participate in the LSI program. Employers can get up to a 20 percent reduction in workers' compensation costs by agreeing to measures including an audit of their workers' compensation reportings, a safety consultation and an independent audit of their LSI safety program. Cost reductions vary depending on an employer's level of participation. The four levels, or tiers, of participation are shown in Figure 1. The highest level of participation is currently to become LSI Logger Safety Program-certified through third-party safety verification, as described below.

**Figure 1: LSI financial incentive and how it works**

Tier level & rate incentive	How it works
Tier 1: Sign-up and reporting requirements (5% discount)	Employer agrees to: <ul style="list-style-type: none"> <li>• Complete registration and commitment letter</li> <li>• Report to DOSH when starting work at new logging/cutting sites.</li> <li>• Submit monthly LSI manual logging supplemental reports regarding employee hours and job duties.</li> <li>• Begin activities to prepare for a third-party audit.</li> <li>• Implement the employer Logging Safety Program (LSI accident prevention program and training).</li> <li>• Schedule L&amp;I premium technical audit.</li> <li>• Schedule DOSH comprehensive consultation.</li> </ul>
Tier 2: Premium and safety consultation (additional 5% discount; total 10% with combined tier 1 & tier 2)	LSI employer can show they have: <ul style="list-style-type: none"> <li>• Completed the L&amp;I premium technical audit and have an L&amp;I workers' compensation account in good standing.</li> <li>• Completed the DOSH comprehensive consultation and corrected all findings.</li> <li>• Established a history of reporting worksite location information.</li> <li>• Submitted all monthly supplemental reports (including zero hour reports) since initial sign-up.</li> <li>• Provided a status report on implementing LSI employer safety program (LSI accident prevention program and training).</li> </ul>
Tier 3: Third-party safety audit (additional 10% discount; total 20% with combined tier 1, tier 2 and tier 3 discounts)	Employer passes an independent third-party audit and achieves LSI certification.
Tier 4: Performance-based (to be determined)	Tier 4 will be determined through ongoing collaboration with the LSI Taskforce.

At each new tier, employers sign a memorandum of participation describing specific, detailed requirements for being an LSI member in good standing who is eligible for the premium discount.

If the full tier 3 discount had been available to participating logging companies in 2013, employers would have paid an estimated \$2 million less in premiums – money that could have been used for improved safety. For the first three quarters of 2014, LSI employers saved a total of \$1.1 million in workers’ compensation premiums.

### Increased hours in the risk class

When an individual business in the logging industry underreports worker hours and underpays its premium, it drives up workers’ compensation rates for all logging businesses in Washington. To help keep rates as low as possible for everyone, L&I is conducting audits to help ensure everyone in the manual logging industry group is reporting correctly.

The LSI requires participating employers to undergo an L&I technical audit as part of the Tier 2 incentive, to ensure accurate reporting of hours and payment of workers’ compensation premiums. The technical audit reviews six quarters of record-keeping. If an employer owes premiums, no penalties or interest are assessed as long as the employer pays any premiums owed. Participating employers must also undergo a technical audit to renew their LSI certifications.

L&I has also continued to do traditional compliance audits in the logging industry. To determine where to focus the compliance audits, the department looked at reporting history, claim activity, or other triggering events. Since the launch of the LSI, L&I premium audits have added nearly 69,000 hours to the classification, which is about an eight percent increase over 2013.

**Figure 2: Worker hours added by L&I premium audits**

Type of audit	Number of audits completed	Worker hours added to risk class
Technical audits (no penalties or interest)	118	11,548
Compliance audits	60	57,200
Total premium audits	170	68,748

Source: FACT system

### DOSH comprehensive safety consultation program

Employers must undergo an initial, comprehensive DOSH safety consultation before being approved for Tier 2 of the incentive program, and must participate in annual comprehensive consultations after passing an independent safety audit. The DOSH consultation services have always been available to employers upon request; however, these services are required for an employer to participate in LSI and receive the workers’ compensation premium discount. The full-service consultation verifies a company’s compliance with existing workplace safety standards and the LSI program.

DOSH consultation staff annual visits to jobsites also help:

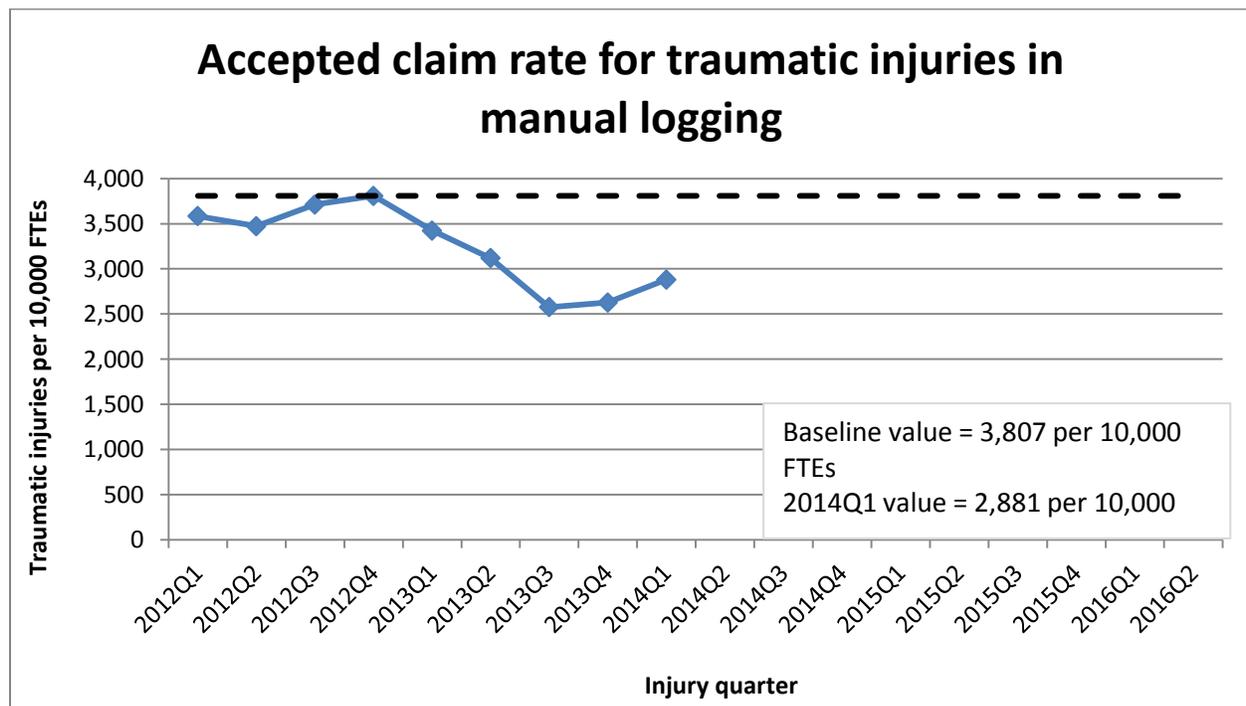
- Enable direct contact with logging employers and assessment of employers that may need ongoing safety assistance.
- Identify common violations of safety standards.
- Provide targeted training for high hazard situations.

## Results Washington

L&I reports to the Governor through Results Washington on some efforts to improve workplace safety, including the LSI. Through this reporting, L&I will track improvements in worker safety in the logging industry and the impact of those improvements on injuries and premiums paid. The department will also highlight the LSI Taskforce’s new and innovative methods to improve worker safety outcomes.

The LSI’s overall safety measure is to decrease the traumatic injury rate for manual logging by 33 percent compared to the baseline. The baseline rate is 3,807 traumatic injuries per 10,000 full-time equivalent (FTE) positions. The goal is to reach 2,538 injuries per 10,000 FTE positions. As shown in Figure 3, injury rates have decreased from the baseline. For the most recently reported quarter, the first quarter of 2014, manual logging injury rates were 2,881 per 10,000 FTEs.

**Figure 3: Traumatic injury rate in manual logging**



Source: SHARP Program, Labor & Industries

# Funding

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The legislature passed Engrossed Substitute Senate Bill 5744 in April 2013 acknowledging the need for the Logger Safety Initiative. The 2013-15 biennial budget required L&I to:

- Cover contract costs for the independent third-party auditor.
- Create one new L&I staff position to support the program.
- Assign to the LSI at least two existing workers' compensation premium auditors plus other support staff as needed.

The budget proviso directed L&I to recoup part of the program's funding by taking money from the Safety and Health Investment Project (SHIP), which provides safety-and-health and return-to-work grants to employers. It also directed the department to include partial costs of the program in the 2014, 2015 and 2016 workers' compensation premium rates for the forest products industry.

## Funding and staff from other L&I programs

As directed by the legislature, funding and staff from several other L&I programs was used to help start the LSI and pay for the third-party auditor contract. These funds and staff resources are available only through June 2015. For the 2015-2017 biennial budget, L&I submitted a budget package for eight FTE positions and \$2.07 million to continue the current program. The budget package includes the following:

- One FTE for a Program Specialist 5 position to manage the overall program and the third-party contract.
- Three and one-half FTEs for Safety & Health Specialist 3 positions to conduct comprehensive safety consultations.
- Two FTEs for Auditor 4 positions to conduct logging technical premium audits.
- One-half FTE for a WMS position to oversee the program, work with stakeholders, coordinate the taskforce meetings and coordinate policy decisions.
- One FTE position represents the total indirect costs for these seven FTE positions.<sup>2</sup>
- A sum of \$500,000 for the independent third-party safety auditor contract (current contract ends June 30, 2015).

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<sup>2</sup> In addition to the direct costs estimated in this document, L&I assesses an indirect rate to cover agency-wide administrative costs. The indirect-cost charge assures that every funding source shares an equitable portion of overhead costs. L&I's indirect rate is applied on requested FTEs, salaries, benefits and standard costs.

L&I redirected the consultation specialist and auditor staff from fixed-industries and construction programs to support LSI. Without permanent funding for these positions, the construction industry and fixed-industries programs will continue to be reduced, especially as the economic recovery is quickly increasing the construction industry workload. L&I would need to either understaff other agency activities or reduce support for the LSI program without additional funding. The strong positive response from the logging industry indicates LSI may become a model for other high-risk industries and should be continued without reductions until fully implemented and evaluated.

### **Forest products industry premium rates**

Since the LSI did not begin until 2014, L&I did not increase premium rates to recover any money the first year. For 2015, the department is proposing to add \$0.004 per hour to the supplemental pension fund (SPF) for forest product industry classifications. This includes self-insured employers – those who insure themselves under L&I’s regulatory oversight. On average, this would be an annual increase compared to last year’s SPF rate of about \$6.50 total per full-time worker reported in forest products classifications. The SPF is shared between employer and worker, with each paying 50 percent.

L&I used the SPF premium as the collection method to minimize complications in overall premium collection. Using the SPF allows the department to collect from both State Fund and self-insured employers with half the costs collected through worker payroll deduction. The funds collected will be transferred to the accident and medical aid funds as appropriate.

# Future Plans

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The LSI has been underway for about three years, but the actual employer program has only been operational for one-year. Industry leaders from the WCLA, WFPA, and the Department of Natural Resources continue to be highly involved with the LSI. Their involvement, collaboration, and support of the initiative is critical to the initiative's success and ongoing work.

## **LSI Taskforce**

The LSI Taskforce continues to meet on a regular basis. The taskforce is now in the process of establishing a charter, which will formally create a framework for the taskforce's ongoing work, outline roles and responsibilities of the members and establish taskforce guidelines and processes. In addition, the LSI Taskforce is establishing a participant review panel to review LSI participants' performance issues or concerns and recommend corrective action, suspension and/or termination as needed.

L&I and the LSI Taskforce will also work together to develop the "Tier 4: Performance-Based" financial incentive for employers.

## **Return-to-work toolkit**

One way of reducing costs in the logging industry is to help injured workers return to work as quickly as they can. The longer an injured employee is absent from the workplace, the higher the costs will be to the employer, the department and the overall industry and the more likely the worker is to suffer long-term disability. Work is underway on a return-to-work toolkit specific to the manual logging industry. The toolkit will provide logging companies resources and tools for working with injured employees.

## **Other high-risk industries**

L&I considers the LSI a potential model for working with representatives from other high-risk industries to improve their safety culture and avoid serious injuries and disability.

# Conclusion

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The LSI began in 2012 when industry leaders approached L&I to discuss workers' compensation rates, trends and injury statistics for manual logging. At the time, workers' compensation premium rates were more than \$20 per hour. The following year, L&I and industry representatives created the Logger Safety Taskforce to develop a safety program for the industry. Since that time, significant progress has been made. Accomplishments of the LSI Taskforce and program include:

- One hundred six logging companies representing over 70 percent of the manual logging risk class hours have joined LSI and are actively working on improving safety for their companies and employees.
- Fifty-six of the 106 participating logging companies have become LSI-certified by complying with all the program requirements and passing a third-party safety audit.
- Nine landowners have joined LSI and committed to treat safety as a first priority and share this responsibility throughout the industry.
- Through its work with employers, the LSI is establishing sector-wide standards for worker training, performance and supervision; and reviewing progress of logging operations through third-party performance-based audits and DOSH consultation.
- A financial incentive structure now provides up to a 20 percent discount on workers' compensation premiums.
- The LSI program office tracks, monitors and assists LSI employers participating in the LSI.
- Reported hours in the manual logging risk class increased eight percent as a result of premium audits, helping ensure correct reporting that lowers rates for everyone.
- The 2015 base rate for manual logging dropped by eight percent. While it is too soon for LSI's influence on safety and reduced accidents to show results, additional work hours identified through premium audits contributed to this reduction.

The LSI is creating a culture of safety throughout the logging industry and is re-defining how employers value and prioritize workplace safety activities. However, it will take time and a strong commitment from both the industry and government to truly change the way safety is approached in the logging industry.

No further reports on this initiative are due to the legislature; however, L&I will continue to keep stakeholders informed about the LSI's progress through Results Washington.

# Appendix A

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## Washington State's Logger Safety Initiative Accord

### Goal:

The Washington State Logger Safety Initiative, in partnership with private land owners, the Washington Contract Loggers Association, logging companies, the Washington Department of Natural Resources, and the Washington Department of Labor & Industries, will focus on ways to promote occupational safety, reduce the frequency and severity of workplace injuries and fatalities, increase proper reporting, and explore options for reducing costs, in an effort to create a culture of safety that is pervasive throughout the logging industry in Washington State.

### Objectives:

- Create a Logger Safety Program that establishes sector-wide standards for worker training, performance and supervision.
- Establish a certification process for individual company safety programs to ensure compliance with sector-wide standards and review progress of logging operations through mandatory performance based audits.
- To the extent practical, create an environment of shared learning that fosters honesty and rewards self-reporting of incidents.

### Core beliefs:

- We believe that all fatalities and injuries are preventable.
- We believe in a culture where the health and safety of all workers is the highest priority.
- We believe that excellence in health and safety is possible and is important to our long-term success.

### Shared responsibilities:

- As an industry, we must embrace a culture of safety. We are collectively and individually responsible for the safety of all workers and all worksites.
- As an individual, we must assume responsibility for complying with all applicable safety rules, procedures and practices, refusing to perform unsafe work, and taking collective responsibility for the unsafe conduct of others.
- As an employer and landowner, we must take a leadership role in ensuring worker health and safety is our number one priority and assuring accountability for safety on the worksite.

### Recognition of safety performance & practices:

- The commitment to health and safety is to all workers, not just direct employees. When engaging contractors, sub-contractors and others to provide services, the selection process and administration of contracts will include recognition and support of good safety performance and practices.
- Employers will recognize and support the safety performance of their employees.
- All employers and landowners will give weight to the safety record and current practices of companies in the awarding of contracts.

**Continual improvement:**

- We are committed to the on-going improvement of our practices and support efforts to develop and implement new methods, procedures and technologies that have the potential to improve the health and safety of our industry.

# Appendix B

## 2014 Logger Safety Policy & Technical Taskforce and other industry participants

Name	Representation	Company
<b>Bruce Valentine</b>	Washington Contract Loggers Association	Black Lake Timber, Inc.
<b>Craig Chilton</b>	Washington Contract Loggers Association	Chilton Logging, Inc.
<b>Ed Bryant</b>	Washington Contract Loggers Association	ENB Logging & Consultation
<b>Frank Chandler Jr</b>	Washington Contract Loggers Association	C&C Logging
<b>Jerry Bonagofsky</b>	Washington Contract Loggers Association	WCLA Executive Director
<b>Anthony Chavez</b>	Washington Forest Protection Association	Weyerhaeuser Company
<b>Bill Monahan</b>	Washington Forest Protection Association	Rayonier
<b>Court Stanley</b>	Washington Forest Protection Association	Port Blakely Tree Farms, LP
<b>David Boyd</b>	Washington Forest Protection Association	Hancock Forest Management
<b>Duane Evans</b>	Washington Forest Protection Association	Port Blakely Tree Farms, LP
<b>Jason Spadaro</b>	Washington Forest Protection Association	Stevenson Land Company
<b>John Ehrenreich</b>	Washington Forest Protection Association	Washington Forest Protection Association
<b>John Ison</b>	Washington Forest Protection Association	Green Diamond Resource Co.
<b>Judy Schurke</b>	Washington Forest Protection Association	Contractor
<b>Mark Doumit</b>	Washington Forest Protection Association	WFPA Executive Director
<b>Matt Moses</b>	Washington Forest Protection Association	Sierra Pacific Industries
<b>Norm Schaaf</b>	Washington Forest Protection Association	Merrill & Ring Co
<b>Patti Case</b>	Washington Forest Protection Association	Green Diamond Resource Co.
<b>Travis Keatley</b>	Washington Forest Protection Association	Weyerhaeuser Company
<b>Travis Ridgeway</b>	Washington Forest Protection Association	Weyerhaeuser Company
<b>Thomas Shay</b>	Dept. of Natural Resources	Dept. of Natural Resources
<b>Brian Wesemann</b>	Dept. of Natural Resources	Dept. of Natural Resources
<b>Alan Lundeen</b>	Dept. of Labor & Industries	Dept. of Labor & Industries
<b>David Bonauto</b>	Dept. of Labor & Industries	Dept. of Labor & Industries
<b>David Puente</b>	Dept. of Labor & Industries	Dept. of Labor & Industries
<b>Larry Markee</b>	Dept. of Labor & Industries	Dept. of Labor & Industries
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