



# WASHINGTON STATE LOGGER SAFETY INITIATIVE

Keeping Washington loggers safe.

## Employer Safety Program Registration Packet June 2016

*Logger Safety Initiative Taskforce  
Washington State Contract Loggers • Washington Forest Protection Association •  
Department of Labor & Industries • Department of Natural Resources*

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## Logger Safety Initiative Background

The Logging Safety Initiative (LSI) began in 2012 when industry leaders from the Washington Contract Logger Association (WCLA), the Washington Forest Protection Association (WFPA), and Public Lands Commissioner Peter Goldmark began meeting with L&I to discuss the workers' compensation rates, trends and injury statistics for non-mechanized or manual logging operations (5001).

In recent years, risk class 5001 has experienced catastrophic and costly claims, but fewer hours have been reported by employers – a situation that has more than doubled the base rate over the past five years. Trends indicate the rates are likely to increase further in the future, due to the number of severe injuries in the past few years. During initial meetings, all parties agreed that too many injuries were occurring and that logging companies were facing unaffordable workers' compensation premium rates. Action to improve logging safety is an urgent need.

From the beginning, a key focus has been on finding ways to improve the safety performance of the industry so that both the frequency and severity of injuries could be reduced. L&I agreed to work with industry representatives to organize a Logger Safety Taskforce that would develop a Washington State Logger Safety Initiative.

In January 2013, a letter confirming their commitment to providing the time and resources to build a successful safety program was finalized and signed by all of the parties. Governor Jay Inslee signed the commitment letter on May 21, 2013.

The Logger Safety Taskforce was initiated in March 2013, and included both a policy and technical committee. In January 2015, a formal Taskforce was established and meets on a quarterly basis. Ed Bryant of ENB Logging & Construction and Norm Schaaf of Merrill & Ring, are taskforce co-chairs. Other members include logging company representatives, WCLA, forest landowners, WFPA, L&I, and the Washington State Department of Natural Resources.

The Logger Safety Initiative was supported by the passage of [Engrossed Substitute Senate Bill \(ESSB 5744\)](#) by the Washington State Legislature in April 2013. It was signed by Governor Inslee in May. This legislation acknowledges the need for the Logger Safety Taskforce's work, recognizing that workers in manual logging (especially younger workers new to the industry) have more frequent and more severe injuries than in other industries.

## 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 other 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.

## LSI Employer Safety Program Requirements

The LSI Taskforce believes it is critical that the safety culture in Washington's logging industry changes. To do this, workplace safety must be treated as a first priority and a shared responsibility throughout the industry. Workers must be trained and encouraged to work safely and there must be measures in place that support safety in the woods. To this end, an Employer Logger Safety program for manual logging operations (risk classification 5001) has been developed by the LSI Taskforce. The program establishes sector-wide standards for worker training, performance and supervisor and reviews progress of logging operations through mandatory performance-based audits and Washington State Division of Occupational Safety and Health consultation services.

Below are the requirements of the LSI Employer Logger Safety Program:

1. Complete the LSI Employer Logger Safety Program Application
2. Implement an approved LSI accident prevention program and training that is effective in practice.
3. Be in compliance with applicable safety and health standards administered by Labor & Industries Division of Occupational Safety & Health (DOSH).
4. Account must be "in good standing" as outlined in WAC 296-17-31004(4).
5. Participate in a L&I technical premium audit and correct findings.
6. Participate in a DOSH comprehensive consultation of all manual logging conditions and operations, including a complete safety and health program review and correct all identified safety and health hazards.
7. Pass an independent third party audit to verification of the LSI Logger Safety Program requirements.
8. Submit monthly supplemental reports for hours worked in risk classification 5001.
9. LSI program participants are required to annually fulfill two training requirements which include:
  - A total of 4-hours of approved formal safety training sessions; and
  - At a minimum, conduct four LSI program provided safety trainings with supervisor(s) and crew members. See "[LSI Training Policy](#)" in appendix.
10. Accurately report worker hours in the appropriate risk classifications.

The Taskforce subcommittee developed LSI model accident prevention programs for cutting operations and other mechanized logging operations (model APPs can be found online at [www.loggersafety.org](http://www.loggersafety.org)) that contain all LSI certification requirements for safe work practices, worker training, and supervision specific to the hazards involved. Detailed curriculum has been developed for both the logging operations as well as cutters and is available in the model APPs. In addition, there are specific training and supervision requirements for inexperienced cutters before they can work independently.

Below are the requirements for worker training and supervision:

### **Supervision and site inspection for manual logging/cutting operations**

1. The employer must designate, a supervisor(s) for each jobsite who is both competent and qualified and has the authority to:
  - Supervise all personnel at the site.
  - Enforce the company's safety and health program.
  - Verify that all current and new employees:
    - Can safely perform assigned work tasks.
    - Have received adequate job safety instruction and training.
2. The employer must implement a procedure for monthly safety inspections of all logging/cutting sites to identify and correct unsafe working conditions and unsafe work practices.
  - The safety inspections must be conducted by a competent and qualified person.
  - The safety inspections must include a review of the safety performance of each employee.
  - Safety inspections must be documented (forms could be developed).
    - Documentation must include:
      - Person who conducted the inspection and their signature
      - Date of the inspection
      - Employees at the worksite
      - Identified hazards
  - The employer must document what actions were taken to correct identified hazards.

### **Training – General requirements**

1. The employer must ensure that all workers on a logging/cutting site have received safety orientation and training specific to their job.
2. The employer must provide a worker with refresher training if a workplace observation, jobsite inspection or report from another employee reveals that a worker is not performing work tasks safely.
3. The employer must closely supervise each employee who is receiving job safety and health instruction and training.

4. The employer must require employees to demonstrate the ability to safely perform their work task before permitting them to work independently.
5. The employer must document training per the requirements of the Safety Standards for Logging Operations WAC 296-54.
6. The employer must ensure that training is provided by persons who are competent and qualified.
7. The employer must ensure that training is conducted in a language and manner that the worker will understand.
8. The employer must ensure that their trainers understand their roles and responsibilities including:
  - a. Determine the experience level of the trainees;
  - b. Serve as a positive role model for the trainees;
  - c. Provide training that at a minimum meets the training curriculum of the Logger Safety Program;
  - d. Effectively communicate the training curriculum;
  - e. Effectively demonstrate proper work practices as required in the training curriculum;
  - f. Observe and verify that the trainee can perform the proper work practices as required in the training curriculum.

#### **Training – Cable logging operations**

1. The employer must ensure that all employees receive the training as specified in the Logger Safety Program Training Curriculum for Cable Logging Operations. (See draft curriculum in the LSI APPs).

#### **Training – Cutters**

1. A worker may not work as a cutter in a logging operation unless;
  - a. the worker receives training for cutting that meets the training requirements in section (2), and an experienced cutter certifies in writing that the trainee has successfully completed the training requirements, or
  - b. meets the requirements in section (4) and an experienced cutter certifies in writing that the cutter' experience satisfies training requirements.

Note: This section does not apply to workers who occasionally fall trees such as the falling of guyline trees or tail trees, but the employer must meet all other training requirements in the Safety Standards for Logging Operations Chapter 296-54 WAC

“New cutter”: cutter with less than 150 working days of experience as a timber cutter.

2. New cutter training must include the following:

(a) Receive basic training in falling and bucking by working one-on-one with an experienced cutter (trainer) until the trainer determines that the trainee cutter is qualified to work independently under close supervision, but must be a minimum of 30 working days.

(i) Basic training must include completion of the Cutter Training Curriculum (see attached curriculum)

(b) After completion of basic training under paragraph (a), a trainee cutter must be evaluated on a weekly basis by an experienced cutter for a minimum period of 120 working days.

(c) A training log for the basic training and supervision period must be maintained by both the trainer and the trainee.

(i) The training logs must include the dates of training/supervision, and the name and signature of both the trainer and trainee.

(d) If a new cutter's employment ends prior to completing the basic training and or the supervision period, a subsequent employer may accept prior training that is properly documented on the training logs. If accepted by a subsequent employer, the trainee would only need to complete the remaining minimum training requirements.

3. If, at the end of the training and supervision period, the trainee's cutting is consistent with the safe work practices included in the Cutter Training Curriculum, the experienced cutter will certify in writing that the trainee has successfully completed the training requirements.

(a) A copy of the document used to certify training, must be maintained by the employer and a copy must be provided to the cutter.

(i) A copy of the document used to certify that the cutter has satisfied training requirements must be maintained by the employer and a copy must be provided to the cutter. The documents must include: cutter's name, experienced cutters name, date(s) of evaluation and signature of both the cutter and evaluator

4. Subsection (2) does not apply to a cutter who satisfies all of the following requirements:

(a) A cutter has performed falling duties regularly for at least 150 working days before the evaluation under paragraph (b) of this subsection takes place; and

(b) An experienced cutter evaluates the cutter's work practices and determines that the cutter is performing the job in a manner that is consistent with the safe work practices included in the Cutter Training Curriculum. The experienced cutter may certify in writing that the cutter's experience satisfies training requirements.

(i) A copy of the document used to certify that the cutter has satisfied training requirements must be maintained by the employer and a copy must be provided to the cutter. The documents must include: cutter's name, experienced cutters name, date(s) of evaluation and signature of both the cutter and evaluator (experienced cutter).

## Supplemental Monthly Reporting

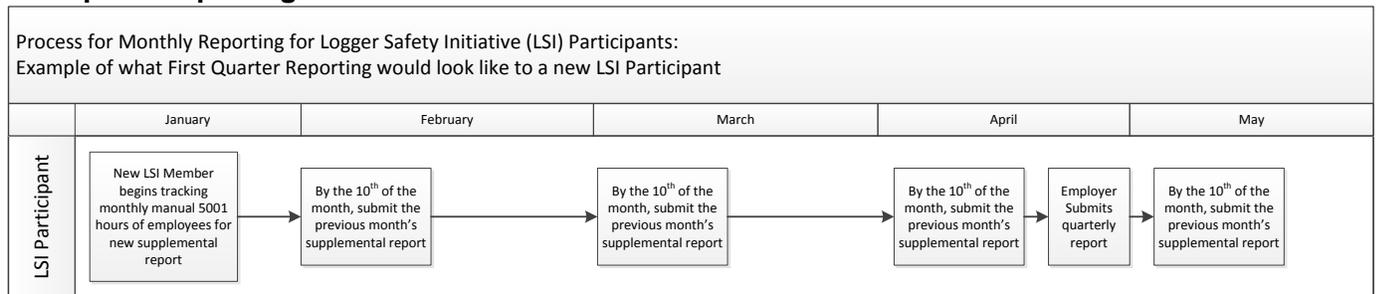
LSI employers are required to submit monthly supplemental reports for manual logging hours. Supplemental reports should be submitted even if reporting zero hours.

Supplemental reports do not take the place of L&I quarterly reports; employers are still required to complete and submit quarterly reports in addition to the monthly supplemental reports. The supplemental reports are a requirement for the voluntary LSI program but not a reporting requirement of the department.

Forms can be submitted monthly by mail or fax to 360-902-6787.

Forms are available online at [www.loggersafety.org](http://www.loggersafety.org) or by contacting the LSI Program Office at 360-902-5607 or [loggersafety@lni.wa.gov](mailto:loggersafety@lni.wa.gov).

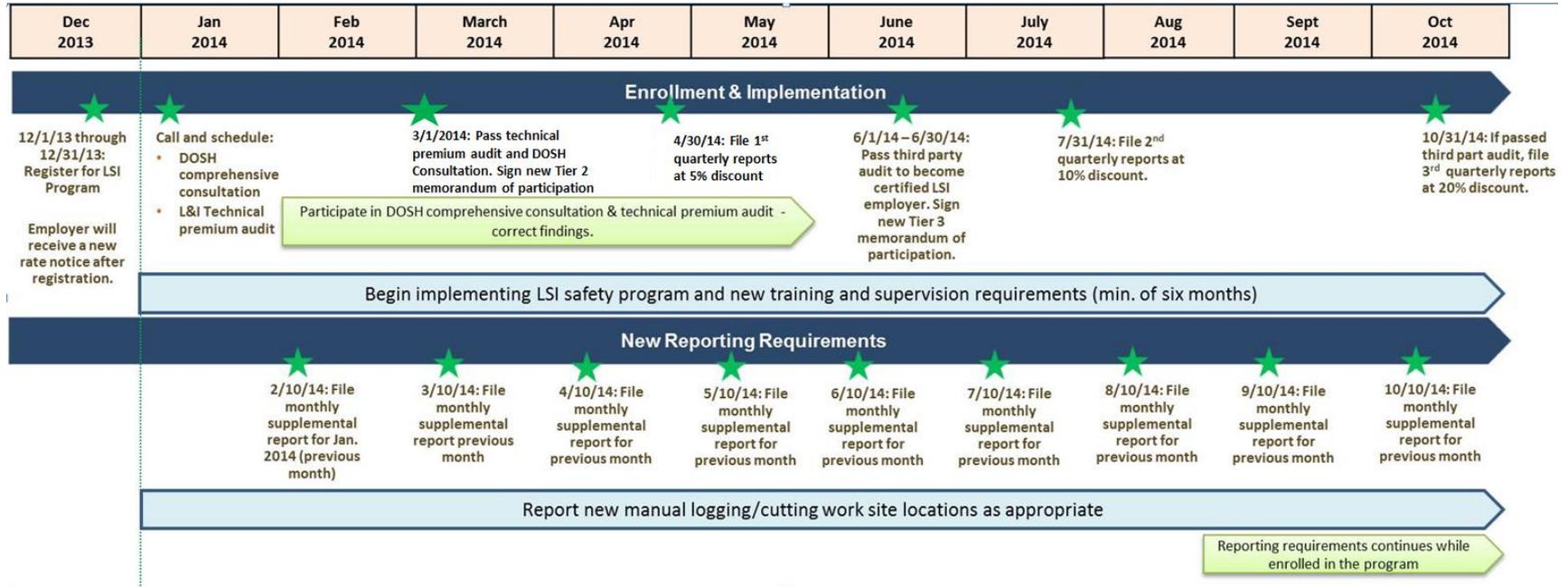
### Example of reporting timeline



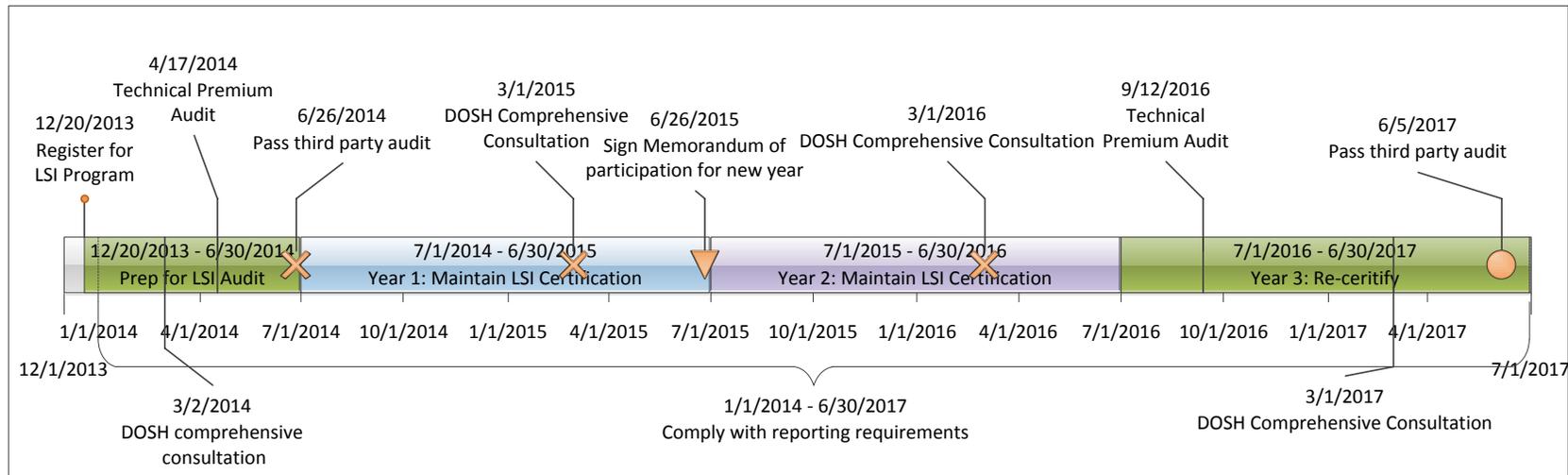
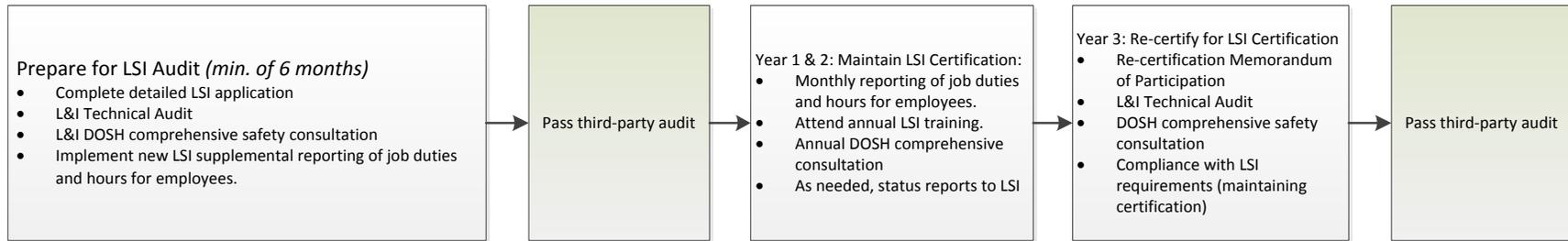
### Mechanized Supplemental Form

Employers that report in the mechanical logging classifications 5005-00 and/or 5005-01 also are required to submit a mechanized logging supplemental quarterly report. There are no changes to the mechanized supplemental reporting requirements.

# Program Requirements – Example Timeline



## Re-Certification – Example Timelines



## LSI Rate Incentive

Employers that participate in the LSI Employer Logger Safety Program will be eligible for a proposed rate reduction of up to 20 percent. The premium discount is applied to the base rate before your experience factor is applied. A new rate notice will be sent to you after you join the program.

Employers will sign a LSI Memorandum of Participation at each new tier which has specific detailed requirements that must be met to be considered in good standing of LSI and eligible for the premium discount.

Tier Level & Rate Incentive	How it Works
<b>Tier 1: Sign-up &amp; Reporting Requirements</b> (5% discount)	Employer agrees to the following criteria: <ul style="list-style-type: none"> <li>• Complete registration and commitment letter.</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 L&amp;I DOSH Comprehensive consultation.</li> </ul>
<b>Tier 2: Premium &amp; Safety Consultation</b> (additional 5% discount; total 10% with combined Tier 1 & Tier 2)	LSI employer demonstrates the following: <ul style="list-style-type: none"> <li>• Complete the L&amp;I Premium Technical Audit and L&amp;I workers compensation account is in good standing.</li> <li>• Complete the L&amp;I DOSH comprehensive consultation and correct all finding(s).</li> <li>• Monthly supplemental reports (including zero hour reports) submitted since initial sign-up.</li> <li>• Status report re: implementing LSI employer safety program (LSI accident prevention program and training).</li> </ul>
<b>Tier 3: Third-Party Safety Audit</b> (additional 10% discount; total 20% with combined Tier 1, Tier 2 and Tier 3 discounts)	Employer passes an independent third-party audit achieves LSI certification.
<b>Tier 4: Performance Based</b> (TBD)	Tier 4 will be determined through ongoing collaboration- with the logger safety Initiative Taskforce.

## LSI Resources

There are resources available to help employers understand the requirements of the program and prepare for the certification process. Information is available online at [www.loggersafety.org](http://www.loggersafety.org) or by contacting one of the individuals listed below:

Organization	Contact	Phone	Email
<b>Logger Safety Initiative Program Office</b>  PO BOX 44608 Olympia, WA 98504-4608	Beth Covert	360-902-5607	<a href="mailto:LoggerSafety@lni.wa.gov">LoggerSafety@lni.wa.gov</a>
<b>L&amp;I DOSH Consultation</b>	James E Smith	425-990-1456	<a href="mailto:James.Smith@lni.wa.gov">James.Smith@lni.wa.gov</a>
<b>L&amp;I Technical Audits</b>	Maureen Wheaton	360-896-2325	<a href="mailto:Maureen.Wheaton@lni.wa.gov">Maureen.Wheaton@lni.wa.gov</a>

### 2015 Logger Safety Initiative Taskforce Members

Name	Company
<b>Vickie Kennedy, Chair</b>	WA Dept. of Labor & Industries
<b>Ed Bryant, Co-Chair</b>	WA Contract Loggers Association
<b>Norm Schaaf, Co-Chair</b>	WA Forest Protection Association
<b>Frank Chandler</b>	WA Contract Loggers Association
<b>Bruce Valentine</b>	WA Contract Loggers Association
<b>Jerry Bonagofski</b>	WA Contract Loggers Association
<b>Jason Spadaro</b>	WA Forest Protection Association
<b>David Boyd</b>	WA Forest Protection Association
<b>Aaron Clements</b>	WA Forest Protection Association
<b>Thomas Shay</b>	WA Dept. of Natural Resources
<b>Dave Bonauto</b>	WA Dept. of Labor and Industries, SHARP
<b>Louis Flores</b>	WA Dept. of Labor and Industries, DOSH

## Logger Safety Initiative: Employer Safety Program Application

GENERAL INFORMATION		
Legal Name of Company:		
Operating Name:		
Business Structure Type:		
Current Address:		
City:	State:	ZIP Code:
Phone:	Fax:	E-mail:
First and Last Name of All Company Owner(s):		
Owner Contact Phone:		Owner Email:
UBI:	L&I Account Number:	
Previous Business Names:		

WORKSITE INFORMATION	
<b>L&amp;I Regions You Typically Operate In (select all that apply):</b>	
<input type="checkbox"/> Region 1 (Whatcom, Skagit, Snohomish, San Juan, and Island counties)	<input type="checkbox"/> Region 2 (King county)
<input type="checkbox"/> Region 3 (Clallam, Jefferson, and Pierce counties)	<input type="checkbox"/> Region 4 (Grays Harbor, Mason, Thurston, Lewis, Pacific, Wahkiakum, Cowlitz, Clark, Skamania, and Klickitat counties)
<input type="checkbox"/> Region 5 (Okanogan, Chelan, Douglas, Kittitas, Grant, Adams, Franklin, Walla Walla, Columbia, Benton, and Yakima counties)	<input type="checkbox"/> Region 6 (Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Whitman, Garfield, and Asotin counties)

TYPE OF WORK INFORMATION	
<b>Indicate all the types of work you do, and <u>underline</u> the one that best describes your company.</b>	
<input type="checkbox"/> Log Road Construction	<input type="checkbox"/> Mechanical Harvesting
<input type="checkbox"/> Hand Falling / Bucking	<input type="checkbox"/> Yarding / Loading (non-mechanized)
<input type="checkbox"/> Helicopter-Logging	How many towers do you operate? _____
<input type="checkbox"/> Log Hauling / Trucking	<input type="checkbox"/> Shake or Shingle Mill
Number of employees in each operation:	
Do you hire independent/sub-contractors? <input type="checkbox"/> Yes <input type="checkbox"/> No	

The Logger Safety Initiative (LSI) is a collaborative effort with the Washington Contract Loggers Association, Washington Forest Protection Association, Dept. of Labor and Industries and Dept. of Natural Resources. By registering to participate in the LSI certification program, I understand that information provided as part of the program may be shared between third party vendors and the LSI Advisory Board members for DOSH consultation or decision purposes related to the LSI program only.

Name of Company: \_\_\_\_\_  
hereby commits that it will comply with the attached terms and conditions and complete the program requirements set by the Logger Safety Initiative Advisory Board to achieve and maintain LSI Certification and will endeavor to continually improve our company's safety culture.

\_\_\_\_\_  
Name of Authorized Signatory (Please print)      Position

\_\_\_\_\_  
Signature      Date

## Appendix A: LSI Training Requirements

### Logger Safety Initiative Safety Training Requirements

LSI program participants are required to annually fulfill two training requirements which include

- A total of 4-hours of approved formal safety training sessions; and
- At a minimum, conduct four LSI program provided safety trainings with supervisor(s) and crew members.

This document outlines what the training requirements are and how LSI participants can meet them.

#### Formal Training Sessions

A minimum of 4-hours of formal training, specific to the LSI program or logging and cutting safety, is required in each calendar year. For LSI purposes, formal training is a course, program, seminar, conference, or convention. Credit will be provided for safety related content only, for example, when you attend an 8-hour class and 2-hours are related to safety, you'll receive two safety credit hours.

Employers are required to submit documentation to the LSI Program Office to show they've fulfilled their training requirement. For each training attended, the employer must submit the following information: a description of the training, the training provider, and date attended.

Examples of approved formal training may include:

- WCLA Safety Conference
- L&I Governor's Safety and Health Conference
- Master Logger's Safety Training
- L&I Safety Training Workshop
- LSI Landowner Safety Day or Trainings
- Oregon Governor's Conference
- Western Pulp, Paper, & Forest Products Safety and Health Conference
- Intermountain Logging Conference
- Pacific Logging Congress
- Associated Oregon Loggers Annual Statewide Safety Conference
- Or other training as approved by the LSI Taskforce

### Safety training (Four trainings per calendar year)

Training materials will be created for LSI and provided to LSI participants to complete. The employer and supervisor, if delegated, and all employees engaged in manual logging operations must receive at least four (4) of the LSI safety trainings. Training can be conducted by any of the employees or an outside person and can be done as part of regular safety meetings.

LSI participants will complete and document that the training took place as part of their safety minutes. The completion of training will be assessed at the annual comprehensive DOSH consultation.

### Questions

If you have any questions regarding the training requirement, please contact the LSI Program Office by calling (360) 902-5607 or via email at [LoggerSafety@lni.wa.gov](mailto:LoggerSafety@lni.wa.gov).