**Safety Meeting Minutes**

Location: Hardisty Board Room

Date: May 4, 2021

Time: Meeting @ 1830hrs

**Hobie Campbell**

Attendees: In Hardisty: Randy Grove, Randy McCharles, Bev Cameron, Hobie Campbell, Glenda Lien, Ernie Dewald, Rhonda Vandal, Justine Ness, Julie Pasztor,

In Sherwood Park: Jody Jewell

Online: Sam Drager, Hilary Stewart, Peter Weyenburg, Delaina Willamson, Diane Grove, Rob Harrison, Tracy Krunchkowski

**Beverly Cameron**

Announce Featured Employee – Read why this person was nominated, hand out.

**Randy McCharles**

Featured Core Value for May- **Integrity** and tell us what it means to you and why it is important.

**Integrity:** There is an inherent sense of "wholeness" working with our organization; building on strong qualities such as honesty and consistency of character. We believe in transparency... what you see is what you get, and with that, we strive to achieve more for and with our clients to bring success to any project or team.

**Hobie Campbell**

1. Worker observation cards
2. Safety Bulletin *(Difference between near miss and Incident)* – Incident form on website
3. Using spotters when backing up to trailers. Stop dinting the bumpers! Do your walk arounds
4. 20/20/20 – report on how they are doing
5. Reminder to keep doing observation reports cards.
6. Reminder to send in emails with concerns and meeting topics to qc@safetyfirstm.com

**Jody Jewell**

1. 20/20/20 review – Tell story of friend vs fatality and how important these sheets are for the protection of the entire team.
2. Follow up regarding Mentoring on job sheets.
3. Discuss Chain of Command and Process
4. Discuss entering travel time on Hydra app when entering time. This must be completed at the end of each shift.
5. Reiterate the importance of not front-loading time.
6. Close with acknowledging and recognizing everyone’s efforts.

**Randy Grove**

1. Make sure all orientations and tickets are up to date and hand/send into operations@safetyfirstm.com
2. New employees starting out so please help them and Mentor
3. Update Driver licenses those with GDL will be unable to advance with in our company.
4. Keep in contact when finishing job for the day.
5. SFM is putting together a Basic Rope Rescue course for its employees and contractors, will be available soon.
6. Please limit time off requests if possible, May and June - Busy season we need to come together as a team more then ever. Have each other’s backs.

**Beverly Cameron**

**1. Referrals, we need people, and we would love some referrals, we are offering a $25 gift card to the store this promo will be for May-August, know anyone that needs summer work, part time full time? Sherwood Park, and Hardisty both locations are looking.**

**Rob Harrison**

1. Make sure you are cleaning the vehicles and washing them, filling them full of fuel. Clean up after yourselves and have the truck in a condition you would expect it to be in when you are to get in it! Need something ask?
2. Any Maintenance that is needed on a unit email [shop@safetyfirstm.com](mailto:shop@safetyfirstm.com)

**Justine Ness**

1. Speech on Integrity

*Fake it ‘til you make it.*

You’ve probably heard the saying “Fake it ‘til you make it.” It is actually one of my least favorite sayings. It’s catchy but a destructive idea that does more harm than good, and here’s why:

You can’t truly “make it” if you don’t have integrity.

And integrity is the opposite of fake It literally means being whole and undivided being the same on the inside as you are on the outside. If “fake it ‘til you make it” is a philosophy that you live by then you’re setting yourself up for failure in the long run.

But I understand why people have embraced this notion. We live in a culture that rewards image – often over integrity. We promote people who *appear* to have their act together and

encourage others to do the same. As long as, they look good, while they produce, our culture is satisfied.

Why is that? Why do we reward image over integrity?

The answer is simple: Image is easy. Integrity is hard.

Now, do not let the word hard scare you. After all, you undoubtedly know that everything worthwhile is uphill. You understand that it takes discipline and time to achieve things that are of lasting value.

Integrity is essential for a leader because people will not willingly follow someone they cannot trust. And trust is built when you consistently act according to your beliefs.

So how can you make sure you are building your integrity in a culture of image? Here are three questions you should ask yourself: in order to maintain your integrity.

**Am I being true to myself?**

**Am I being true to my mentor?**

**Am I being true to my people?**

It is easy to believe that integrity doesn’t really pay off. In fact, that seems to be the message our culture thrives on! Why do things the hard way when you can just “fake it ‘til you make it” – especially when so many people seem to succeed overnight through shortcuts and shams? It is

tempting to believe that you can or should do the same. After all, everyone wants to get to the top, so why not take the fastest route?

Here is the reality: the fastest way to the top will not keep you there. People who “fake it ‘til they make it” and shortchange their internal character will inevitably fall. And when they do, it is always a long drop back to the bottom – and a much steeper climb the second time around. If you want to get to the top and stay there, the key is **integrity and consistency.** Sure, it takes time, and it often feels like an unnoticed effort, but be **patient.** Integrity always pays off in the end.

1. Congrats to Hobie for completing his H2S Blended instructor course!!!

**Open Forum**

**Sam Drager:** reminded us that crime is picking up as well as vehicle traffic after hours. Please do not leave anything inside SFM vehicles over night.

Meeting Adjourned: 1930

Next meeting: June 8th, 2021