



# 2010 Minnesota *LECET*

**SAFETY DRIVEN**

## Safety Incentive Program Official Program Rules



### *Purpose*

The *Safety Driven* Safety Incentive Program is a recognition based program designed to acknowledge excellent safety performance and the overall proactive approach to safety as displayed by both Skilled Construction Union Laborers and Signatory Contractor employers. Operated by Minnesota LECET, *Safety Driven* hopes to reduce injuries, illnesses and the resulting workers compensation costs, while improving productivity and overall construction job site safety. The program is offered at **no cost** to the Signatory Contractors of the Laborers District Council of Minnesota & North Dakota.

### *Program Summary*

**1. Enroll your Company in the *Safety Driven* Program** (Form SIP-1)

Signatory Contractors to the Laborers Union of Minnesota & North Dakota are required to enroll their company in order to participate in the program. There is no cost for participation. The enrollment form (Form SIP-1) and all other forms are available by request, or online at [www.mnlecet.org](http://www.mnlecet.org) or [www.MinnesotaLaborers.org](http://www.MinnesotaLaborers.org).

**2. Nominate *Safety Driven* Laborers for Quarterly Awards** (Form SIP-2)

Enrolled Signatory Contractors may nominate *Safety Driven* Laborers (up to 5 per Contractor, per quarter) for Quarterly Awards based on each Laborer's past safe work history performance during the applicable quarter. Contractors will be sent program reminders throughout the year as to when to nominate Laborers for Quarterly Awards. The awards will be given out on a random basis at the end of each quarter. Please see the Quarterly Awards schedule as shown below.

**3. Nominate *Safety Driven* Laborers for the Annual Award** (Form SIP-3)

Enrolled Signatory Contractors may nominate *Safety Driven* Laborers (up to 1 per Contractor) for the Annual Award designation. The Annual Award winner will be randomly selected based on safe work history performance during the applicable year. Please see the Annual Award schedule as shown below.

**4. Submit your company for Contractor Award recognition** (Form SIP-4)

Enrolled Signatory Contractors are encouraged to report on their own safety achievements and highlights in the LECET *Safety Driven* Contractor Awards recognition part of the program. A *Safety Driven* Contractor Annual Award ceremony will be held each year in August, at the Laborers Training Center, in Lino Lakes, MN. Award recognition will be given at the discretion of Minnesota LECET to Contractors based on data received from the Form SIP-4. Awards will be in the nature of *Safety Driven* "Award of Excellence" certificates. All enrolled contractors are invited to attend the Contractor Appreciation BBQ and *Safety Driven* Awards ceremony and invitations will be sent out.

## ***Contest Rules***

1. Eligible participants are Laborers who are field construction workers and members in good standing with any participating Laborers Local affiliated with the Laborers District Council of Minnesota & North Dakota. Eligible Contractors must be in good standing with the Laborers District Council of MN & ND. Eligible Apprentices must be current in their training requirements with the Laborers Training Center Apprenticeship program.
2. For the purpose of this contest, lost time and recordable will be as defined by the Occupational Safety and Health Administration (OSHA) recordkeeping rules.
3. The Board of Trustees of Minnesota LECET, or its designee, shall select all of the awards and recipients, and all of its decisions shall be final and binding upon all contestants and parties in all respects and matters.
4. Signatory Contractors are required to tender accurate and truthful safety information pertaining to all nominations, including company records submitted. Contractors are responsible to review OSHA log books and accident reports, recordable events and other safety information pertaining to all nominations and information submitted.
5. Minnesota LECET shall assist eligibility verification of all award recipients by reviewing hours worked, Apprenticeship status (Apprentices only) and current membership status. LECET shall coordinate prize selection with each award winner and if a recipient cannot be located within 21 days of selection, the award may be forfeited.
6. All award recipients will be responsible for the payment of all required taxes, unless otherwise approved by the Minnesota LECET Board of Trustees.
7. **Laborer Quarterly Awards:** During a given calendar quarter, all current Signatory Contractors to the Laborers Union of Minnesota & North Dakota, may nominate eligible *Safety Driven* Union Laborers (maximum of 5 per Contractor, per quarter) that have worked safely in the field for their respective organization during the applicable calendar quarter. All nominated Laborers will receive recognition in the form of two (2) *Safety Driven* hard hat decals and a congratulatory recognition letter. From the list of all nominees, a maximum of twenty (20) Quarterly Award winners will be randomly drawn and announced for awards as per the program details listed. A Laborer may be nominated several times but, may only win one (1) Quarterly Award per year.

Eligible participants must have no lost time or recordable event due to a work-related accident or illness and obtain at least 250 field hours of work in a calendar quarter as verified by contributing Contractors to be eligible for Quarterly Awards.

Quarterly Awards will be in the nature of one (1) union made, ultra arctic winter coat with the recipient name and the *Safety Driven* logo attached **or** an equal value (approx. \$100) of one (1) prepaid Visa/MasterCard cash card. Award prize distribution will be coordinated with the employer Contractors.

### **2010 Quarterly Award Nominations:**

<u><i>Nomination Period</i></u>	<u><i>Nomination Deadline</i></u>
1 <sup>st</sup> Quarter - Jan. 1 - March 31	April 16
2 <sup>nd</sup> Quarter - April 1 - June 30	July 16
3 <sup>rd</sup> Quarter - July 1 - Sept. 30	Oct. 15
4 <sup>th</sup> Quarter - Oct. 1 - Dec. 31	Jan. 17

8. **Laborer Annual Award:** During the applicable period, all current Signatory Contractors to the Laborers Union of Minnesota & North Dakota may nominate one (1) *Safety Driven* Union Laborer that has worked safely in the field for their respective organization during the *entire* applicable period.

Eligible participants for the Annual Award must have no lost time or recordable event due to a work related accident or illness, and obtain a minimum of 1,000 field hours of work, as verified by contributing Contractors in covered employment from January 1 to December 31 of the contest year. Nominees must also be in good standing with their respective participating Laborers Local Union, for a minimum of 3 (three) prior consecutive years as of December 31 of the contest year.

All nominated Laborers will be notified of their nomination for the Annual Award. From the list of nominees, one (1) Annual Award winner will be randomly drawn and announced at the discretion of Minnesota LECET. No repeat Annual Award winners will be allowed.

The Annual Award will be in the nature of one (1) 42” High Definition Flat Screen Television set or award prize of equal value, as determined by Minnesota LECET. Award distribution ceremony is at the discretion of Minnesota LECET. All nominees will receive nomination prizes, at the discretion of the MN LECET Board of Trustees.

**2010 Annual Award Nominations:**

<u>Nomination Period</u>	<u>Nomination Deadline</u>
2010 Calendar Year - Jan 1 - Dec. 31	Jan. 31, 2011

9. **Contractor Annual Awards:** Enrolled and eligible Contractors may submit safety information pertaining to their own company safety performance by completing the Contractor Award recognition form (Form SIP-4). Contractors will need to list OSHA 300 Log information, along with information on safety best practices, awards and achievements during applicable calendar year. Award recognition will be at the discretion of Minnesota LECET. All Contractors submitting data will be recognized in the form of *Safety Driven* “Award of Excellence” certificates. A formal press release announcement will be issued to various publications throughout Minnesota and North Dakota. Contractors applying must have not had a construction related work fatality during the applicable calendar year.

**Contractor Annual Award Nomination:**

<u>Nomination Period</u>	<u>Nomination Deadline</u>
2009 Calendar Year	August 1, 2010

***Modification, Amendment or Termination of the Program***

The Board of Trustees for Minnesota LECET reserves the right to unilaterally modify, amend, or terminate the *Safety Driven* Safety Incentive Program, as it deems necessary.

***LECET “Safety Driven” Safety Incentive Program***

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