



# EPSF

## EMPLOYEES PUTTING SAFETY FIRST

We would like to announce a successful rollout of the EMPLOYEE PUTTING SAFETY FIRST program. We have been out at b200 and various terminals to discuss safety concerns and current events with PHL and the Union this includes details of union meetings and incident facts This program is still in a trial phase for the next few weeks but seems to be effective so far.

### **Some program details.**

1. Access to all union officers to have safety and sanitation concerns handled promptly. Every concern is tracked electronically instead of on paper. This way nothing can be lost and all involved will be held accountable until the issue is resolved.
2. We ( all union officers) will be out biweekly one day side and one night side to discuss any and all concerns from the membership.
3. We have introduced a train service discipline interference program. The way the program works is before the test failures are logged you will be consulted by the Legislative Rep on the incident. Thi will give you an opportunity to correct bad habits before they count against you. This is not a free pass to do whatever you want and get away with it. Some serious safety violations will be dealt with by managers discretion. Remember this does not eliminate the quotas that are in place by managers.
4. Through this program you can anonymously report safety concerns and other matters.

### **Some program successes**

1. API lockers
2. ICTF derail issues
3. Manager safety violation
4. Supt behavior and terminals

5. Shrub removal
6. Multiple employees who were not charged with safety violations or issued failures
7. Golf cart repairs
8. Additional training for struggling employees
9. We are currently tracking issues with radio failures ( so keep those emails coming)
10. We have had two manager behavior issues corrected.
11. Porta Potty cleaning and maintenance.

This is a program for the membership and we are open to any suggestions that can help improve it. The carrier has a very minimal role. This is not a bash the company program. The other part of this program gives the carrier (PHL) an opportunity to address concerns they have about our behavior and actions. We can then address the union member directly to avoid discipline injuries or safety issues.