

# SOUNDINGS

*"Self Insurance Group Strength"*

*"The Safety of Employees is an Investment in Success"*

September 2017 Volume XIV / Issue IV

## ***SafeShore a Winner!***



Charles Taylor had a really successful night in early September at the Insurance Insider's awards, the premier London Market awards event.

Charles Taylor was a finalist for four awards - 1) The Inclusion and Diversity Award, 2) Launch of the Year, 3) M&A Transaction of the Year, and 4) Cuthbert Heath Award for Claims Management and Loss Adjusting. It is thought that having one company be a finalist for four awards must be a record.

Charles Taylor won two of the awards; which must also be a record. Congratulations poured in from all directions to Richard Wood and his Management Services Americas team whose work to establish SafeShore Small Maritime Employers Workers' Compensation offering on behalf of Signal Mutual won Launch of the Year!

The development of SafeShore demonstrates an innovative approach when working with Members to respond to evolving business needs. SafeShore was created to protect Signal Members from uninsured subcontractors and to meet strong market demand for cost-effective, responsive Longshore cover for the smaller waterfront employer. SafeShore; now in its third year, has over 200 Covered Employers, representing \$57.29m in Payroll, and \$5.12m in Premium.



The other Charles Taylor recipient of an award was Felipe Ramirez and his Charles Taylor Adjusting Latin America team whose work in response to Hurricane Odile won the Claims management and Loss Adjusting Award. This work, accomplished by the adjusting company Charles Taylor has operated for many decades, demonstrated Charles Taylor's ability to help clients respond swiftly to large and complex hurricane-related losses, which could not be more relevant to many clients now.

**Charles  
Taylor**

**SIGNAL**

  
**Arrive Home Alive**

## ***Your New Competitive Advantage: Engaging Your Employees***

### **Best Practices - Setting YOUR Standard of Safety**



Best Practices raise the bar for expectations in a company and drive superior results. They work to define or confirm a company's safety commitment and values. In this column best practice examples are offered as next steps in your Safety Management System.

### **Your New Competitive Advantage: Engaging Your Employees**

Consider this quote:

*"If you always do what you've always done, you always get what you've always gotten."* Jessie Potter

Reducing injuries and keeping skilled workers on the job is an objective of all Signal maritime employers. But, is the well-crafted plan you have in place, just more of what you've always done? If you are looking for lasting, positive change in safety performance, why not consider a tool that could also improve all of your other business key indicators? If this is your drive, your answer should be: engaging your employees.

In the 2017 study by Gallup, "State of the American Workforce", it was found that engaged employees are absent 41% less and choose to leave their company 24% less (turnover) than those employees who were disengaged. These findings indicate that these companies are keeping their skilled workers on the job and at their company. Even more critically, is that the study showed employees who were engaged both in their work and their company also had these performance achievements: 70% fewer safety incidents; 40% fewer quality incidents; and 17% higher productivity. In addition, the company had 21% higher profitability. Improvements in Safety, Quality and Productivity; align all key indicators in one place!

Leading change of this magnitude only comes from the executive chair. These kinds of results are not only realized through new safety policies and production counts. Employee engagement starts with the leader's daily actions and his/her engagement in their company. Begin

here to strive each day to create greater engagement with your employees, and then enjoy the bounty of results which will be created.

## **2017 SAFETY RESOURCES SEMINAR LIST** *Dates and/or Locations subject to change*

### **September**

Postponed due to Hurricane Irma

~~12th - Accident Incident Investigation ~ Tampa, FL~~  
[New Date To Be Announced]

~~14th - Risk Assessment ~ Savannah, GA~~  
[New Date To Be Announced]

27th - Slips, Trips & Falls ~ Staten Island, NY

### **October**

24th - Accident Incident Investigation ~ Long Beach, CA

25th - Executive Safety Leadership ~ New Orleans, LA

26th - Supervisor Safety Leadership ~ New Orleans, LA

26th - Accident Incident Investigation ~ San Diego, CA

## **2018 Seminars**

### **January**

30th - Risk Assessment ~ Tampa, FL

### **February**

6th - Accident Incident Investigation ~ Miami, FL

8th - Accident Incident Investigation ~ Jacksonville, FL

### **March**

13th - Executive Safety Leadership ~ Honolulu, HI

14th - Supervisor Safety Leadership ~ Honolulu, HI

15th - Safety Management Systems Workshop ~  
Honolulu, HI

28th - Slips, Trips & Falls ~ TBD

## Maritime Administration Announces \$9.8 Million in Grants to Strengthen U.S. Shipyard Competitiveness



The U.S. Department of Transportation's Maritime Administration ("MARAD") awarded \$9.8 million to 18 U.S. small shipyards through its Small Shipyard Grant Program. These investments support industrial modernizations that will increase productivity and allow the country's small shipyards to compete more effectively in the global marketplace.

"Small shipyards play a significant role in our country's maritime sector, which contributes to our economy, security, and infrastructure," said U.S. Transportation Secretary Elaine L. Chao. "In addition, these grants will support local communities by creating jobs for working families."

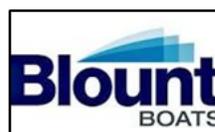
Small shipyard facilities vary in size, from family-owned businesses employing a few dozen workers, to multifaceted establishments with hundreds of employees. The grants, which were primarily available to U.S. shipyards with less than 600 production employees, are generally less than \$1 million each, but can make a huge difference in a shipyard's bottom line.

"U.S. shipyards produce some of the world's best-built vessels," said Maritime Administrator Mark H. Buzby. "These grants will fund the kinds of upgrades and modernization that ensures America's shipbuilding industry remains strong and competitive internationally."

Since 2008, MARAD's Small Shipyard Grant Program has awarded \$174 million to 169 small shipyards, helping them to modernize operations, improve efficiency and boost productivity with employee training and new technologies. Including direct, indirect, and induced impacts, total economic activity associated with American shipyards is nearly 400,000 jobs, \$25.1 billion of labor income, and \$37.3 billion in GDP.

A list of Signal Members who are shipyard grant recipients follows:

Member	Location	Year Joined Signal
Vigor Alaska, LLC	Ketchikan, AK	2013
Thames Shipyard & Repair Company, Inc.	New London, CT	1998
Boston Ship Repair, LLC	Boston, MA	2007
The General Ship Repair Corporation	Baltimore, MD	1993
The Great Lakes Towing Company	Cleveland, OH	1997
Philly Shipyard, Inc.	Philadelphia, PA	2001
Blount Boats, Inc.	Warren, RI	2010
J. Goodison Company, Inc.	North Kingston, RI	2015
Bludworth Marine, LLC	Houston, TX	2014
Colonna's Shipyard, Inc.	Norfolk, VA	2002



## **RLN Combines Love of the U.S.A. with Safety First**

To welcome workers and customers alike, RLN Industries, a Signal Member since 2000, proudly combines love of the U.S.A. with pride in 'Safety First'. RLN Industries is a Woman Owned Corporation that is an industrial and commercial service company which offers all phases of services for the industrial and construction industry. At RLN, the quote below is printed across the flag; we choose to reprint it here separately so our readers may appreciate RLN's effort.



*"We choose to have ZERO injuries. We choose to have ZERO injuries this day and every day. We do this, not because it is easy, but because it is hard, because that goal will ensure your personal safety and serve to organize and measure the best of our energies and skills, because that challenge is one that we are willing to accept, one we are unwilling to postpone, and one which we intend to win, because we care for you and those working around you."*

*Safety First ---- RLN Industries, Inc.*



Source: [rlnindustries.net](http://rlnindustries.net)

## **CalPortland's Mark Rock Wins Award for Safeguarding Workers**

Mark Rock, Senior Vice President of risk management for CalPortland, will receive the 2017 James M. Christie Safety & Health Professional of the Year Award. The award, presented annually by the National Stone, Sand & Gravel Association ("NSSGA") recognizes an individual for substantial commitment and contributions to safe and healthy practices within his or her company and the industry.

"Mark has made a significant impact on the management of safety and health throughout the industry," said NSSGA President and CEO Michael W. Johnson. "His leadership is emblematic of our industry's commitment to working safely, as evidenced by our industry's historically low injury rate."

Rock established a sophisticated program for managing compliance and worker safety and health at CalPortland, a Signal Member since 2007. He collaborated with senior management, insurance companies, safety business partners, and employees to advance a culture of safety and health. He pushed for a shift in the company's emphasis from simply reporting injuries to a more thorough effort aimed at avoiding accidents. A rigorous auditing program was critical to this shift in addition to creating safety training for specific pieces of equipment.

Rock has led presentations during NSSGA's AGG1 Academy, AGG1 online webinars, and MSHA Spring Thaw workshops on the West Coast in an effort to share the successes of his program with the entire aggregates industry.

The award will be presented on September 27, 2017, during NSSGA's Legislative and Policy Forum/Fall Board Meeting.

The James M. Christie Safety and Health Professional of the Year award was created in 1987 by the National Stone Association ("NSA") in recognition of the then-corporate safety director for Vulcan Materials Company. In the early 1980s, Christie challenged a young MSHA agency to focus regulations on the safety practices of manager and worker behavior, and not strictly on a facility's conditions. NSSGA continued this tradition when NSA later merged with the National Aggregates Association.



## ***Sleeping With Back Pain***

### ***“If you can’t sleep, you can’t heal”***

By Steve Schall, MS, PT, OCS, CWSE, CC  
Norfolk Physical Therapy



Sleep is such an underappreciated part of our daily life. Studies show that many adults are not sleeping long enough or getting enough quality sleep for their optimal well-being. Throw in some low back pain

and a good night’s sleep becomes a real challenge. In this month’s video, I will go over in great detail ways to support your back at night to help you get the sleep you need. This month’s handout summarizes some of this information and offers additional tips on taking care of your back.

It is good to remember some sleep basics as well:

1. Do not read or watch TV in bed. It is best to use your bed only when you intend to sleep so your body knows what it is supposed to do.
2. Do not drink caffeine or other stimulants past the afternoon so your body can wind down.
3. Do not eat a big meal right before bed. Give your body some time to digest your food and this will also help if you have trouble with esophageal reflux.
4. Remember, regular exercise during the day helps many people sleep better. Just do not do it right before you go to bed as your body is likely to be “jazzed up” for a while.
5. Sleep in a dark quiet place. Some studies have shown that a cooler environment (about 68 degrees) helps you get to sleep.
6. Invest in a decent mattress.

Check out this month’s [video](#) and [handout](#) for details on Sleeping with Back Pain!

#### SPECIAL ANNOUNCEMENT

All BodyKnowledge articles, hand outs and videos are now available for download at:

[norfolkpt.com/signal](http://norfolkpt.com/signal)

## ***Horsing Around***

Recognized as the premier yacht and commercial repair facility in the Bahamas, Bradford Marine is also known as the preferred facility to load horses onto vessels. Depicted in the photograph is Bradford’s longtime customer Norwegian Cruise Lines vessel Half Moon Clipper taking on two horses. The Half Moon Clipper is the service vessel for Norwegian’s private island, Half Moon Cay, where their ships stop in the southern Bahamas.



Bradford services all of Norwegian’s vessels on a regular basis. This is the second time they have loaded horses at the Bradford facility to take back to the island for cruise ship passengers to enjoy while ashore for the day.

Bradford Marine has been with Signal since 2000; and operates a satellite facility in the Bahamas. The deep water yard in the Bahamas offers the same services as Bradford Marine; including yacht and commercial repairs, and long term covered storage.

Source: [bradford-marine.com](http://bradford-marine.com)



## **“Man, Overboard” drill at CAD-A project in Yorktown**



“Man, Overboard”, is a phrase you do not usually want to hear on a marine construction project. As part of a Safety Event held by Ocean Con-

tracting, employees of Precon Marine, a Signal Member since 2002, participated in and drilled multiple scenarios of “Man Overboard” Rescue Training.

**Scenario 1** – An injured worker had fallen from the barge due to loss of balance. The employee was not harmed and was able to self-rescue with help from Kareem Tate, who assisted by throwing a life ring to Ben Church, an employee volunteer who is part of one of the dive teams currently working on the project. After they had performed the drill successfully, other employees were allowed to try their hand at tossing the ring to assist the victim to the ladder.

**Scenario 2** – A person falls from the pier deck striking the side of the pier with his left arm and was conscious but injured. In this scenario the worker had floated out past the point where a life ring could be thrown to him and had to be rescued by boat. The safety skiff manned by Torrance Murphy and Hamilton “TC” Haynes performed exceedingly well. They talked to the victim to make sure he was conscious and then asked him if he was hurt. They were told his arm was injured so they threw the life ring from the boat and pulled him in for assistance, coming alongside the “victim” and positioning themselves on either side of him turning his back to the boat, the victim was lifted into the boat and placed on the foredeck. The skiff continued to shore as the Fire Department was summoned and responded by the time the skiff made it to shore.

“So how long should this take?” asked a supervisor from Ocean, “If the person is rescued and taken on shore in

less than 10 minutes, it is acceptable, less than 7 minutes is great,” responded M. Scott Rupe, the company’s Director of Environmental Health and Safety, “Our guys did the whole evolution in 5 minutes and 43 seconds, an outstanding drill by all involved.”

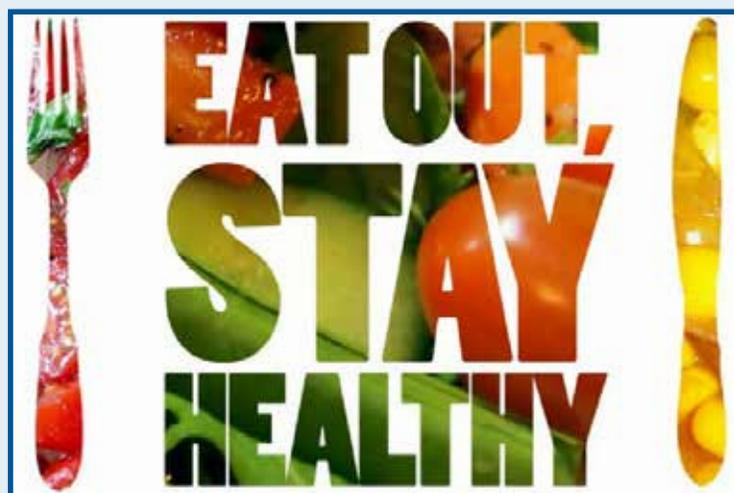
After all the water fun that day, Ocean sponsored a catered lunch to celebrate the work that has been achieved “safely” by all members of the project’s workers, management and Ocean’s oversight.

And as a big thank you to all the hard-working employees, both companies took time out from production to celebrate these accomplishments of Quality Work and Safety on the project. Ocean and Precon Marine’s upper management and safety team served the workers, hopefully as well as they have served us so far on this project.



### ***Eat Out – Stay Healthy!***

Dining out is a great social experience that many people use for special occasions, or for some, as a break from preparing their own meal at home. Unfortunately, dining out is not always the healthiest of choices. Studies show that the food you eat when you are not at home is significantly worse in every way when it comes to nutrition. But do not despair my friends! The following 8 tips can help you eat out without pigging out!



<p><b>Tip #1: Be Conscious of Calories</b></p> <ul style="list-style-type: none"> <li>• Ask for nutrition information</li> <li>• Franchises are required to list nutrition information in plain sight or in handouts</li> <li>• Look up nutrition information on restaurant websites before entering the establishment</li> <li>• Use smart phone apps such as "Myfitnesspal"</li> </ul>	<p><b>Tip #4: Order on the Side</b></p> <ul style="list-style-type: none"> <li>• Order salad dressing on the side</li> <li>• Ask for gravies and sauces on the side</li> <li>• Watch out for sauces made with butter and/or cream!</li> <li>• Stick to wine, thinned, or stock based</li> </ul>	<p><b>Tip #7: Limit Fried Foods</b> Breaded, batter-dipped, and tempura all mean fried food! Look for the following options instead:</p> <ul style="list-style-type: none"> <li>• Grilled</li> <li>• Broiled</li> <li>• Flame Cooked</li> <li>• Steamed</li> <li>• Poached</li> <li>• Roasted</li> <li>• Baked in own juices</li> </ul>	<p><b>Tip #8: Watch Out for Salads</b></p> <ul style="list-style-type: none"> <li>• Choose Salads made with rich dark greens rather than pale iceberg lettuce</li> <li>• Beware of "Gourmet" salads             <ul style="list-style-type: none"> <li>- Some salads are easily &gt; 1000 calories</li> </ul> </li> <li>• Watch out for high calorie additions:             <ul style="list-style-type: none"> <li>- Salad dressing</li> <li>- Fried toppings</li> <li>- Croutons</li> <li>- Sour cream</li> <li>- Cheeses</li> <li>- Tortilla shells or chips</li> </ul> </li> </ul>
<p><b>Tip #2: Be Aware of Portion Sizes</b></p> <ul style="list-style-type: none"> <li>• Automatically put half in a to-go box</li> <li>• Ask if there is a "lunch" portion</li> <li>• Split an entrée with a friend</li> <li>• Order an appetizer as your main course</li> <li>• Order from the kid's menu</li> <li>• Choose à la carte items to make a meal</li> </ul>	<p><b>Tip #5: Watch What You Drink</b> On average, people consume way more than 8 oz. at restaurants. Drinks such as sweet tea, juice, soda and alcohol can really add up!</p> <ul style="list-style-type: none"> <li>• 8 oz. sweet tea = 100 calories</li> <li>• 8 oz. juice = 120-150 calories</li> <li>• 12 oz. soda = 150 calories</li> <li>• 1 regular beer = 150 calories</li> <li>• 1 lite beer = 60-120 calories</li> <li>• 5 oz. of wine = 100 calories</li> <li>• 1 oz. of liquor = 100 calories</li> </ul>	<p><b>Take Responsibility</b> When all is said and done you must take responsibility for your own health and wellness. Restaurants provide a great service, but in the end, you need to make decisions based on where you are in your weight management goals.</p>	
<p><b>Tip #3: Watch out for "Extras"</b> The following items can add tons of extra calories when added to your entrée:</p> <ul style="list-style-type: none"> <li>• Chip baskets and bread bowls</li> <li>• Soups/salads</li> <li>• Desserts</li> </ul>	<p><b>Tip #6: Get your fruit &amp; veggies</b></p> <ul style="list-style-type: none"> <li>• Substitute veggies or a salad for fries</li> <li>• House salad is a better option than Caesar</li> <li>• Add lettuce, tomato, onions and mustard in place of high fat cheese and mayo on sandwiches</li> <li>• Try a vegetable or bean soup as an appetizer</li> </ul>	<p>Dining out does not have to be a recipe for disaster when it comes to your waistline. Simple strategies can make a big impact. Remember these eight tips for eating out without pigging out!</p>	
<p><b>Unify Health Services</b> is proud to be Signal's wellness partner. Unify offers Signal Members 20% discounts for wellness programs and related special services. For more information on wellness services and programs, contact the team at Unify Health Services at 888-314-5571 or <a href="mailto:referrals@unifyhs.com">referrals@unifyhs.com</a>.</p>			
			

## Dates for Your Calendar

### OCTOBER SAFETY COMMITTEE MEETING

Courtyard by Marriott Tacoma Downtown  
1515 Commerce St, Tacoma, WA  
**October 10-11, 2017**

For information contact:

[terry.swinson@signal-ct.com](mailto:terry.swinson@signal-ct.com)

**972.865.8053**



### SIGNAL GENERAL MEETING

Park Hyatt Beaver Creek Resort & Spa  
136 E Thomas Place, Avon, CO  
**January 25-27, 2018**

For information contact:

[denise.bettis@signal-ct.com](mailto:denise.bettis@signal-ct.com)

**972.865.8047**

[angela.pineda@signal-ct.com](mailto:angela.pineda@signal-ct.com)

**972.865.8049**



### MARITIME CONFERENCE

Omni Shoreham Hotel, 2500 Calvert Street NW, Washington, DC  
**May 21-23, 2018**

For information contact:

[denise.bettis@signal-ct.com](mailto:denise.bettis@signal-ct.com)

**972.865.8047**

[diane.brackett@signal-ct.com](mailto:diane.brackett@signal-ct.com)

**203.761.6087**

[nancyann.flood@signal-ct.com](mailto:nancyann.flood@signal-ct.com)

**203.761.6064**



DISCLAIMER: The contents of this document are intended only for the informational use of the addressee. The information contained herein is not intended as, nor does it constitute, specific legal or technical advice to the reader. Any information or recommendations contained herein are provided to the addressee for usage at their own discretion. Neither Signal Mutual Indemnity Association Ltd., its Members, Managers or Signal Administration, Inc. and/or their employees accept liability whether in tort, negligence, contract, or otherwise, to anyone for any lack of technical skill, completeness of recommendations, or analysis of issues associated with the discussion of topics set forth herein. No responsibility is assumed for the discovery or elimination of unsafe conditions. Compliance with any recommendations herein should not assume your compliance with any federal, state, or local law or regulation. Additionally, the information contained herein does not constitute and shall not be construed to reflect the adoption of any coverage position by Signal Mutual Indemnity Association Ltd., its Members, Managers or Signal Administration, Inc. and/or their employees.

### Signal Administration, Inc.

64 Danbury Road, Suite 200

Wilton, CT 06897

Phone: 203.761.6060

### Editor

Nancyann Griesemer Flood, VP, Member Communications

### Contributors

Richard W. Wood, President and CEO

Diane Brackett, Assistant-Member Communications

George Field, Manager Payroll Audit Administration

Doug Hirsch, Senior Safety Manager

Gunther Hoock, VP, Safety Resources

Sam Lai, AVP, Safety Resources

Erik T. Lassow, VP, Claims

James Sammons, AVP, Safety Resources

Terry Swinson, Safety Resources Project Coordinator

“The Safety of Employees is an Investment in Success”



Please share the successful safety accomplishments of your Company and employees. It will help us continue as the Premier USL&H Insurance Organization in the maritime industry. Email your submissions to Nancyann Griesemer Flood at [nancyann.flood@signal-ct.com](mailto:nancyann.flood@signal-ct.com).

If you would like to receive this newsletter, please e-mail Nancyann Griesemer Flood at [nancyann.flood@signal-ct.com](mailto:nancyann.flood@signal-ct.com). Please include your full name, Company name, e-mail address and telephone number.