

SOUNDINGS

"Self Insurance Group Strength"

"The Safety of Employees is an Investment in Success"

May 2019 Volume XVI / Issue V

Memphis in May **The 2019 Signal Maritime Conference is Well Attended**



It takes a team to put on a successful conference, but most of all it takes a great audience!

The 2019 Signal Maritime Conference held on May 20-22 in Memphis, TN, was well attended and included two days of informative and interactive educational sessions.

The signature educational event for Signal and its co-sponsors, SCA, LCA and NAWE included topics of interest to Members and their claims management network.

Read what attendees had to say!

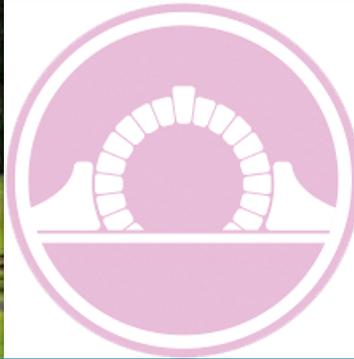
"Thank you for a great conference. The speakers were excellent, and the topics timely. The conference provided a great environment to connect with some of the best longshore lawyers in the country, and with the DOL, to discuss cutting edge issues, and to consider new solutions to the repeat challenges of defending claims under the LHWCA."

*Nina Mitchell, Esq.
Nicoll Black & Feig PLLC
Seattle, WA*

"Just wanted to say how wonderful I found the conference to be this year. I know it takes plenty of time and effort and wanted to extend my gratitude to everyone who worked so hard to put this conference together!"

*Kraig Breaux
Assistant VP Claims
Signal Administration, Inc.*

SAVE THE DATE



Annual General Meeting



The Fairmont Southampton
Southampton, Bermuda
August 1-3, 2019

*To make online room reservations go to
The Fairmont Southampton Signal Reservations*

For further information contact:

angela.pineda@signal-ct.com 972.865.8049

diane.brackett@signal-ct.com 203.761.6087

nancyann.flood@signal-ct.com 203.761.6064

SAVE THE DATE

Town Hall Meeting

Thursday, August 1, 2019 | 4:00 pm
The Fairmont Southampton, Bermuda



Ted Ma



Be the Leader Your Employees Never Want to Leave

Do you remember working with a leader who made a lasting impact on you? You may not remember all the specifics, but you remember how they made you feel. Great leaders have developed the ability to inspire and empower others. Learn how to become the leader who makes a memorable impact on your team.

This program focuses on developing leaders at all levels. We explore strategies to help you reduce turnover and improve employee engagement. Whether you are a seasoned executive or an emerging leader, you will be able to apply ideas from this session in both your personal and professional life.

Learning points:

- *The #1 factor that builds trust and loyalty from your team*
- *How to develop new leaders*
- *3 keys that make people want to follow you*
- *Tips for increasing employee morale and retention*



Annual General Meeting 2019

Xscape the Triangle



The Signal Safety Team invites you to test your puzzle-solving skills in our Bermuda Safety Escape Room Challenge.

One hint we are happy to share: You will need to work together as a "Crew". It is always interesting to see

how groups work together on a common goal!

Crews will consist of 2-6 players per game. Age restrictions apply, i.e. anyone under 18 must be accompanied by an adult. Teams will have a Captain, who will be trying their best (and fail...) to keep everyone focused and organized, and they will be the ones to ask for any hints from the referees.

This is a great way to break the ice with new friends, bring people closer together, and handle an assortment of safety equipment you may otherwise never get to touch.

For questions please contact Terry Swinson,

terry.Swinson@signal-ct.com



ArriveHomeAlive

Filiato Named to the Board of the Maritime Law Association ("MLA")



The Managers are pleased to report that Anthony ("Tony") Filiato, General Counsel of Charles Taylor Americas, has been named to the Board of Directors of the Maritime Law Association ("MLA") of the United States for a three-year term. Mr. Filiato, who holds the honorific of Proctor in

Admiralty has been a member of the MLA since 1995 and has served the organization in a variety of capacities including Past Chairman of the Standing Committee on Stevedores, Marine Terminals and Vessel Services.

The MLA was organized in 1899 and incorporated in 1993 with their objectives expressed in its Article of Incorporation in the following manner:

- advancing reforms in the Maritime Law of the United States
- facilitating justice in its administration
- promoting uniformity in its enactment and interpretation
- furnishing a forum for the discussion and consideration of problems affecting the Maritime Law and its administration
- participating as a constituent member of the Comite Maritime International and as an affiliated organization of the American Bar Association
- and to act with other associations in efforts to bring about a greater harmony in the shipping laws, regulations and practices of different nations

Mr. Filiato's election to the Board of Directors is an affirmation of the deep respect held for him, not only as a maritime practitioner, but also as an individual by his peers. The election again emphasizes the Managers' commitment to retaining talented personnel who are respected within the Charles Taylor organization and by its clients, but also in the industry as a whole.

Working in the Heat ***Submitted by Susan Connolly,*** ***Risk Management*** ***Maersk, a Signal Member since 2008***



The advent of spring and hotter weather presents to many waterfront workers, especially for those working outside, the risk of suffering from heat-related

illnesses and emergencies. The sun can be a source of unrelenting heat and coupled with physical exertion creates the potential for being stricken by heat illness. Workers' compensation claims from workers stricken with heat-related illnesses are usually compensable and can be costly, depending on the severity of the impact on the worker. In the two scenarios below, a heat-related

event gives rise to a claim, each with a of different degree of severity.

Scenario 1: A container mechanic is replacing the floor of a reefer in the yard on a 96° F day. He manifests some of the signs of heat stroke, stops working and waits with his foreman in an air-conditioned truck until he is taken by ambulance to the emergency room. He is treated, sent home and told to return to work after 48 hours of rest, which he does. The is a medical only claim.

Scenario 2: Checker complains of the heat all morning but works through it. Right before lunch she faints and when she drops to the ground, she lands on her forearm. She is taken to an emergency room via ambulance, treated for heat-stroke and an elbow fracture. She loses 6 months of work during her recovery and consults with an attorney because she feels pressured to return to work before she feels she is healed. Total claim cost = lost wages + medical costs + attorney fees + employer attorney fees.

Heat emergencies often result in lost-time cases. While managers and foremen often caution their team to remain hydrated and mindful of the heat, effective prevention includes educating the workers about:

- what heatstroke is, its phases and causes;
- risk and contributing factors;
- recognizing the symptoms;
- first aid and treatment;
- and taking responsibility for prevention.

Heat emergencies are the result of prolonged exposure to heat itself or exposure worsened by physical exertion or strenuous activity while exposed. Becoming dehydrated can cause it as well. Heat emergencies have three worsening stages: heat cramps, heat exhaustion and heatstroke. The body overheats, body temperature rises and if the temperature reaches 104° F, heatstroke can set in. All three stages of heat emergencies can be fatal or have permanent complications. Heat stroke can cause irreparable organ damage and if fainting occurs, collateral blunt trauma injury is likely as well.

Risk and contributing factors - Waterfront work often is outside and performed in direct sunlight and workers are required to wear safety vests and steel-toed boots,

which add heat and do not provide much airflow. Other risk factors are:

- Lack of acclimation - People that are infrequently exposed to hot weather may not cope in it as well as others;
- Age - In adults over 65, the body is less able to cope with changes in internal temperature. In addition, as one ages, it is harder to stay hydrated;
- Degree of exertion in the hot weather as well as humidity;
- Certain medications, especially vasoconstrictors (for blood pressure), diuretics and antidepressants;
- A worker's underlying medical condition, especially chronic conditions such as lung disease and obesity.
- Drinking alcohol or dealing with the after-effects (alcohol heightens dehydration);

Symptoms of Overexposure to the Heat

Heat cramps are severe muscle spasms due to lack of salt and water, usually in the extremities. Not everyone gets cramps and may instead advance directly to heat exhaustion.

Heat exhaustion symptoms include increased thirst, headache, muscle ache, weakness, nausea and/or headache or fever. Other manifestations are fainting (blood pressure lowers to compensate for the heat) and all should be treated as an emergency.

Heat stroke is the final stage of heat illness, manifesting any or all of the prior-mentioned symptoms as well as an altered mental state, lack of sweating, flushed skin, rapid breathing and or rapid heart rate. If not addressed immediately, permanent organ damage or convulsions may occur.

First aid and treatment – whenever a person exhibits signs of any heat-related illness, getting them into a cooled (or at least a shaded area), is important. Getting medical treatment is always recommended. While waiting for help, apply water on the person while giving them cool water to drink. Remove extraneous garments.

Prevention – heat emergencies are preventable. Educating workers to both recognize the signs and symptoms of heat illness so that they monitor their own condition and that of their partner's is an important component in pre-

venting or limiting heat events. In addition, educating them about the risk factors will help them to better position themselves for meeting the daily challenges of working in heat. For example, a worker should discuss with his doctor both suitable alternate medications when working in the heat is ineluctable, as well as if any chronic conditions jeopardize his ability to work.

Other preventative measures include:

- Working in pairs;
- Increased shift changes and breaks in cooler areas on hot days;
- Enforced and sustained water breaks throughout the day;
- Insistence on the buddy system; and
- Sunburn protection

Look for the new “Working in Heat” gangway talk being added to the Signal Safety Talk library and Stay Cool!

About the Author – *Susan Connolly works for Maersk in Risk Management and is a member of the Signal Safety Committee.*



MAERSK

Crowley Honored Among Healthiest Companies in America for Sixth Straight Year



For the sixth consecutive year, Crowley Maritime Corp, a Signal Member since 1989, has been named one of the *Healthiest Companies in America* by Interactive Health, a national organization whose workplace wellness program helps businesses invest in the health of their employees.

To be recognized for 2018, companies must have reached or exceeded a 70 percent participation rate in their organization’s wellness program, and their work-

force’s overall health risk had to be labeled as low, based on the results of annual health evaluations.

More than 1,700 Crowley employees and spouses participated in the company’s Live Well health evaluation and wellness program in 2018, representing about 84 percent of eligible participants. Employees continued to improve their health and wellness. Results include:

- 74 percent of members scored in the low risk range in 2017, and remained low risk in 2018;
- 14 percent of members who scored in the moderate risk range in 2017 remained or improved in that range in 2018;
- 12 percent of members with a health score in the high-risk range in 2017 improved in 2018.

“Crowley employees continue to embrace wellness programs, resources and activities to lead healthy lives. Our company has made it a priority to support these programs, because Crowley knows our high-performing company can only remain that way by supporting the health and welfare of our employees and families in the workplace and at home,” said Tiffany King, vice president, human resources and total rewards, in Crowley’s People Services group. “These results continue to demonstrate how Crowley’s commitment helps make lives better.”

Each year, Crowley provides employees on-site health evaluations and risk assessment, as well as an array of wellness and health tools and opportunities, including flu shots, health coaching programs, weight management tools, emotional well-being education and gym reimbursement programs.

As part of its wellness program, Crowley has supported regular weekly group fitness activities, such as running and walking groups, bike riding events and community sports opportunities, including soccer, flag football, softball and tennis. The company also maintains a website to promote company-wide wellness activities, including health and nutritional challenges.

Crowley is among 151 companies nationally that received the honor for employee wellness participation and health improvements.

“The best employers, like Crowley, figure out a way to differentiate themselves and show employees that they

care,” said Interactive Health President and CEO Bill Goldberg. “Investing in the health of your employees not only achieves that but has far-reaching implications across the organization. A healthier workforce is one that is happier, more engaged and more productive.”

Source: crowley.com

CROWLEY®
People Who Know®

Vigor to Build Two Pilot Boats for the Port of Los Angeles



An articulated rescue davit will provide man overboard recovery

The Port of Los Angeles recently awarded Vigor a contract to build two new aluminum 55'4"x16'5" pilot boats. Designed by Camarc, the new vessels will be built to handle normal to more extreme environmental conditions. The smaller pilot boat Camarc design currently used throughout Europe, Australia and South America delivers the same consistent performance as the larger boats used in the U.S. midsize market, Vigor officials said in a statement. Vigor has been a Signal Member since 2008.

“Vigor is excited to be able to offer these pilot boats to the dedicated professionals of the LA port pilots,” said Art Parker, Vigor sales manager. “Camarc has optimized this design to incorporate the significant seakeeping and safety of the larger pilot boats. The American mid-sized market has needed a world-class pilot boat at an acceptable acquisition and maintenance cost. This is

without a doubt a proven breakthrough design.” Vigor expects to complete construction of the boats by late summer of 2020.

Source: workboat.com



Signal Safety Resources Seminars

Dates and/or Locations Subject to Change

June 2019		
Date	Seminar Topic	Location
19th	Human Performance	Norfolk, VA
July 2019		
Date	Seminar Topic	Location
23rd	SMS Workshop (Series 1): A Focus on Employee Involvement Through Safety Committees and Training	Portland, OR
August 2019		
Date	Seminar Topic	Location
1st	Executive Safety Leadership (Seminar to be held the week of the AGM)	Southampton, Bermuda
13th	Risk Assessment	TBD
15th	Risk Assessment	TBD
September 2019		
Date	Seminar Topic	Location
10th	Human Performance	TBD
October 2019		
Date	Seminar Topic	Location
9th	Risk Assessment	Long Beach, CA
10th	Risk Assessment	San Diego, CA
November 2019		
Date	Seminar Topic	Location
6th	Executive Workshop (Series 1): Shaping Continuous Improvement Through Safety Management Systems	SEATAC, WA
20th	SMS Workshop (Series 1): A Focus on Employee Involvement Through Safety Committees and Training	Tampa, FL



ArriveHomeAlive™

Dates for Your Calendar

SMIA SAFETY COMMITTEE

Hilton Garden Inn New Orleans Convention Center

1001 S Peters Street

New Orleans, LA 70130

June 13 & 14, 2019

For further information contact:

terry.swinson@signal-ct.com

972.865.8053



ANNUAL GENERAL MEETING

The Fairmont Southampton

Southampton, Bermuda - August 1-3, 2019

To make online room reservations click this link

For room reservations, click here

For further information contact:

angela.pineda@signal-ct.com

diane.brackett@signal-ct.com

nancyann.flood@signal-ct.com

972.865.8049

203.761.6087

203.761.6064



Editor

Nancyann Griesemer Flood, VP, Member Communications

Contributors

Richard W. Wood, President and CEO

Diane Brackett, Assistant, Member Communications

Scott Eppelman, VP, Underwriting & Business Development

Tony Filiato, VP & General Counsel

Douglas Hirsch, Senior Safety Manager

Gunther Hooch, VP, Safety Resources

Mike Horray, AVP, Claims

Erik Lassow, VP, Claims

Sam Lai, AVP, Safety Resources

James Sammons, AVP, Safety Resources

Terry Swinson, Safety Resources Project Coordinator

“The Safety of Employees is an Investment in Success”



Signal Administration, Inc.

64 Danbury Road, Suite 200

Wilton, CT 06897

Phone: 203.761.6060

Please share the successful safety accomplishments and news items about your Member company and employees. Email your submissions to Nancyann Griesemer Flood at

nancyann.flood@signal-ct.com and place your Member name in the subject line.

If you would like to receive this newsletter, please email Nancyann Griesemer Flood at nancyann.flood@signal-ct.com and include your contact details.

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