



**SOUTHERN SAFETY TRI-LATERAL**

# **OFFICIAL CHARTER**

**APRIL 2018**

**OVERVIEW**

To be regarded as a successful maintenance and construction entity, safety must be at the core of every process. No goal is worth risking the safety of an individual. The governing body's philosophy must be aimed at creating an environment for achieving and sustaining safety excellence, with a goal to support all workers in completing every day, every job, safely.

In the spirit of continuous improvement, Southern Company (Generation and Engineering & Construction Services) leadership has partnered with associate craft labor and associate contractors with a goal to achieve a consistent safety environment by forming the Southern Safety Tri-Lateral (SST).

**PURPOSE**

The SST is an alliance with the purpose of advancing a safe working environment and culture for all workers by having a unified voice on safety, regardless of a worker's employer or location. The ultimate goal is to have a consistent safety approach that focuses on management engagement, employee ownership, communication and awareness, elimination of at-risk behaviors, and employees who are empowered to raise their hand and stop work when unsure.

**VALUES AND STANDARDS**

The SST will promote a unified approach on safety core values and safety expectations for all personnel working at Southern Company Generation locations, regardless of their employer.

**Safety Core Values:**

- Safety takes precedence over all other requirements.
- Leadership owns and advances safety.
- Safety is integrated into every activity.
- Zero accidents is achievable.

**Safety Expectations:**

- Safe behavior is expected of every employee.
- Workers follow safety processes and procedures.
- Everyone works to eliminate unsafe work conditions and behaviors.
- Safety issues and concerns are communicated.
- We are our brothers' and sisters' keepers.
- The work environment supports safety intervention.

**ROLE**

The primary role of the SST is to advise senior-level management with recommendations that serve, support, and protect the safety of all employees. In turn, senior management sets the expectation for safety as a core value for every job. The SST will act as a driving force for



continuous safety improvements by fostering awareness of safety matters and working to find solutions to workplace safety issues.

## **METHOD**

The SST members serve as representatives of their respective organizations and meet periodically to set safety priorities, monitor the progress of the safety priorities, and make recommendations to the management of SST organizations. SST members conduct joint safety walk downs to gain additional insights and have dialogue with employees regarding the current state of safety effectiveness at Generation work locations.

The SST functions through subcommittees established for key focus areas. The focus areas can change or be eliminated as the SST identifies the areas of continuous improvement.

The initial key focus areas of the SST included the following:

- Leadership and Cultural Engagement
- Communication and Awareness
- Training
- Identification and Implementation of Industry Best Practices
- Standardizing and Implementing Safety Rules and Procedures

## **MEMBERSHIP**

The Tri-Lateral was established to ensure equal voice and a unified message. The members of the SST include the following:

- Representatives from Southern Company.
- Representatives from associate labor unions.
- Representative from associate independent labor.
- Representatives from associate contractors.

Prospective members of the SST are referred by their respective organizations and must then be approved by the committee. Prospective members should possess the following characteristics:

- Strong commitment to safety.
- Desire to serve.
- Commitment to actively participate.
- Influence within their respective organization.

The SST chair is nominated and approved by the committee, then reviewed by the committee every 2 years at the first meeting of the respective calendar year. Subcommittee chairs will be nominated and approved by the committee; subcommittee membership will be established by the subcommittee chair.



**MEETINGS**

The SST committee will meet quarterly, but the chair may call special meetings at any time.

The presence of representatives from each of the four groupings listed above is desired for the transaction of business. Action of the SST may only occur with the unanimous approval of all members that are present.

Subcommittees will meet as needed or as called by the subcommittee chair.

**SUBCOMMITTEES**

The subcommittees, chartered by the SST, may be formed and/or discontinued as deemed by the committee. The following standing subcommittees are currently chartered by the SST:

- Leadership and Cultural Engagement
- Communication and Awareness
- Training
- Industry Best Practices
- Safety Rules and Procedures

The key role and responsibilities of the subcommittees are to be the strategic body to identify potential areas for improvement and to make recommendations to the full SST committee.

The secondary role and responsibility of the subcommittees is to be the tactical body to create action and deliver the desired result. Since subcommittees are comprised of representatives from Southern Company, labor unions, independent labor, and contractors, those individuals will be the primary resources for their respective initiatives.

**Organization Chart of Southern Safety Tri-Lateral**

