

April 15, 2020

TO: All MSA and Partner Employees
FROM: Mike Wilson, Vice President, Environmental, Safety, Health & Quality

SUBJECT: EZAC Update

****PLEASE SHARE THIS MESSAGE WITH THOSE WHO ARE NOT ON COMPUTERS****

MSA will continue to make safety a priority, as that is a fundamental aspect of performing work. However, unprecedented times mean the old way of implementing some of our VPP activities gets set aside for the time being. We will continue to provide tools and resources, such as the safety messages, and efforts to reduce exposure to hazards. However, we also realize the majority of MSA employees will embrace the heartfelt concern for their well-being through example and communication much more than a meal or token.

If there is one thing to be accomplished, it is the reunification of the workforce. We have had our work lives and home lives disrupted in an unprecedented way and that causes isolation and fracturing. Our goal should be unification, even during social distancing. With great resolve and individual leadership, we will be able to accomplish this. The priority for unification and safety for MSA is on the same priority level as meeting DOE and contract expectations.

With this in mind, the following changes and suggestions are offered to ensure we remain focused on safety:

- **Weekly Safety Starts** – Weekly Safety Start topics will continue to be provided and distributed using established methods. We recognize a large percentage of employees are not connected at this time. However, for those who are able to telework, efforts should be taken to ensure information is reviewed and shared using emails and conference calls, as applicable.
- **Safety Inspections** – Conducting documented office or work area inspections is temporarily suspended. The purpose of our Safety and Health Inspection program is to provide a “snapshot” in time of conditions in our facilities. These inspections are above and beyond the performance of daily worksite inspections or walk downs conducted by safety professionals, management or workers. Folks working in facilities as “essential employees” need to be aware of their



surroundings and should identify any hazards that may arise during this unusual time. If hazards cannot be mitigated, management & MSA safety should be notified to help mitigate the issue. When working remotely, individuals should continue to conduct personal inspections of their work areas and vehicles.

- **On-the-Spot (safety tokens) awards, stretching program, and performance incentives program (PIP) for safety** – Temporarily suspended while MSA continues in the essential mission-critical posture. The VPP Core Team understands some of the challenges work groups will encounter upon returning to work and is working toward alternative processes that could be used uniformly. EZAC Chairs will be engaged through this process.
- **EZAC All-Chair/PZAC** – April meetings are cancelled. Alternate methods of delivery and schedules for future meetings are being evaluated.
- **Safety Meetings** – Postponed until further notice. Safety dialogues are occurring for those essential personnel during physical work onsite.

Once MSA transitions from essential mission-critical operations to modified onsite work, safety activities, including those listed above, will be re-assessed using the pandemic criteria. In the meantime, we are here to answer your questions pertaining to the safety programs and processes. Please contact R J Debevec, richard_j_debevec@rl.gov.

Stay safe and flatten the curve.

