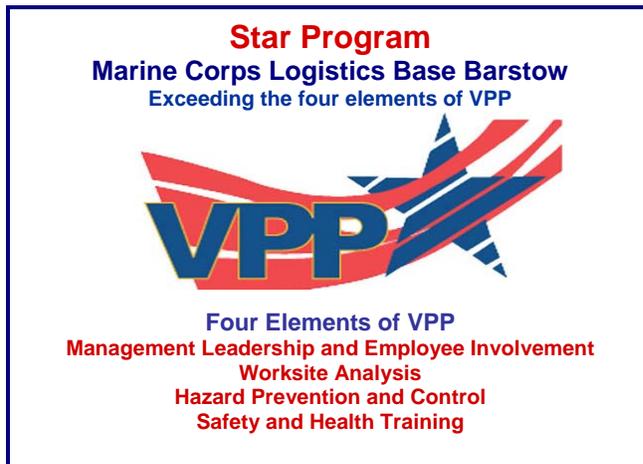


MCLB BARSTOW FIRST MARINE CORPS VOLUNTARY PROTECTION PROGRAMS STAR COMMAND

The mission of the Marine Corps Logistics Base (MCLB) Barstow, California is to procure, maintain, repair and rebuild, store, and distribute supplies and equipment. Located at a railroad hub, MCLB Barstow is ideally situated to accomplish its mission of supporting U.S. Marine Corps units along the west coast and in the Pacific. The base is a state-of-the-art facility which is well-suited for repairing and maintaining the "smart" weapons currently under development for future use by the Marine Corps and other services.

MCLB Barstow is the first Marine Corps installation to commit to the Occupational Safety and Health Administration's Voluntary Protection Programs (OSHA VPP). During a 10 July 2008 ceremony, MCLB Barstow received the OSHA VPP *Star* designation, highest status in the VPP. Following an inspection of the base's safety practices, including base safety and health documentation, interviews with employees and managers, and a tour of worksites, OSHA awarded *Star* status to MCLB Barstow for its worker safety programs and initiatives on and off the job.



VPP demonstrates cooperative action among government, industry, and labor to address worker safety and health issues and expand worker protection. VPP participation requirements center on a comprehensive safety and health management system with active employee involvement to prevent or control safety and health hazards at the worksite.

OSHA approves successful employers by designating them to one of three VPP program levels: *Star*, *Merit*, or *Star Demonstration*. *Star* is the highest and most challenging participation category. The VPP *Star* award designation indicates that the organization receiving the award has successfully demonstrated ongoing planning, implementation, integration, and control of four interdependent elements:

- Management Leadership & Employee Involvement
- Worksite Analysis
- Hazard Prevention & Control
- Safety and Health Training.

MCLB Barstow has a stellar record in the safety and occupational health arena. The base has met and exceeded the Secretary of Defense's 75% mishap reduction goals. Since the baseline year of 2002, MCLB Barstow reduced its lost time mishap rates by 88% and reduced its 2003 lost production day rates by 78%. In March 2008, for the third consecutive year, the Commandant of the Marine Corps recognized MCLB Barstow by awarding the base the Marine Corps Merit in Safety Award. The Merit in Safety Award recognizes the base for establishment of an outstanding safety program. In July 2008, the Base Commander and Safety Manager were personally invited to the Pentagon to speak to the Defense Safety Oversight Committee regarding the base's Safety accomplishments, an event chaired by the Secretary of Defense.



Commandant of the Marine Corps Gen. James T. Conway applauds while Col. Kenneth D. Enzor raises the OSHA VPP Star Status plaque above his head after receiving the award for MCLB Barstow.

The following examples illustrate the types of actions taken by MCLB Barstow toward attaining VPP Star recognition:

- **Management Leadership & Employee Involvement:** Management has ensured that employee safety and health is given top priority, and has stated this clearly in the Base Safety and Health Policy. Management has also demonstrated commitment through adequate resources being dedicated to safety and health. Employees are meaningfully involved in the site's programs by participation in the safety and health committees, in accident investigations, job hazard analyses (JHA), and workplace inspections.
- **Safety Resource Lending Library:** The library is available to all employees on a self-help basis. Safety and health topics include home safety in addition to general industrial safety issues.

- **Worksite Hazard Analysis:** A pre-use analysis is conducted on new or modified facilities, equipment, materials, and processes. Industrial Hygiene surveys have been conducted to evaluate and control health hazards. Hazards identified are tracked to completion. Incidents and near-misses are reported and investigated to determine the root cause. Trend analyses are conducted on incidents and injury and illness data. Collateral Duty Safety Officers (CDSO) are designated in each functional group and these CDSO conduct monthly inspections of their work group locations. Formal quarterly inspections of all work areas are conducted by managers/supervisors, and employees. Base Safety Office personnel conduct annual inspections of administrative buildings and quarterly inspections of other buildings.
- **Hazard Prevention and Control:** Comprehensive written programs have been provided and are reviewed and updated as necessary. All programs are clearly communicated to the employees and contractors and enforced through a progressive disciplinary system. Emergency procedures are in place with quarterly drills in all work areas except the Child Care Development Center, which has monthly drills. Adequate access to certified safety and health professionals has been provided. An appropriate hierarchy of controls has been implemented to eliminate hazards identified in the workplace.
- **Safety and Health Training:** Managers and employees receive comprehensive training necessary for them to perform safely. The site has a written annual training plan. Employees are trained and tested on all aspects of safety and health. The site uses a tracking system to ensure employees receive the proper training. A noted Best Practice is the mandatory training for all employees, military and civilian, who receive the OSHA General Industry Course, a 10 hour training course conducted by OSHA 501 certified trainers (the Base Safety Specialists). In addition, a 32 hour Collateral Duty Safety Officer (CDSO) training course is conducted for designated CDSO and their alternates, with training modules spread throughout the fiscal year to reinforce safety elements and principles.
- **OSHA VPP Promotion Activity:** Electronic message boards promoting VPP are located the on main base roadways; VPP brochures are available in base restaurants; and VPP banners are displayed in various locations around the base. The base has a VPP Steering Committee and promotes a high level of VPP and general safety awareness among all work groups, military and civilian.

While hundreds of the base's community looked on during the 10 July awards ceremony, Alan Traenkner, OSHA Region 9 Director presented MCLB Barstow's base commander, Colonel Kenneth D. Enzor with a plaque and a VPP Star flag to be flown on the base.

Prior to accepting the award, Colonel Enzor addressed those in attendance about achieving *Star* status, "This milestone isn't about recognition, but more importantly it's about commitment to each other," said Enzor. "Every person

that works aboard this installation is a precious resource; a resource that must be justly guarded and protected, for in our business here at MCLB, even the loss of one day due to injury could mean that a young warfighter, deployed to a far corner of the globe might not receive the timely support that he or she deserves. The OSHA

Voluntary Protection Program has provided the MEU [Marine Expeditionary Unit] the mechanism to

further reinforce that commitment, that duty to each other." Colonel



General James T. Conway (left) and Sgt. Maj. Carlton Kent (center) congratulate Ray Aguilar, Base Safety Manager for a job well done following the presentation of the OSHA VPP Star

Enzor then thanked his directors, supervisors, base personnel and in particular, Ray Aguilar, Base Safety Officer, and the Base Safety personnel for a job well done.



Commandant of the Marine Corps Gen. James T. Conway (center right) and Sgt. Maj. Carlton Kent, Sergeant Major of the Marine Corps (center left) address MCLB Barstow Marines.

Also in attendance during the award ceremony was the Commandant of the Marine Corps General James T. Conway who congratulated the base for an amazing achievement and Maj. Gen. Michael Lehnert, commanding general of Marine Corps Installations West, Sergeant Major of the Marine Corps, SgtMaj. Carlton Kent, and Dr. Samuel Kleinman, Deputy Undersecretary of Defense for Readiness.

General Conway took the floor to pass on his message and accolades to MCLB personnel, “You’ve won a very important award and it’s reflective of the care and concern we have of our own,” he said. “It’s not a Department of Defense award, a Department of the Navy award, or even a Marine Corps award, it’s from OSHA. They have high standards and they don’t do waivers.”

For more information on OSHA’s Voluntary Protection Program, how to qualify, a VPP eligibility checklist, and a VPP application, visit these websites:

OSHA VPP Guidance

<http://www.osha.gov/dcsp/vpp/>

VPP Participants’ Association

<http://www.vpppa.org/>

VPP Eligibility Checklist

<http://www.osha.gov/dcsp/vpp/vppflyer.pdf>

VPP Information Kit

http://www.osha.gov/dcsp/vpp/VPP_Kit.pdf

VPP Application Information, OSHA Instruction TED 8.4

http://www.osha.gov/OshDoc/Directive_pdf/TED_8_4.pdf

Naval Safety Center VPP Guidance

<http://safetycenter.navy.mil/osh/shore/VPP.htm>
