

Safety Meeting

January 2026



Our Commitment to Safety

*We believe that a safe workplace and community is founded upon an environment where **all voices can and will speak up, ask questions, and be heard without reprisal.***

We will provide and maintain the proper training, tools, job layout, equipment and employees to perform work safely.

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Safety Department

Monthly Report

Injuries Reported

Date	Body Part	Description & Response
12/5	Lower Back	<p>Back Injury</p> <p>While performing job duties, back became aggravated. The Safety Dept has coordinated with HR to review the relevant information. Safety will also follow up with the affected employee. Please remember to report all injuries, regardless of severity. Additional reminders about injury reporting will be shared during the January safety meetings.</p>
12/19	Hands	<p>Hands Hurting</p> <p>Employee reported both hands started hurting from repetitive movements and gripping. Safety Dept will meet with employee and facilitate an ergonomic assessment. HR will also continue to follow up with the employee.</p>

Injuries Reported

Date	Body Part	Description & Response
12/19	Shoulder	<p>Shoulder Injury</p> <p>While lifting grates from diffusion chamber in left bank fish ladder strained shoulder. Pain became more intense that night at home and over weekend. Safety and HR have been notified, followed up with the employee per normal protocol.</p>

Close Calls

Date	Overview	Location	Description & Response
12/10	Slick Floor Caused Slip	MLLO Women's Bathroom	<p>Substance on Floor</p> <p>MLLO bathroom floor next to break room has a slick spot between toilet and paper towel dispenser. It caused employee to slip and almost fall but they caught themselves on the side of sink. They did not see any liquid on floor but got a wet towel to try to clean up whatever it was. Does not look like floors are being cleaned towel came up very dirty. Check floor again and still slick same spot. Put a note on door and let their supervisor know.</p>

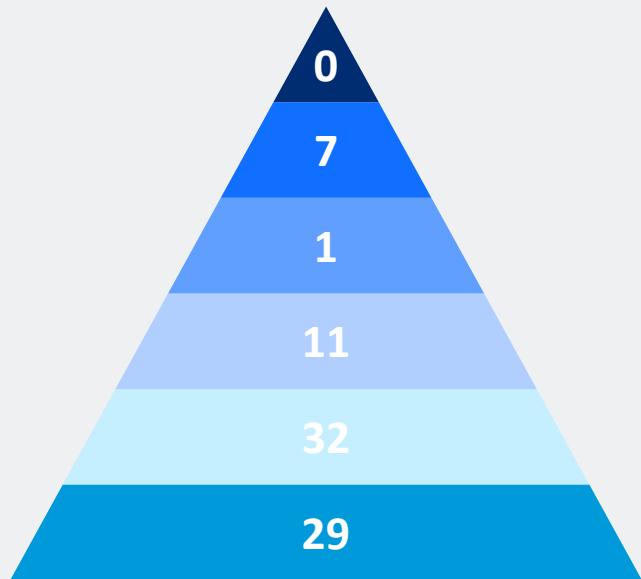
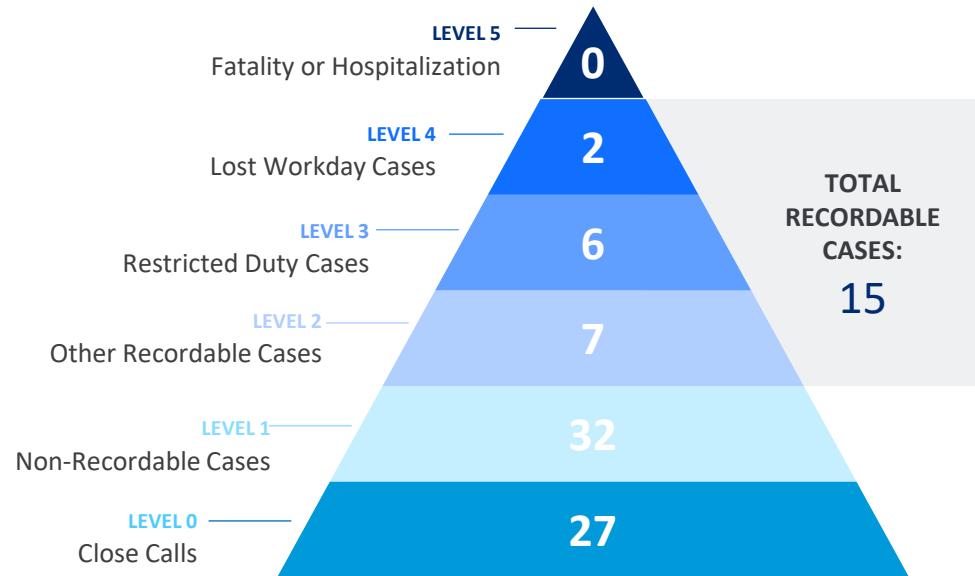
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2025

	Last Month	Year-to-Date
Total Injuries Reported	3	47
Other Recordable Case(s)	0	7
Restricted Duty Case(s)	1	6
Lost Workday Case(s)	0	2

2025 Incidents Summary

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2024



Vehicle Incidents

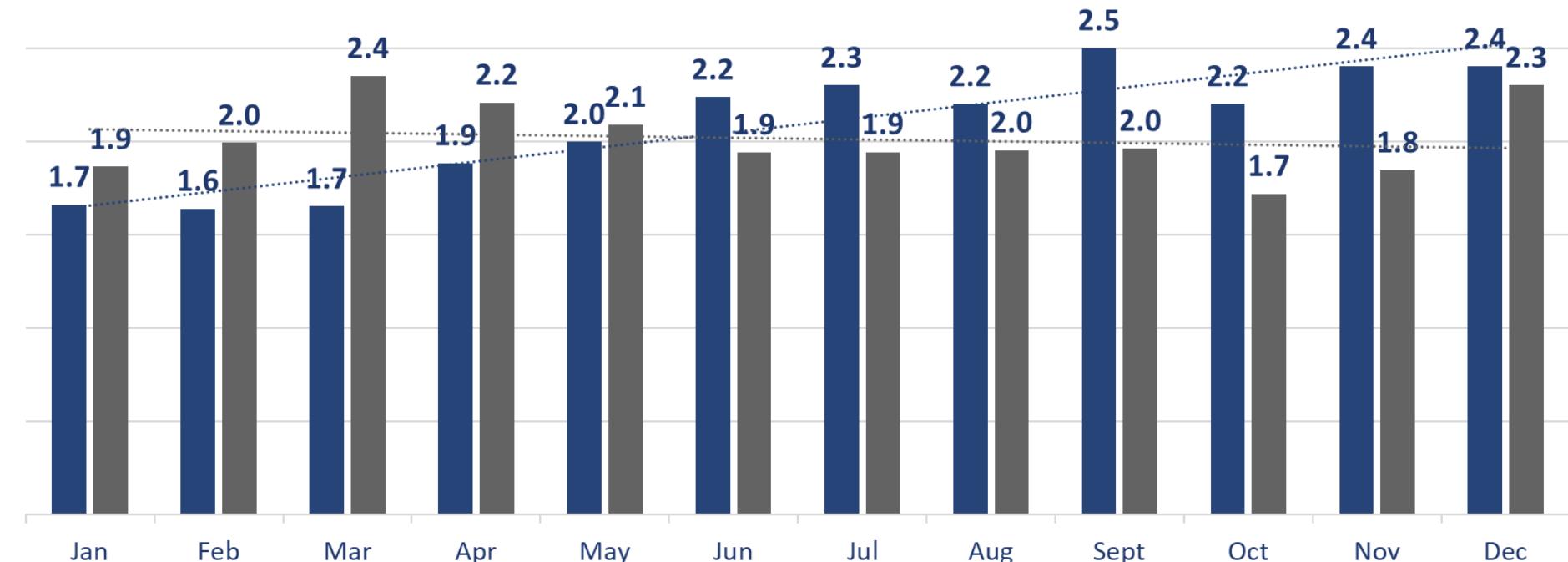
Date	Location	Description & Response
12/17	ESC	<p style="text-align: center;">Broken Window</p> <p>While exiting the cab there was a sudden large gust of wind that flung the door of the machine out of my hand and into the cab of the excavator which blew out the upper window on the door. The machine was given to transportation for repair. Fleet Services was informed of the issue and has ordered a replacement window. Weather conditions, particularly wind and rain, have been volatile during the past couple of weeks. Employees are encouraged to be prudent with regard to situational awareness and exercise precautions as needed.</p>
12/26	ESC Facilities	<p style="text-align: center;">Vehicle Struck Badge Reader</p> <p>Employee badged through Facilities gate and turned to soon and hit lower badge reader with rear end of vehicle, no damage to truck. Badge reader did not survive impact. The badge reader has been replaced. Please be mindful of vehicle proximity to badge readers to avoid damage</p>

Contractor Incidents

Date	Location	Description & Response
12/11	Hwy 155	<p style="text-align: center;">Hit a Deer</p> <p>At 1:05am a contracted security was traveling south from Grand Coulee to the Coulee City Service Center to conduct patrol and struck a deer and guard rail causing minor damage to the contractor vehicle. The contractor's supervisor and the Account Manager responded and went through their reporting procedures. The driver was not injured and damage to the vehicle was described as minor. This CR serves as a good reminder to remain vigilant while traveling. The changing weather conditions and/or potential interactions with wildlife suggests a need for heightened awareness to remain safe.</p>

Leading & Lagging Indicators

12 Month Rolling – Recordable Injury Rate – 2024 vs 2025



Recordable Injury Projection



Total number of recordable incidents × 200,000

Total number of hours worked by all employees

At the current injury rate, we
will likely record

16

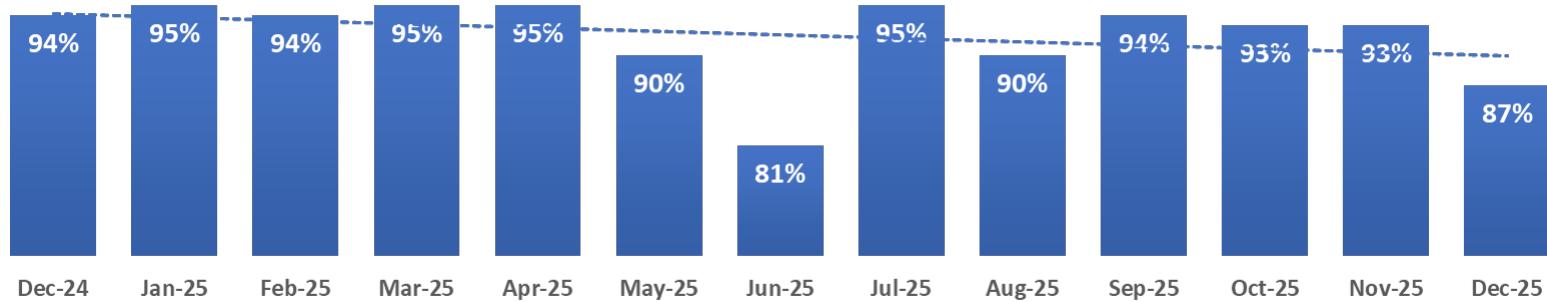
**injuries on our OSHA Logs by
the end of 2025.**



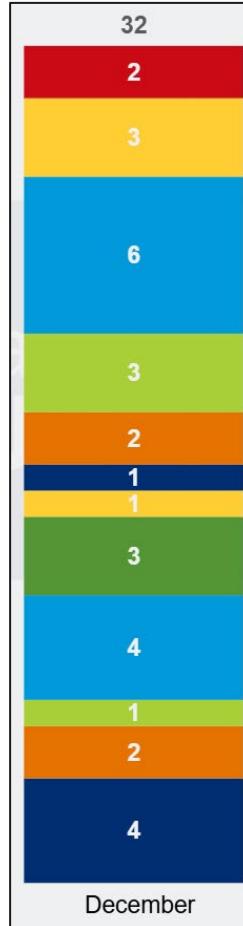
The “recordable injury rate” is a calculation that describes the number of employees per 100 full-time workers or per 200,000 hours worked that have been involved in an injury or illness that requires medical treatment beyond first-aid.

Leading & Lagging Indicators

Safety Meeting Attendance



JSRs-Grant PUD



- Cultural Resources
- Electric Shop
- Environmental Affairs
- Facilities
- Fiber
- Finance
- HOB
- ML / Ephrata Line / Warehouse
- PD Eng. / Procure. / Telecom.
- Priest Rapids Dam
- Wanapum Dam
- WMC / Warehouse

Job Brief? Job Brief Totals	
No	6
Yes	26
Total	32

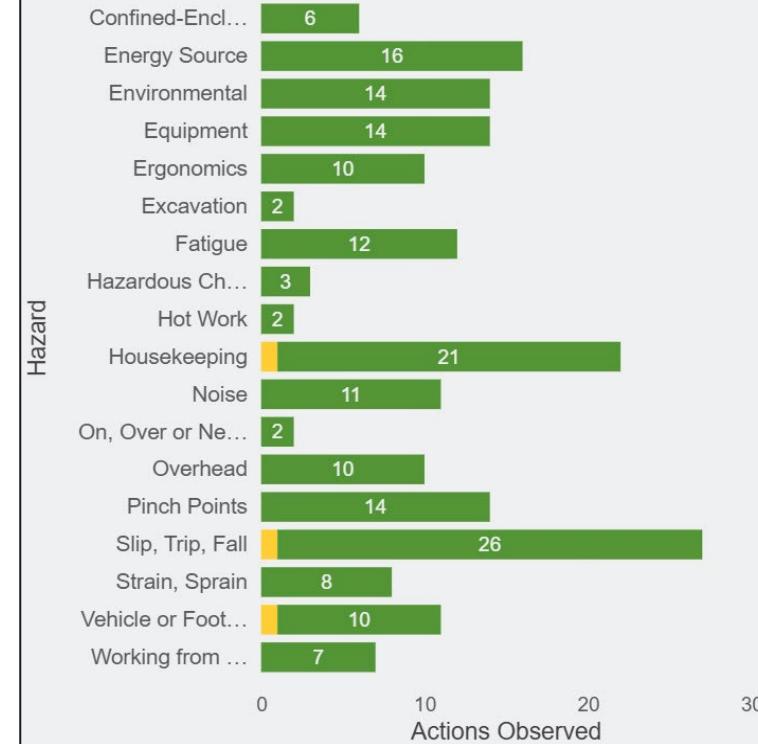
JHA Available? JHA Totals	
No	19
Yes	13
Total	32

JSRs-Hazards Identified

Hazards Identified in Job Site Reviews		
Hazard	December	Total
Slip, Trip, Fall	27	27
Housekeeping	22	22
Energy Source	16	16
Environmental	14	14
Equipment	14	14
Pinch Points	14	14
Fatigue	12	12
Noise	11	11
Vehicle or Foot Traffic	11	11
Ergonomics	10	10
Overhead	10	10
Strain, Sprain	8	8
Working from Heights	7	7
Confined-Enclosed Spaces	6	6
Hazardous Chemical	3	3
Excavation	2	2
Hot Work	2	2
On, Over or Near Water	2	2

Actions Observed by Category

Action Categories ● Hazard Corrected ● Safe



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Executive Leadership Team (ELT)

Safety Talking Points

ELT **TOP 3** TIPS



Jobsite Reviews (JSRs)

- 1 JSRs are not meant to get anyone in trouble. JSR leads should remember to also provide positive reinforcement for safe acts they see.
- 2 JSR leads can use the Sharepoint form to guide them through (Can use on mobile device, pre-load if going out of cell-service range).
- 3 If needed, follow up with a Condition Report.

Thank You

