

Introduction and Management Commitment to Safety, Health and Well-Being

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- Our company, president, and owners are committed to a safe workplace.
 - Management commitments to employees to provide safe working conditions.
 - It's important for employees to hear this message.
 - Our company's management statement is: _____
 - A visibly strong leadership in safety will improve the company's safety culture and reduce injuries.
- You have the right to a safe and healthy workplace. These are your rights under the Occupational Safety and Health Act.
- What does this mean?
 - Employees have the right, and choice, to work safely.
 - You should know the hazards you can anticipate (hazard communication).
 - You have the right to stop what you're doing (Stop Work Authority—SWA).
 - Another way of saying it: Don't start work until you know the hazards you could face.
- How do we keep the workplace safe?
 - On the jobsite, hold tailboard meetings and pre-job meetings, and conduct pre-task planning.
 - Provide training on specific subjects like fall protection, safety data sheets (SDS), confined spaces, electricity, and excavation.
 - When things change, ask workers to tell the foreman/superintendent.
- What should we do when conditions change?
 - We support Stop Work Authority and/or Start Work Authority.
 - Workers should proceed when they know they can do the task safely.
- Who should use Stop Work Authority?
 - Anyone who sees an unsafe condition.

AGC Toolbox Talk

BUILT TO LAST

- What should employees do?
 - Know the hazards associated with the job.
 - Speak up if you see something.
 - Learn from the training and others on how to work safely.
 - Build the culture of safety at your company.
 - Strive for continuous improvement.
- Some ideas/ways in which management can support efforts:
 - Perform safety walks/engagement.
 - Prioritize safety meetings/discussions.
 - Recognize ways that safety has improved.
 - Investigate incidents and near misses and involve employees in the solutions.
 - Set clear boundaries and expectations.
 - Provide tools and resources to keep employees safe.
 - Create a culture that values safety.
- How does what you're saying apply to total worker health/mental health?
 - What you do at work can impact your life outside of work.
 - What you do away from work can impact your work.
 - Since these are interconnected, we want to support you so you can be your best.

Resources:

- [OSHA Safe & Sound: Pledge for Managers](#)
- [Construction Safety Research Alliance: Field Guide to Effective Leadership Engagement](#)
- [National Electrical Contractors Association: Stop Work Authority](#) Video (2:33)
- AGC Oregon-Columbia Chapter has a sample Management Commitment Policy

SIGNATURES