



INTRODUCTION OF DAILY TOPIC:

RESPECT - Implementing the Plan in Every Phase If Something Changes, Stop, Reassess and Replan

Planning is critical to everything that happens on a construction project. Not respecting the plan or planning process, failing to follow an established plan, or neglecting to reassess when conditions change can lead to safety incidents. These incidents can often be significant.

This toolbox talk will focus on respecting the plan, open participation in the plan, reassessing changing conditions, incorporating Serious Injury and Fatality (SIF) prevention, eliminating STCKY (Stuff That Can Kill You) hazards, and adherence to policies and procedures.

*“Nothing you do on this site today will
be as important as going home to your
family and loved ones”*

1. Respect the Plan.

- Every phase of work begins with a plan based on **established policies and procedures**.
- Plans are developed to prevent **Serious Injuries and Fatalities (SIF)** and eliminate **STCKY (Stuff That Can Kill You)** hazards.
- Respecting the plan means following it as written and not taking shortcuts.

2. Open Participation.

- **Your voice matters.** During pre-task planning, speak up about hazards, tools, or steps that could impact safety.
- Share your experience. Craft input often identifies risks that others may overlook.
- Ask questions if something is unclear. There are no “bad” questions when it comes to safety.

3. If Something Changes.

- Conditions on site can change quickly: weather, equipment, materials, or scope.
- **STOP WORK AUTHORITY:** You have the right and responsibility to stop work if:
 - The plan no longer matches the conditions.
 - A new hazard appears.
 - You feel unsafe or unsure.
- **Reassess and Replan:** Gather the team, review the change, and update the plan before restarting.

4. SIF & STCKY Awareness.

- SIF events often occur when plans are ignored or changes are not addressed.
- STCKY hazards include:
 - Falls from height.
 - Struck-by incidents.
 - Electrical contact.
 - Heavy equipment movement.
- Identify these hazards during planning and reassess if conditions shift.

5. Adherence to Policy.

- Company procedures exist for a reason: they are proven to prevent injuries.
- Never bypass a policy for convenience or speed.
- Respecting the plan = respecting your life and others' lives.



CASE STUDY:

An electrical crew, consisting of five team members: an operator, a foreman, and three apprentice electricians, was assigned the task of installing a large piece of electrical gear. This crew has an established plan for setting this piece of equipment. They have successfully completed this same task multiple times.

Today, two members of the crew did not show up for work. The foreman decides that the crew can make do shorthanded and decided to proceed with the task. While setting the large piece of equipment there would typically be one person at each corner to properly align the equipment and ensure all team members are clear of pinch points. With only three total team members—one being the forklift operator—only two are left to properly align the equipment. When the all clear is given to set the equipment, one of the team members had his hand in a pinch point. When the equipment was lowered into place the team member suffered a significant injury to his hand.

Engagement:

Discuss the incident above and talk about steps that could have taken place to prevent the hand injury.

- What should the foreman have done?
- Could the plan have been modified?
- Was there a point where Stop Work Authority should have been used?
- Who has the ability to STOP if conditions change or additional hazards arise?



WRAP UP:

Respecting the plan is more than following instructions. It is about creating a culture of safety where every worker feels empowered to speak up, use Stop Work Authority, and collaborate openly. By doing this, we prevent Serious Injuries and Fatalities and eliminate STCKY hazards. Your commitment to these principles ensures that everyone goes home safe every day.

“The Gray Safety 7 shows what we all have known for years, an incident-free jobsite is not only beneficial to our workforce on the jobsite, but it ensures the opportunity for a continuing relationship with our customers.”

— JIM GRANT, EXECUTIVE VICE PRESIDENT,
FIELD OPERATIONS & GRAY CONSTRUCTION