



LEAD

THE WAY

HAND SAFETY FOCUS



AGENDA

OVERVIEW

- Hand Focus Plan
- Welcome & Purpose
- FLS Expectations
- Why Hands?
- Hand Safety Focus: FLS Message
- Dewalt Perform & Protect
- POD Leadership
- Peer-to-Peer Leadership
- Nobody Gets Hurt: Hands Matter
- Call to Action



HAND

FOCUS PLAN

HAND SAFETY FOCUS



HAND FOCUS PLAN



HAND FOCUS PLAN

FLS 2025 HAND FOCUS PLAN FRONT-LINE SUPERVISORS *INSTRUCTIONS & EXPECTATIONS*

This one-page document provides an overview of the minimum expectations for Sr. Safety Managers and projects to accomplish to focus on hand safety. The following elements have been put together to standardize the focus on hands.

FLS MEETING MATERIAL

The FLS training will include:

- Hand Focus Plan
- FLS Expectations
- Hand Safety Focus: FLS Message
- POD Leadership
- Nobody Gets Hurt: Hands Matter
- 2-3 [Impact Videos](#) of personal stories with hand injuries

DeWALT Perform & Protect Exepctations

- Redistribute the Power Tool [Buyers Guide](#). DeWALT Perform & Protect is the company standard for tool usage when a Perform & Protect tool option is available

TOOLBOX TRAINING FOR FLS & CRAFT

- 10 [toolbox trainings](#) have been developed for use during weekly toolbox meetings
- These toolbox talks will be focused on severe hand injuries within the company and highlight the impact of hand incidents on our lives inside and outside of work

The examples used show graphic images of injuries sustained to hands

CVIS ENGAGEMENT IN THE MISSION

Engaged CVIS on their August Roundtable Call to complete the following actions on their projects:

- During peer-to-peer discussion on the job, talk with the craft about the following:
 - *Identify & discuss hand crush points with individuals and crews during their walks*
 - *Have a personal discussion about how a hand injury would impact their lives*
- Bring back any impactful examples of what came out of those discussions
- At the next CVIS Meeting, communicate with the Management representative to plan out hands-on training related to hand safety

HAND SIGNAGE & AWARENESS

- Available resources from Sportex of engaging hand-related signage and materials. Signage options can be found [here](#)



WELCOME & PURPOSE

HAND SAFETY FOCUS



FLS DEVELOPMENT

HAND SAFETY PLAN

The Front-Line Supervisor (FLS) program builds leadership where it matters most — with the crews in the field

Preventing fatalities will always be our **top priority**, but we must also recognize that hands, our most used tool, are where we continue to see the greatest number of injuries

PURPOSE OF THIS SESSION:

- Reinforce FLS expectations & your leadership role
- Discuss the launch of Hand Safety Plan
- Equip you to lead with the *Nobody Gets Hurt* mindset — protecting lives, families, and futures



OUR EXPECTATIONS

HAND SAFETY FOCUS



WHAT'S EXPECTED OF AN FLS

THE FLS TOP 10

- Leadership
- Presence at workplace
- Implementation of safeguards

ACCOUNTABILITY STANDARD:

- *“As an FLS, your role is to set expectations, live them, and hold your crews accountable to the same”*

SHIFT IN MINDSET:

- You are not just managing tasks
- You are the **safety leader** at the crew level
- You are the example your team follows

FLS TOP 10

- 1** Lead by setting the example through your words and actions.
- 2** Set expectations for safety, quality and production and then hold everyone accountable to them.
- 3** Be actively engaged at the workforce and deliberate with your involvement at the critical times. Use POD and a Start Card to identify critical times and assign coverage.
- 4** Ensure all operations with Life-Changing Categories have your full attention and LSA Safeguards are in place before work begins.
- 5** Know the capabilities of your team, put them where they will succeed and make safety personal with them.
- 6** Ensure your team has the proper training, tools, PPE and equipment to do their job safely.
- 7** Have a plan and a Start Card for every operation. Involve your crew in planning the work.
- 8** Plan your access and maintain extreme housekeeping.
- 9** Recognize when conditions change and use your Stop Work Responsibility.
- 10** Support the Craft Voice in Safety (CVIS) program and ensure your people are given the time they need to be involved.



WHAT'S EXPECTED

WHEN OBSERVING OUR WORK

When observing work in the field, we want our **Front-Line Supervisors (FLS)** to stay focused on identifying where hands may be exposed to risk. This means watching closely for crush points, line of fire exposures, proper glove selection, and ensuring guarding is in place around moving parts.

By keeping their attention on these key areas, FLS can step in before an incident occurs, reinforce safe behaviors, and help build a culture where protecting our hands is part of **everyday leadership**.

HAND SAFETY - KEY FOCUS AREA EXAMPLES:

- Hands are safe from crush points? Safe At-Risk Corrected
- Hands are out of the line of fire from being struck by objects? Safe At-Risk Corrected
- Proper guarding is in place to protect hands from moving parts? Safe At-Risk Corrected



WHY HANDS

HAND SAFETY FOCUS



HANDS

OUR #1 TOOL ON OUR JOBSITES

- Every task in construction depends on hands — lifting, operating tools, signaling, building
- Hand injuries remain the **most frequent and most severe** across the industry
- Protecting hands means protecting:
 - Careers (ability to work)
 - Families (quality of life at home)
 - Lives (some injuries are life-changing or permanent)

FLS-led discussions resonate more than top-down directives — crews listen when their own supervisors lead



FLS-LED TRAINING

IT HAPPENED TO US!

INCIDENT DESCRIPTION:

Foundry hooks were being used with a crane to reposition a beam laying on its side. The crane began to take load on the beam, and before the crane took the full weight, the foundry hook slid horizontally along the web and crushed the employee's hand between the hook and the bottom flange removing two fingers and fracturing a third.

CONTRIBUTING FACTORS

1. The work plan did not include I-beam clean up
2. Incorrect rigging selected
3. Unsafe body positioning while maintaining hand-on load during hoisting
4. A tag-line was not used

THE RESULT



THE EVENT



FLS-LED TRAINING

IT HAPPENED TO US!

INCIDENT DESCRIPTION:

The crew was attaching a lifting device to a girder. The foreman used an excavator to bring the device over, and one worker guided it between the girder and the truck bed. After it was unhooked, the excavator moved away. The team then had to rotate the 400-pound device from laying flat to standing up. Four workers lifted it by hand.

As they lifted, the top of the device got stuck on the girder. To fix it, they pushed the device sideways toward the other workers while it was tilted on its side. Employee had his hand resting on the truck bed for leverage. When the device came loose, it suddenly dropped into place—and his finger got caught between the device and the truck bed.

CONTRIBUTING FACTORS

1. The work plan did not include this step
2. Use of hands vs. equipment
3. Risk tolerance – The crew knew it wasn't the best method but continued to perform task
4. 18-year-old – 3 weeks on the job

THE RESULT



THE EVENT



FLS-LED TRAINING

IT HAPPENED TO US!

INCIDENT DESCRIPTION:

While moving a pump into position using a forklift and rigged to the hook, an employee got in between the pump and the discharge. The FLS told the worker to move out of the crush zone. As the worker was leaving, he grabbed the military hitch, which was swinging back and forth. The hitch swung up and pinned his hand between the hose and the hitch.

CONTRIBUTING FACTORS

1. Use Forklift instead of the crane
2. Incorrect tagline
3. Didn't talk about line of fire or where the employee should stand
4. Employee felt tagline was wrong, but didn't speak up

THE RESULT



THE EVENT





DEWALT

PERFORM & PROTECT

HAND SAFETY FOCUS



SAFE TOOLS

SAFE HANDS

POWER TOOL SAFETY EXPECTATIONS

- **Kickback control**
 - Always maintain a firm grip with two hands on tools designed for it
 - Never force the tool — let it do the work
 - Use tools with built-in kickback reduction features (Perform & Protect)
- **Vibration control**
 - Limit exposure by rotating tasks among crew members
 - Use anti-vibration gloves where appropriate
 - Take breaks to reduce fatigue — tired hands are more vulnerable
- **Tool Selection & Condition**
 - Select the **right tool for the task** — don't improvise
 - Inspect tools before each use (cords, guards, switches, triggers)
 - Remove damaged tools from service immediately — no “making do”

PPE & Work Practices

- Gloves must match the tool (cut-resistant, anti-vibration, impact protection as needed)
- Eye protection is non-negotiable with power tools
- Maintain good footing and body positioning — don't overreach

“When we combine safe tools with safe work practices, we keep our hands — and our people — safe”

REDISTRIBUTION

DEWALT POWER TOOL BUYERS GUIDE

- The **Buyers Guide** lists approved and recommended power tools that meet safety standards (kickback, vibration, durability)
- **Re-Distributing the Guide:**
 - Refresh crews and FLS on which tools are compliant with Perform & Protect standards
 - Eliminate “homemade” or unapproved tools from the field
 - Reinforce that **tool safety is not optional** — it’s part of the planning and execution of every job
- **Action for FLS:**
 - Ensure each crew has access to the latest guide
 - Review it during pre-task planning when assigning tools
 - Lead by example — if it’s not in the guide, it doesn’t get used



Kiewit **DEWALT**

PERFORM PROTECT

YOUR FIRST LINE OF DEFENSE.

ANTI-ROTATION SYSTEM
SHUTS THE TOOL DOWN IF THE ROTATIONAL MOTION IS EXCESSIVE

DUST
PERFORM & PROTECT™ grinding, cutting, and drilling shrouds reduce the amount of air-borne dust exposure, increase user visibility, and cut down on tool maintenance costs.
OSHA COMPLIANT

CONTROL
DeWALT's E-Clutch System® provides enhanced control to the user in a bind up situation and can help minimize sudden torque reaction compared to standard clutches. DeWALT's Kickback Brake™ feature slows the wheel when a pinch is detected.
KICKBACK BRAKE **LANYARD READY** **E-CLUTCH**

VIBRATION
Prolonged exposure to vibration may result in fatigue, pain, numbness, increased sensitivity to cold, and decreased sensitivity to touch in fingers and hands. DeWALT's SHOCKS-Active Vibration Control® System reduces vibration felt at the handles.*
SHOCKS

*When compared to hammers without this feature.

JANUARY 2025 VERSION

[Dewalt Buyer's Guide Link Here](#)



POD LEADERSHIP

HAND SAFETY FOCUS



FLS ROLE

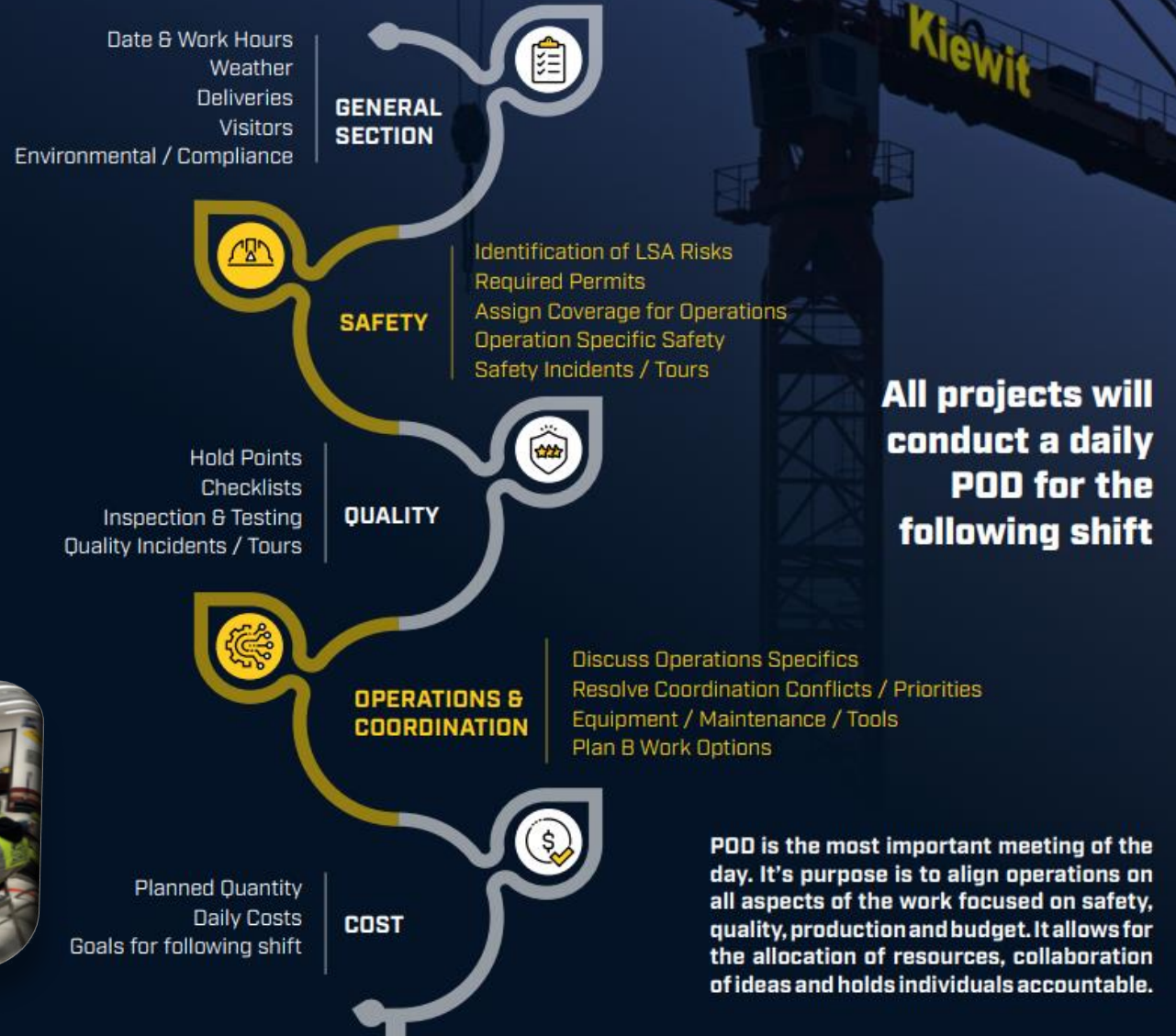
IN PLAY OF THE DAY

- During Play of the Day (POD), FLS must:
 - Identify **hand safety** critical operations in the day's tasks
 - Assign FLS coverage for high-risk activities
 - Reinforce safeguards before work starts

Daily conversations drive daily results — lead hand safety every shift



Play Of The Day (POD) – Expectations





PEER-TO-PEER LEADERSHIP

HAND SAFETY FOCUS



LEADING BY ASKING

THE RIGHT QUESTIONS



- Hand safety discussions led by FLS in foremen/crew meetings
- Engage crews with open-ended questions:
 - *“What hand hazards did you see today?”*
 - *“What could have gone wrong?”*
 - *“What will you do differently tomorrow?”*
- Our goal is to build a culture where crews recognize and talk about hazards openly



NOBODY GETS HURT

HANDS MATTER

HAND SAFETY FOCUS



SAFE HANDS

SAFE FUTURE



Nobody Gets Hurt is not just a slogan — it's our commitment to saving lives and protecting families

- When we protect hands, we protect:
 - The future of every person on the team
 - Productivity in the field
 - Long-term health of workers



CALL TO ACTION

HAND SAFETY FOCUS



YOUR COMMITMENT

AS AN FLS

EVERY FLS COMMITS TO:

- Delivering September's Hand Safety Training to their crews
- Leading by example in safe tool use and glove selection
- Mentoring crews on hazard recognition and stop work authority

"Leadership at the workplace is about action. Your crews will do what you do — let's make sure what they see is safety-first, every day."

