

Journey Toward Safety Excellence

Name

Board Title

Event (i.e. Region IX 2026)



Session Overview

- What is VPP?
- Successes – and **challenges** – facing VPP & SHMS adoption
- VPPPA's Mission and support
- VPP's next 43 years – journey for every workplace (where VPP **may not** be the **end result**)
- Open forum – how can we grow VPP & SHMS use nationally? Internationally?



What is VPP?

- Formally established by OSHA in **1982**
 - **1979**: San Onofre Nuclear Power Generating Station
- Safety & health management system
 - Built on 3 pillars: **front-line employee involvement**, management commitment & regulatory oversight
- Four core elements
 - Management Leadership & Employee Involvement
 - Worksite Analysis
 - Hazard Prevention & Control
 - Safety & Health Training

How does VPP work?

When participating in VPP, management, employees (company and contracting), and OSHA work in a cooperative relationship at a workplace that has implemented a strong effective safety and health program.

- Management agrees to operate an effective safety and health program meeting established criteria with employees to continuously improve the program.
- Employees agree to actively participate in the program and work with management to assure a safe and helpful workplace.
- OSHA performs a series of audits and inspections to ensure the program meets VPP criteria.

VPP Participation: Requirements

- VPP Application
 - Union sign-off
 - Assurances to OSHA
- Certification audit
- Annual self-evaluation
- Recertification audit every 3-5 years

Process: 6-24 months from application submission to approval

Labor- 43 of 70 VPP Sites in California (61%)

42 Union VPP STAR Sites- Ca January 2025	
Aerojet Rocketdyne	Union: UAW (local 887), AFL-CIO Local 461, IBEW Local 2295, Carpenters Local 721, and Teamsters Local 578
Bimbo Bakeries USA	Union: Bakers, Confectioners & Tobacco Workers Union Local #31
BrandSafway Scaffolding Services	Union: Southwest Regional Council of Carpenters
Blythe Energy, Inc.	Union: IBEW Local 47
CP Kelco	Union: International Union Operating Engineers Local Union 501 International Union of Operating Engineers, AFL - CIO
D2 Industrial Services LLC	Union: Local 16: Heat & Frost
E. & J. Gallo Winery, Livingston	Union: United Food & Workers' Commercial Union, Local 180D
E & J Gallo Winery Spirits Plant	Union: UFCW Local 186d
Eastern Municipal Water District (EMWD) Administration and Support	Union: IBEW
Eastern Municipal Water District (EMWD) Water Operations, Production and Treatment Division	Union: IBEW
Additional Sites:	Union: IBEW
Hemet Water Filtration Plant,	Union: IBEW
Menifee Desalter,	Union: IBEW
Perris Desalter,	Union: IBEW
Perris Water Filtration Plant,	Union: IBEW
Sun City Treatment Plant,	Union: IBEW
Eastern Municipal Water District (EMWD) Water Reclamation and Collections Division	Union: IBEW
Additional Sites:	Union: IBEW
Moreno Valley Regional Water Reclamation Facility	Union: IBEW
Perris Valley Regional Water Reclamation Facility	Union: IBEW
San Jacinto Valley Regional Water Reclamation Facility	Union: IBEW
Temecula Valley Regional Water Reclamation Facility	Union: IBEW
Collections Division	Union: IBEW
Guarantee Electrical Construction Company	Union: International Brotherhood of Electrical Workers, Local Union 180
Morton Salt Long Beach	Union: Teamsters Union Local 848
Orange County Sanitation District (OCSAN) - Reclamation Plant No.1	Union: International Union of Operating Engineers, Local 501
Raytheon Company	Union: Cabinet Makers & Millmen Local 721; International Brotherhood of Electrical Workers (IBEW)
Raytheon Intelligence and Space - El Segundo	Union: Cabinet Makers, Millmen & Industrial Carpenters, Local 721; International Brotherhood of Electrical Workers (IBEW) Local 2295
Sacramento Municipal Utility District Hydroelectric Generation - Fresh Pond	Union: IBEW Local 1245
United Airlines, Inc. (SFO Above-the-Wing)	Union: International Association of Machinists Local 141

Federal/Construction Union VPP Sites in CA	
Marine Corps Logistics Base (MCLB)	American Federation of Government Employees
C. Overaa & Company	Council of Laborers and Carpenters
D2 Industrial Services LLC	United Steel Workers - IUPW
AECOM Turner, NBA Joint Venture - Intuit Dome Stadium Project	Union: Ironworkers Local 433, Electrical Workers IBEW Local 11, Pipe Trade UA Local 78- Plumbers, Carpenters Local 213,661,323,714,805
Cahill Contractors LLC - Depot Road Project	Union: Carpenters Local 22, IBEW Local 595, Labor Union Local 119, Operating Engineers Local 3
Cahill Contractors LLC - Madrone Terrace Project	Union: Carpenters Local #22, Laborers Local #261, Operating Engineers Local #3, IBEW Local #595
Cahill Contractors, LLC - Shirley Chisholm Village Project	Union: Carpenters Local #22, Laborers Local #261, Operating Engineers Local #3, IBEW Local #595
DPR Construction – Torrey Pines Science Campus Project	Union: 619 Carpenters, 89 Laborers
Rudolph & Sletten - CSUSB Performing Arts Building Project	Union: Laborers, Carpenters, Cement Masons
Rudolph & Sletten – Scripps Health Encinitas – Acute Care Building Project	Union: Carpenter Union, Local 619, Laborers Union, Local 89, Cement Masons, Local 500
Rudolph & Sletten - Veteran's Home-Yountville Skilled Nursing Facility	Union: Laborers Local 324, Northern CA Carpenters, Local 46, Cement Masons, Local 400, Operators Engineers, Local 3, Electrician's, Local 180, Plumbers/Pipefitters, Local 343, Glaziers, Dist. Council 16, Local 767, Fire Sprinkler Pipefitters, Local, 483, Iron Workers, Local, 378, Pile Driver, Local, 34, Sheet Metal Workers, Local 104, Painter, Dist. Council, Local 16, Flooring, Dist. Council, Local 16&12, Drywall Finisher, Dist. Council Local 16 & 767, Plaster, Local 300
SOLV Energy - Victory Pass Project	Union: IBEW 440, Laborers' International Union of Northern America #1184, SWRCC

Sources: [List of Cal/VPP STAR Sites](#) [List of VPP - Construction Participants Unions in VPP Federal and State Plans](#) | [Occupational Safety and Health Administration](#)



VPP Successes: the SHMS Model

- **1,889** companies and sites
 - 1,133 federal
 - 756 state-plan
- **474** local signatories
- Lagging indicator performance
 - **TCIR: 53%** lower than BLS average
 - **DART: 57%** lower
 - **4,035** expected TCIR injuries avoided
- Special Government Employee (SGE) program

Sources: <https://www.osha.gov/vpp/evaluation2021>

Cal/VPP Business Value Survey

Rankings: 5 = Very Effective; 4 = Medium-High; 3 = Average; 2 = Medium-Low; 1 = Ineffective NC = No Comment (or insufficient knowledge to comment)							
VPP Impact Rating (Elements)	Site VPP Status	5	4	3	2	1	N/C
Management Commitment	Before VPP Certification			X			
	After VPP Certification	X					
Employee Involvement	Before VPP Certification			X			
	After VPP Certification	X					
Communications	Before VPP Certification			X			
	After VPP Certification	X					
Preventative Maintenance	Before VPP Certification			X			
	After VPP Certification	X					
Contractor/Subcontractor Program	Before VPP Certification			X			
	After VPP Certification	X					
Worksite Analysis	Before VPP Certification			X			
	After VPP Certification	X					
Hazard Prevention & Control	Before VPP Certification			X			
	After VPP Certification	X					
Safety & Health Training	Before VPP Certification			X			
	After VPP Certification	X					
Comments: Most sites report greater communication within the organization to improve and sustain effectiveness							

Cal/VPP Business Value Survey

IX. Additional Value and Benefits –

- **Improved safety program effectiveness**
- **Lower Injury rates**
- **Better communication between all levels of the organization**
- **Increased safety suggestions and safety reporting**
- **Increased Morale**
- **Greater leadership & Employee Involvement**
- **Organizations are able to identify, correct and change better/quicker.**
- **Preferred status for government contracts**

Challenges Currently Facing VPP

- Technology
- Approval timeline/process
- Competition from third-party SHMS
- Lack of awareness/image as a “program for big companies”
- Lack of recognition beyond the U.S.

While still the “**gold standard**” of SHMS in terms of structure & requirements, VPP must **evolve** to become a **true pathway & road map** to **EH&S excellence**.

VPPPA's Mission & Vision

Advancing health and safety excellence through collaboration, mentorship and education to raise the standard for a safe & healthy workplace.

- We are an association representing VPP sites **AND** those companies/sites committed to **higher standards** of EH&S performance.

VPPPA's Journey towards Safety Excellence

- Tiered “journey” with benchmarks to acknowledge **continuous improvement** towards world-class
 - Engage with broader user base by tailoring components of the pathway by industry (see: Construction)
- Incorporation of **crosswalks** between VPP & third-party SHMS to streamline on-ramps
- “Interchanges” – participants choose the best path (pursuit of VPP or continuing their safety journey) **based on their needs**
- **Expansion** of SGE program (numbers and responsibilities)

VPPPA's Journey Toward Safety Excellence

Level 1

1

- Complete Gap Analysis
- Request a Mentor

Level 2

2

- Sign Commitment Letter
- Review Gap Analysis with Mentor

Level 3

3

- Safety & Health Management System (SHMS) Implementation
- EHS Self-Evaluation
- Remote Paperwork Review
- Progress Check-In

Level 4

4

- Mock Audit & Site Visit
- Site Visit Feedback

Level 5

5

- Apply for Safety & Health Recognition (If Desired)

The Journey's "Fork in the Road" - Beyond Level 4

- Completion of level 4 brings a **choice** for companies/sites
 - Prepare for a VPP application & audit process
 - Meet or exceed requirements for many third-party SHMS/standards (ISO45001, ANSI Z10, ABC STEP, etc.)
- Do we pursue VPP or proceed on continuous improvement journey with fully-implemented SHMS, annual self-evaluation and regular audit process?
- **No right or wrong answer** – performance & process improvement has already been achieved.

Resources

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VPPPA's Journey Toward Safety Excellence



Start Your Journey Toward Safety Excellence

