



2024

Caltrans / Industry Safety Summit

Focus on Mental Health and Work Zone Safety

Los Angeles | Sacramento | Webex

January 30, 2024

Table of Contents

- Executive Summary..... 2
- Design Process 3
 - Pre-Safety Summit 3
 - Safety Summit..... 4
 - Post-Safety Summit..... 5
- Summit Outcomes 5
- Presentation Summaries..... 8
 - Director’s Safety Vision | Tony Tavares, Director, Caltrans 8
 - AGC | Chris Smith, Senior Director, Northern California, Government Affairs..... 9
 - FHWA | Elissa Konove, California Deputy Division Administrator 10
 - Mental Health Keynote | Mandi Kime, Director of Safety, Associated General Contractors (AGC) of Washington 12
- Caltrans Construction Safety Awards Program (CCSAP)..... 13
- Appendix A: Participant Agenda 14
- Appendix B: Summit Attendees 16
- Appendix C: Mental Health Skill Building Worksheet..... 28
- Appendix D: Summit Presentations 31

Executive Summary

The sixth annual California Department of Transportation (Caltrans)/Industry Safety Summit (Safety Summit) was facilitated on January 30, 2024. The Safety Summit is an annual forum where participants from Caltrans and Industry partners come together to network, share information, and discuss ways to improve work zone safety. Safety Summit participants include individuals from the Federal Highway Administration (FHWA), Caltrans, California Highway Patrol (CHP), Associated General Contractors of California (AGC California), United Contractors (UCON), Southern California Contractors Association (SCCA), local agencies, resident engineers, product vendors, and labor unions. A full list of 2024 Safety Summit attendees can be found in *Appendix B: Summit Attendees*.

The 2024 Safety Summit was facilitated as a hybrid event and brought together nearly 300 participants. Participants joined virtually or in person at one of the two onsite locations in Los Angeles or Sacramento.

Each year, content for the Safety Summit revolves around a particular topic(s) or theme(s). The 2024 Safety Summit was designed to address two topics: Mental Health and Work Zone Safety. Virtual and in-person participants engaged in meaningful conversations about the importance of mental health inside and outside of the work zone and received information regarding resources to continue destigmatizing mental health in the construction industry. Further, participants were given the opportunity to discuss ways to continue improving work zone safety through enforcement measures and the implementation of specifications. The Safety Summit concluded with the Caltrans Construction Safety Awards Program (CCSAP).

The purpose of this *Summary Report* is to show the progression of activities that took place before, during, and after the Safety Summit leading to key takeaways and the creation of the final list of work zone safety improvement recommendations presented in the *Summit Outcomes* section of this report.

Next steps include the submission of this *Summary Report* to the Caltrans Construction Partnering Steering Committee (CCPSC) for review. Members of the CCPSC include construction industry leaders, contractor associations, the Partnering Program team, Caltrans Construction and Design Division Chiefs, District Construction Deputies, and FHWA.

Design Process

The 2024 Safety Summit design process was broken down into three phases: pre-Safety Summit, Safety Summit, and post-Safety Summit. Each phase and its associated activities are described below.

Pre-Safety Summit

The pre-Safety Summit phase included two key activities: facilitation of the Safety Summit Visioning Session and formation of the Safety Summit Planning Committee.

A **Safety Summit Visioning Session** was facilitated in July 2023 to identify a theme(s) for the 2024 Safety Summit and establish a long-term vision for subsequent Safety Summits. Safety Summit Visioning Session participants included representatives from Caltrans HQ Division of Construction and external partner agencies, including AGC California, CHP, SCCA, and UCON. Participants in the Safety Summit Visioning Session ultimately determined the 2024 Safety Summit should focus on Mental Health and Enforcement. Participants in the Safety Summit Visioning Session were extended an invitation to participate on the 2024 Safety Summit Planning Committee, a committee tasked with designing and executing the 2024 Safety Summit.

Following the Safety Summit Visioning Session, the **Safety Summit Planning Committee** was formed and began meeting for biweekly, but transitioning to weekly, sessions from August 2023 to January 2024. The Safety Summit Planning Committee provided valuable input regarding the Safety Summit agenda, keynote speakers, and breakout discussions. Members of the Safety Summit Planning Committee also provided refreshments for the onsite Safety Summit locations in Los Angeles and Sacramento. Members of the 2024 Safety Summit Planning Committee included:

- Caltrans: Veera Nanugonda, Amjad Obeid, Sunil Repaka
- AGC: Doug Donegan (Granite Construction)
- UCON: Ray Baca
- SCCA: Larry Pim, Paul Von Berg
- Ghilotti Brothers, Inc: John Coffey
- Traffic Management, Inc.: Mike Sprouse

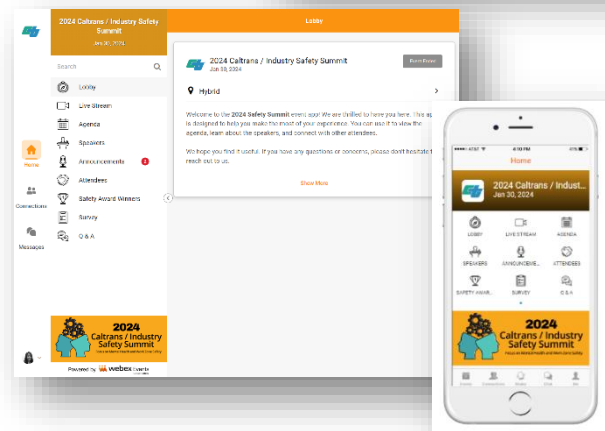


Safety Summit

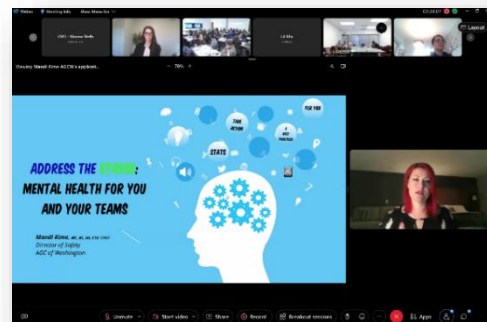
To provide inclusive and accessible participation options, the 2024 Safety Summit was facilitated as a **hybrid event** on January 30, 2024 and brought together nearly 300 Caltrans and Industry participants. Participants joined either virtually or in person at one of the two onsite locations in Los Angeles or Sacramento. The Caltrans District 7 Offices hosted participants in Los Angeles, Myers and Sons Construction hosted participants in Sacramento, and virtual participants were invited to join via Webex. Caltrans' AV/IT teams provided the audio-visual support at both in-person locations.



To assist with registration and facilitation of a hybrid event, an event app was created using Webex Events (formerly Socio) that could be accessed via a mobile device or browser. The event app allowed all participants to view the agenda, learn about keynote speakers, connect with other attendees, whether virtual or in person, and access event materials utilized throughout the Safety Summit.



The Safety Summit included various presentations from Caltrans and Industry partners addressing the Safety Summit's themes of Mental Health and Work Zone Safety. Many presentations were followed by breakout sessions for small group sensemaking and ideation. Summaries of each presentation are included in the *Presentation Summaries* section of this report, and presentation slides are included in *Appendix D: Summit Presentations*. A final list of work zone safety improvement recommendations is present in the *Summit Outcomes* section of this report.



Post-Safety Summit

The post-Safety Summit phase includes two key activities: the development of this *Summary Report* and the submission of this *Summary Report* to the Caltrans Construction Partnering Steering Committee (CCPSC) for review.

Summit Outcomes

The 2024 Safety Summit Outcomes are outlined below and organized according to the theme of either Mental Health or Work Zone Safety. Participants received resources related to mental health and generated a list of potential work zone safety improvement recommendations.

Mental Health

Mandi Kime, Director of Safety, Associated General Contractors (AGC) of Washington, served as the Mental Health keynote speaker and helped participants better understand how to destigmatize mental health, create psychological safety, and provide support to others working in the construction field. Leaders were encouraged to prioritize creating a safe space and leading by example by prioritizing their own mental health. Participants completed an exercise on how to use destigmatizing language and discussed hypothetical scenarios on how to approach a team member who is displaying signs of mental illness. Resources shared by Mandi Kime are listed below:

- [Best Practices Guide for Mental Health Intervention in Construction](#)
- [Healthy Coping & Personal Resilience Tools](#)

Work Zone Safety

Ray Hopkins, Division of Construction Chief, Caltrans, introduced Work Zone Safety as the second theme of the Safety Summit. Work Zone Safety was further broken down into two subtopics: Enforcement and Specifications.

Enforcement

In partnership with CHP, the Safety Summit Planning Committee discussed the universal need to improve construction zone enhanced enforcement program (COZEEP) enforcement. Participants were invited to discuss the following question in small groups:

What additional practices should be considered to enhance COZEEP enforcement?

The table below illustrates consolidated practices that are organized by category.

COZEEP Enforcement Practices			
#	Category	Practices	Comments
1	Public Awareness	More community outreach, visual indicators of work zones, CHP ahead signs, and radar feedback.	Continue the community outreach at the project level and evaluate for improvements with continuous feedback.
2	Partnering	Partner at the local level amongst CHP, contractors, and Caltrans on clear roles and responsibilities, relationship building, and understanding each partner's challenges and proposed solutions.	All partners should continuously communicate with the local field staff and promote the best practices outlined in the COZEEP interagency agreement and COZEEP training.
3	Additional Enforcement Ideas	Use of blue lights on construction vehicles, traffic breaks, and increased patrolling near work zones.	Blue lights require legislation change.
4	Use of Technology	Automated speed enforcement, cameras in work zones, and phone notifications.	Automated speed enforcement requires a legislation change. Division of Maintenance is currently doing a pilot and using cameras on truck mounted attenuators to alert motorists when exceeding speed limits in work zones. The Department will evaluate the phone notifications of COZEEP being present.

Specifications

Recognizing there are many opportunities to improve the implementation of specifications, participants were invited to discuss the following question in small groups:

What obstacles are getting in the way of specifications being 100% implemented?

Further, participants were then asked to select one of the obstacles they identified in small groups and generate potential solutions.

The table below illustrates selected solutions under different categories:

Specification Implementation Obstacles			
#	Category	Solutions	Comments
1	Communication	Communicate new specifications and how to implement them on various site conditions amongst partners.	One avenue is to discuss all the applicable safety specifications at the preconstruction meetings and agree upon the implementation.
2	Training	Training on new specifications – bigger audience and multiple avenues to help statewide consistency.	Increase efforts in utilizing statewide platforms to train all partners on new specifications.
3	Partnering	Partnering between Caltrans and Industry at the state level and the local level.	Utilize Industry liaison meetings at the state level and District level to promote new specifications.

The table below illustrates some other general recommendations that were not grouped under specifications or COZEEP enforcement.

#	Ideas	Comments
1	Subject matter expert safety reviews	<p>Specifications allow joint safety reviews between Caltrans and the contractor and address the deficiencies.</p> <p>Job hazard analysis specifications require the contractor to analyze safety hazards before construction.</p> <p>District Construction Safety Coordinators conduct project safety reviews on sample projects and work with project teams to address the deficiencies.</p> <p>The Department will evaluate the idea of having safety reviews statewide.</p>
2	Safety bidder prequalification	The Department is evaluating this initiative.
3	Increase the use of full closures	The benefits of full closures are getting widespread attention, and the Department is promoting full closures wherever they are feasible.

Presentation Summaries

Director's Safety Vision | Tony Tavares, Director, Caltrans

Director Tavares initiated his presentation by reminding the audience that Caltrans is a “people first organization.” His commitment is to ensure everything Caltrans does is focused on improving and saving lives, including the traveling public and all highway workers. California’s economic prosperity depends on Caltrans’ ability to maintain a system that is safe, reliable, and equitable for all users.

To demonstrate this commitment, the Director announced an investment of \$1 billion to deliver safety improvements and highway maintenance projects to address the top five challenged areas: speeding and aggressive driving, lane departure crashes, impaired driving, pedestrian and bike safety, and work zone safety. Additionally, Caltrans has made progress in enhancing safety specifications and implementing new policies. All work activities are evaluated from design to the construction phases to incorporate the necessary measures. Innovative devices have been implemented such as automated flagger assisted devices, mobile barrier systems, and moveable barrier systems to protect workers on the road. There has also been an increase in the use of full highway and freeway closures, providing extended work windows and expanding timelines and tools to ensure worker safety.

Furthermore, the construction and maintenance teams have moved away from traditional hard hats to safety helmets. The Caltrans Division of Maintenance recently piloted a device that automatically sends digital alerts to passing drivers via digital navigation systems, such as Apple Maps, telling them to slow down or move over. This technology has been known to lower the risk of collisions up to 90%. The Director noted these initiatives and ideas came from participants of past Safety Summits. He encouraged all participants at the Safety Summit to share their ideas at the event to help everyone move toward eliminating work zone incidents.

Reflecting on his own career and the lives he lost along the way, the Director talked about how he suffered from anxiety about going back out into the field. At that time, he lacked an environment where he could address and express those anxieties. However, he expressed gratitude for the evolving landscape, acknowledging that today’s generation fosters discussions about mental health.

Director Tavares concluded the presentation with sincere gratitude for everyone’s participation and presence at the 2024 Safety Summit and reiterated his commitment to help implement the ideas shared at the event.

AGC | Chris Smith, Senior Director, Northern California, Government Affairs

Chris opened his presentation by sharing how AGC is handling two big issues: safety enforcement and mental health.

Currently, the perception is that joining the construction workforce is less safe than joining the military. To help change this perception, AGC launched a program called “Build California,” where AGC is partnering with college career counselors, teachers, and parents to ensure a construction career path is a path of choice and not of last resort.

Furthermore, education is an important part of safety enforcement. AGC has a suite of training content under a category titled “Make it Back Home.” These offerings cover topics such as STCKY (Stuff That Can Kill You), Work Zone Safety, Toolbox Talks, and Safety Stand Downs. AGC’s mental health toolkit was recognized as groundbreaking and will change the industry for the better. All resources developed by AGC are available and accessible free of charge.

Lastly, Chris emphasized that collaboration is the critical component to enforcing safety, and explicitly recognized CHP as a great partner to AGC in enforcing work zone safety.

FHWA | Elissa Konove, California Deputy Division Administrator

Elissa began her presentation by sharing statistics for California and acknowledging that although there has been a small decrease in fatalities overall on the roads, the loss of life on California's roads is a national crisis that is unacceptable and preventable.

She encouraged participants to look beyond the standard practices and seek to improve safety through innovations in work zone enforcement, mental health, and the reduction of commercial vehicle crashes. At FHWA, safety is the top priority, and zero is the only number of acceptable deaths. FHWA is committed to this ambitious and shared goal.

Some initiatives FHWA has engaged in are:

- **National Roadway Safety Strategy (NRSS):** The NRSS is a comprehensive plan to significantly reduce serious injuries and fatalities on American roads. This strategy embraces a safe system approach. It builds multiple layers of protection around road users that is based on the reality that although people make mistakes, those mistakes do not have to be fatal.
- **Bipartisan Infrastructure Law:** This bill provides an unprecedented level of federal resources to improve roadway safety. Recognizing the critical role, the Highway Safety Improvement Program (HSIP) as the federal response to save lives on our nation's roads, the bill substantially increases funding for HSIP in each state. This will translate into additional road safety projects in communities throughout California and the nation.
 - **Vulnerable Road User (VRU) Safety Assessment:** All states are now required to develop a vulnerable road user (VRU) safety assessment as part of their highway safety improvement program. California has recently completed its first VRU safety assessment to be incorporated into the HSIP. The VRU definition includes highway workers on foot or in a work zone. One of the main goals of the assessment is to evaluate pedestrian safety in high-risk areas and provide a set of countermeasures that will reduce pedestrian fatalities to zero.
 - **Safe System Approach:** The bill provided a new grant opportunity for regional, local, and tribal agencies through the Safe Street and Roads for All program to further enhance safety on our roadways, including work zones, using the Safe System Approach. The Safe System Approach provides a paradigm shift from the conventional safety approach by recognizing that humans make mistakes and humans are vulnerable. This puts the focus back on keeping the road users safe. Three of the five elements of the Safe System Approach focus on safer people, safer speeds, and safer vehicles, which all contribute to improving work zone safety.

- **Proven Safety Counter Measures Initiative:** The Proven Safety Counter Measures Initiative is a collection of 28 countermeasures and strategies effective in reducing roadway fatalities and serious injuries on our nation’s highways. Caltrans is embracing and working toward implementing all 28 countermeasures. Caltrans is leading the charge on this initiative. Each countermeasure addresses at least one safety focus area: speed management, intersections, roadway departures, or pedestrians and bicyclists. Other countermeasures are cross cutting strategies that address multiple areas. Two of the three safety countermeasures under speed management include safety speed cameras and variable speed limits that can be applied to work zones. Additionally, there are other pedestrian countermeasures that would apply to work zones.
- **Work Zone Data Exchange Program:** FHWA encourages the use of innovation and automation through emerging technology to improve safety. A Work Zone Data Exchange Program was launched to enhance automation of work zone data and to make the traveling public aware of work zone activities. This will make travel on public roads safer.

FHWA supports Caltrans through the Safety Summit and the everyday efforts to make work zones safer for all roadway users. These efforts reflect FHWA’s focus on the goal of making work zones safer in California, so everyone can return home.

Mental Health Keynote | Mandi Kime, Director of Safety, Associated General Contractors (AGC) of Washington

At the 2024 Safety Summit, mental health was recognized as a pressing topic due to the startling statistics demonstrating that state construction ranks as one of the top industries for death by suicide. Mental health and wellbeing are critical topics to address to help reduce workplace injuries, prevent disabilities, and increase productivity. Normalizing conversations on mental health in the construction industry can lead to destigmatizing the workers affected.

Mandi shared findings from her thesis which identified **Eight Best Practices for Mental Health Intervention in Construction**. These include:

1. Offering training in mental health
2. Promotion of employee assistance program and insurance offerings
3. Promote mental health with a stand-down or guest speaker
4. Provide de-escalation or intervention resources for workers to respond to someone in crisis
5. Provide mental health assessment resources
6. Talk about the importance of mental health routinely
7. Written program on mental health and resources
8. Posting mental health flyers and posters on the job

Following her presentation, participants had an opportunity to practice adjusting stigmatized language and responding to scenarios where coworkers may display signs of mental illness.

ADJUSTING STIGMATIZED LANGUAGE	
Instead of this...	Say this...
He committed suicide.	He died by suicide.
They're crazy.	They approach life differently.
Sounds like a personal problem to me.	Sorry you are going through that.
Suck it up.	Yes, it is difficult, but you're going to get it done.
Stop acting like a girl.	No more complaining, we have to get this done.
You suck at installing drywall.	This performance isn't meeting standards. What training can you get?
You don't know what you're doing.	You are still learning. What questions do you have?

Caltrans Construction Safety Awards Program (CCSAP)

The Caltrans Construction Safety Awards Program (CCSAP) was created to recognize teams that have excelled in safety on construction projects and was incepted at the 2020 Safety Summit as an idea from a breakout session. Rachel Carpenter, Caltrans Chief Safety Officer, delivered opening remarks reiterating the contribution the CCSAP has toward safety culture and the Department's "Vision Zero" by the year 2050. The CCSAP is intended to create healthy competition amongst all projects to excel in safety compliance, innovation, and extreme ownership. The CCSAP consists of awards in two categories: Safety Excellence and Safety Innovation. Future CCSAP awards will continue to be awarded at subsequent Safety Summits, while Caltrans Districts will facilitate the awards for ongoing projects.

To learn more about the 2024 CCSAP winners, all projects and associated videos are provided below:

Safety Innovation Platinum Hard Hat Awards

- [Route 200 Bridge Raise \(EA 01-0F5304\)](#)

Safety Innovation Gold Hard Hat Awards

- [SR 210 Lane Addition and Baseline Interchange Project \(EA 08-0C70U4\)](#)

Safety Innovation Silver Hard Hat Awards

- [State Route 57 Freeway Improvements \(EA 07-304504\)](#)

Safety Excellence Platinum Hard Hat Awards

- [Swift Creek Bridge Replacement \(EA 02-4F2204\)](#)
- [Bodega Bay Highway 1 and Scotty Creek Restoration \(EA 04-0A0204\)](#)
- [US-101, Butterfly Lane Pedestrian Undercrossing \(EA 05-1E0404\)](#)
- [Watson Intersection Modification \(EA 06-0W3904\)](#)
- [I-10 Pavement Rehabilitation Project \(EA 08-1C0824\)](#)
- [I-15 Median Fill Project \(EA 08-1C7204\)](#)
- [Caltrans Wildfire Fuel Reduction \(EA 10-A2338\)](#)

Safety Excellence Gold Hard Hat Awards

- [Pudding Creek Bridge Widening \(EA 01-434804\)](#)
- [King City US Highway 101 Rehabilitation Project \(EA 05-1F75U4\)](#)
- [Los Alamos Bridge \(EA 05-1F5004\)](#)
- [Highway 17 Wildlife Crossing \(EA 05-1G2604\)](#)
- [Riverside SR-79 Median Barrier, and Guardrail \(EA 08-1L0804\)](#)

Appendix A: Participant Agenda

TIME	TOPIC	SPEAKER
8:00	Registration & Sign In	
8:30	Welcome Remarks	Ray Hopkins, Chief, Caltrans Division of Construction
8:35	Introductions & Ground Rules	
9:00	Director's Safety Vision	Tony Tavares, Director, Caltrans
9:30	Industry Remarks	Chris Smith, AGC
9:45	FHWA Remarks	Elissa Konove, Deputy Division Administrator
10:10	Mental Health	Mandi Kime, Director of Safety, AGC
	Mental Health Breakouts	
	Mental Health Large Group Debrief	
12:05	Lunch	
1:25	Work Zone Safety (Enforcement)	Ray Hopkins, Chief, Caltrans Division of Construction
	Enforcement Breakouts	
	Enforcement Large Group Debrief	
2:05	Break	
2:15	Work Zone Safety (Specifications)	Ray Hopkins, Chief, Caltrans Division of Construction
	Specifications Breakouts	
	Specifications Large Group Debrief	
2:55	Caltrans Construction Safety Awards	Rachel Carpenter, Chief Safety Officer, Caltrans
	Caltrans Construction Safety Awards Video	
	Award Winners Acknowledgements	Ray Hopkins, Chief, Caltrans Division of Construction
3:25	Safety Summit Highlights & Survey	
3:30	Closing Remarks	Ray Hopkins, Chief, Caltrans Division of Construction

Appendix B: Summit Attendees

2024 Safety Summit Attendees

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Appendix C: Mental Health Skill Building Worksheet

ADJUSTING STIGMATIZING LANGUAGE

Instructions: How would you say the following statements in a way that is more psychologically safe and inclusive?

Instead of this...	Say this...
He committed suicide.	
They're crazy.	
Sounds like a personal problem to me.	
Suck it up.	
Stop acting like a girl.	
You suck at installing drywall.	
You don't know what you're doing.	

WAYS TO CREATE A PSYCHOLOGICALLY SAFE SPACE

Instructions: What are some ways you could create more psychological safety with your team(s)?

PRACTICE SCENARIOS

1. Bob is a very consistent employee, usually. He begins showing up late to work, staying to himself during breaks and generally seeming 'down.' You pass Bob in the laydown area and say "Hey Bob! How ya doing?," and he responds with, "I've been better."
 - a. What are some appropriate ways to respond to Bob?
 - b. How can you show empathy and protect your own psychological safety?
 - c. Who else could/should know about this interaction?

2. Sarah had a workplace injury a while back. She has been on light duty for a few months and has been bullied by some of her peers for "not pulling her weight." While walking onto the project one morning, she confides in you, "Somedays I wish I had just died in my accident because I don't think I can handle the pain anymore, and I am so tired of everyone busting on me about being on light duty."

What is an appropriate course of action? Why?

Appendix D: Summit Presentations

Welcome to the 2024 Safety Summit!

For the best experience, please follow the instructions below:

WEBEX AUDIENCE

- Turn off VPN
- Remain on mute; raise hands for Q&A
- Set up Web App:
<http://bit.ly/safetysummit2024>
 - Agenda
 - Connect with Attendees
 - Safety Award Videos
 - Content

IN-PERSON AUDIENCE

- Download the Mobile Ap





2

Introductions & Acknowledgements

<p>Safety Summit Planning Committee</p> <p>Caltrans: Veera Nanugonda, Amjad Obeid, Sunil Repaka</p> <p>Ghilotti Brothers, Inc.: John Coffey</p> <p>Granite: Doug Donegan</p> <p>Riverside Construction: Larry Pim</p> <p>SCCA: Paul Vonberg</p> <p>Traffic Management, Inc.: Michael Sprouse</p> <p>United Contractors: Ray Baca</p>	<p>Facilities & Refreshments</p> <p>Los Angeles:</p> <ul style="list-style-type: none"> • Caltrans District 7 Offices <ul style="list-style-type: none"> ◦ Audio / Visual Staff • Refreshments provided by UCON <p>Sacramento:</p> <ul style="list-style-type: none"> • Myers & Sons Construction Offices <ul style="list-style-type: none"> ◦ Audio / Visual Staff • Refreshments provided by Ghilotti Brothers, Inc.
--	---



3

INTRODUCTION & GROUND RULES



Ground Rules

- Be here. Be present.
- Make space. Take space.
- Listen with the intent to learn and understand.
- Assume positive intent.
- Suspend judgement.
- What is shared here, stays here.



5

Intro & Ground Rules Discussion

- **Introduction:** Invite each person in your breakout group to share their name and organization.
- **Select a Table Captain.** This person will help capture ideas shared in your breakout sessions for the remainder of the Safety Summit.
- **Discuss:** What ground rules do you want to set to how you work together?
- **Time:** 15 min



6

Ground Rules

- Be here. Be present.
- Make space. Take space.
- Listen with the intent to learn and understand.
- Assume positive intent.
- Suspend judgement.
- What is shared here, stays here.
- Value each others perspective.
- Be yourself.
- Stay open minded.
- Appreciate all levels of experience.
- No hogging, no bogging.
- Add Value.



7

DIRECTOR'S SAFETY VISION


Tony Tavares, Director, Caltrans




8

CORE 4 FOUNDATIONAL PRINCIPLES






SAFETY



EQUITY



CLIMATE ACTION



ECONOMIC PROSPERITY

9



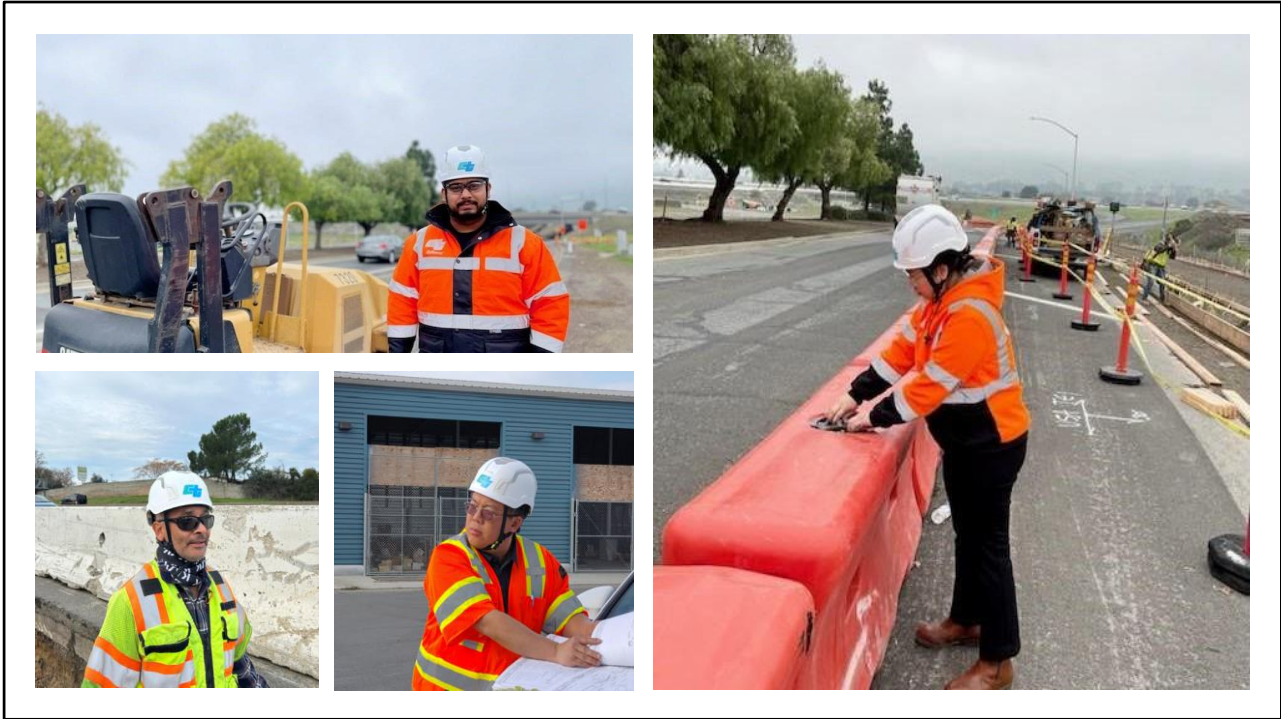
10



11



12



13

2024
Caltrans / Industry
Safety Summit
Focus on Mental Health and Work Zone Safety

14

AGC

Chris Smith, Senior Director, Northern California Government Affairs



15




ENFORCEMENT MENTAL HEALTH

Caltrans Safety Summit
January 30th, 2024

This slide template is designed expressly for AGC of California use in approved presentations. All other uses prohibited.

16



17

Make It Back Home

- STCKY
- Work Zone Safety
- Toolbox Talks
- Safety Stand Downs
- Collaboration

A group of four construction workers are standing on a dirt construction site. They are wearing hard hats and high-visibility safety vests. One worker is holding a smartphone. In the background, there is a concrete pump truck and a building under construction with scaffolding.

18



19



Safe At Home

- Toolbox Talks
- Safety Stand Downs
- Collaboration

20



21

FHWA

Elissa Konove, Deputy Division Administrator



The slide features a large orange border. The text "FHWA" is centered in a large, bold, black font. Below it is a horizontal line. Underneath the line, the name "Elissa Konove, Deputy Division Administrator" is centered in a smaller black font. In the bottom right corner, there is the Caltrans logo, which consists of a stylized orange and blue "CT" with the word "Caltrans" underneath.

22

Breakout Discussion | Worksheet Access

WEBEX AUDIENCE

2024 Caltrans / Industry Safety Summit
Jan 30, 2024

Agenda

AGENDA

January 30, 2024

	FRI	SAT	SUN	MON	TUE
	26	27	28	29	
10:10 AM	Your Time 12:10 PM				
10:10 AM - 12:05 PM	Address the Stress: Mental Health For You and Your Teams (Mandi Kime)				
12:05 PM	Your Time 2:05 PM				
12:05 PM - 1:00 PM	Lunch				

OVERVIEW

Tuesday, January 30

10:10 AM - 12:05 PM

DESCRIPTION

Insert presentation description.

ATTACHMENTS

Mental Health Skill Building Worksheet_2024 Safety Summit.docx
File



23

BREAK

10 min



24

MENTAL HEALTH

Mandi Kime, Director of Safety at Associated General Contractors (AGC)



25

Adjusting Stigmatized Language

Instead of this...	Say this...
He committed suicide.	
They're crazy.	
Sounds like a personal problem to me.	
Suck it up.	
Stop acting like a girl.	
You suck at installing drywall.	
You don't know what you're doing.	



26

Adjusting Stigmatized Language

Instead of this...	Say this...
He committed suicide.	He died by suicide.
They're crazy	
Sounds like a personal problem to me.	
Suck it up.	
Stop acting like a girl.	
You suck at installing drywall.	
You don't know what you're doing.	



27

Adjusting Stigmatized Language

Instead of this...	Say this...
He committed suicide.	He died by suicide.
They're crazy.	They approach life differently.
Sounds like a personal problem to me.	
Suck it up.	
Stop acting like a girl.	
You suck at installing drywall.	
You don't know what you're doing.	



28

Adjusting Stigmatized Language

Instead of this...	Say this...
He committed suicide.	He died by suicide.
They're crazy.	They approach life differently.
Sounds like a personal problem to me.	Sorry you are going through that.
Suck it up.	
Stop acting like a girl.	
You suck at installing drywall.	
You don't know what you're doing.	



29

Adjusting Stigmatized Language

Instead of this...	Say this...
He committed suicide.	He died by suicide.
They're crazy.	They approach life differently.
Sounds like a personal problem to me.	Sorry you are going through that.
Suck it up.	Yes, it is difficult, but you're going to get it done.
Stop acting like a girl.	
You suck at installing drywall.	
You don't know what you're doing.	



30

Adjusting Stigmatized Language

Instead of this...	Say this...
He committed suicide.	He died by suicide.
They're crazy.	They approach life differently.
Sounds like a personal problem to me.	Sorry you are going through that.
Suck it up.	Yes, it is difficult, but you're going to get it done.
Stop acting like a girl.	No more complaining, we have to get this done.
You suck at installing drywall.	
You don't know what you're doing.	



31

Adjusting Stigmatized Language

Instead of this...	Say this...
He committed suicide.	He died by suicide.
They're crazy.	They approach life differently.
Sounds like a personal problem to me.	Sorry you are going through that.
Suck it up.	Yes, it is difficult, but you're going to get it done.
Stop acting like a girl.	No more complaining, we have to get this done.
You suck at installing drywall.	This performance isn't meeting standards. What training can you get?
You don't know what you're doing.	



32

Adjusting Stigmatized Language

Instead of this...	Say this...
He committed suicide.	He died by suicide.
They're crazy.	They approach life differently.
Sounds like a personal problem to me.	Sorry you are going through that.
Suck it up.	Yes, it is difficult, but you're going to get it done.
Stop acting like a girl.	No more complaining, we have to get this done.
You suck at installing drywall.	This performance isn't meeting standards. What training can you get?
You don't know what you're doing.	You are still learning. What questions do you have?



33

WAYS TO CREATE PSYCHOLOGICAL SAFETY

Reflect: What are some ways **you** could create more psychological safety with your team(s)?



34

PRACTICE SCENARIOS

1. Bob is a very consistent employee, usually. He begins showing up late to work, staying to himself during breaks and generally seeming 'down.' You pass Bob in the laydown area and say "Hey Bob! How ya doing?," and he responds with, "I've been better."

- a. What are some appropriate ways to respond to Bob?
- b. How can you show empathy and protect your own psychological safety?
- c. Who else could/should know about this interaction?



35

PRACTICE SCENARIOS

2. Sarah had a workplace injury a while back. She has been on light duty for a few months and has been bullied by some of her peers for 'not pulling her weight.' While walking onto the project one morning, she confides in you, "Somedays I wish I had just died in my accident because I don't think I can handle the pain anymore, and I am so tired of everyone busting on me about being on light duty."

- a. What is an appropriate course of action? Why?



36

Breakout Discussion | Skill Building

- **Discuss:**
 - Scenario #1
 - Scenario #2
- **Time: 15 min**



37

HOPE.

SUICIDE ISN'T THE ANSWER
HOLD ON PAIN ENDS

CALL OR TEXT
24 HOURS A DAY:
988

Brought to you by a partnership between
AGCMO Washington
University of the State
of Oregon
Call for more information

Helping is free, confidential and available 24/7


QR code

The poster features a close-up photograph of a person's hands holding a blue hard hat. The person is wearing a yellow safety vest over a blue denim shirt. The background is dark and textured.

38


LUNCH

See you all back at 1:20 PM



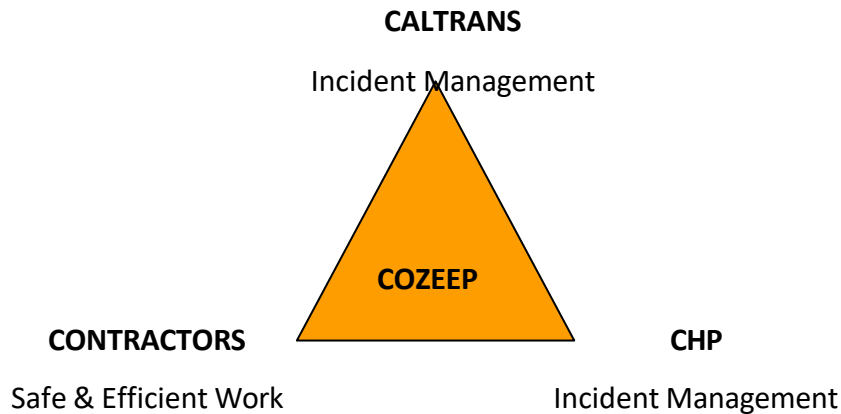
39

**WORK ZONE SAFETY:
ENFORCEMENT**



40

COZEEP ROLES & RESPONSIBILITIES



41

COZEEP EXPECTATIONS | Caltrans

- Initiate Task Order (Form CEM-2102).
- Confirm CHP availability for work.
- Meet with CHP at designated location prior to their start of work.
- Oversee all work activities.
- Serve as point-of-contact for all communications.
- Approve services and time of CHP Officer(s).



42

COZEEP EXPECTATIONS | Contractors

- Request appropriate services through Caltrans Representative.
- Attend pre-activity meeting:
 - Exchange contact information with Caltrans and CHP to establish and maintain communication regarding WZ activities and progress.
 - Discuss any work that might have impact on traffic (i.e. delivery of material, egress of trucks with especially large loads, traffic breaks, etc.)



43

COZEEP EXPECTATIONS | Contractors

- Request appropriate services through Caltrans Representative.
- Attend pre-activity meeting:
 - Exchange contact information with Caltrans and CHP to establish and maintain communication regarding WZ activities and progress.
 - Discuss any work that might have impact on traffic (i.e. delivery of material, egress of trucks with especially large loads, traffic breaks, etc.)



44

COZEEP EXPECTATIONS | CHP

- Provide two Officers in each unit (or one Officer in each vehicle if in close proximity) from 10 pm –6 am.
- Stationary (“Fixed post”) patrol – speeding deterrent, motorist attention.
- Roving patrol – takes appropriate enforcement action.
- Traffic control measures: The CHP has agreed to give a higher priority to certain enhancement services when requested by Caltrans:
- Provide multiple CHP units for COZEEP services.
- Conducting speed and driving-under-the-influence (DUI) enforcement in work zones.
- Assist with detours.
- Provide traffic breaks when necessary.
- Park upstream of a backup (or “Queue”) with lights flashing.
- Emergency assistance.



45

Breakout Discussion | Enforcement

- **Discuss:** What additional practices should be considered to enhance COZEEP enforcement?
- **Create a list.**
- **Time: 20 min**

2024 Caltrans / Industry Safety Summit | Work Zone Safety - Enforcement

What additional practices should be considered to enhance COZEEP enforcement? Type ideas below and separate each idea with a semi-colon (;).

Example Idea 1;
 Example Idea 2;
 Example Idea 3;

Virtual Table Captains: Consider screensharing. Submit one form per group.



46

WORK ZONE SAFETY: SPECIFICATIONS



47

Breakout Discussion | Specifications

- **Discuss:** What obstacles are getting in the way of specifications being 100% implemented?
- **Create a list of obstacles.**
- **Select 1 obstacle from your list.**
- **Brainstorm solutions to the 1 obstacle selected.**
- **Time: 20 min**



48

Breakout Discussion | Specifications

2024 Caltrans / Industry Safety Summit | Work Zone Safety - Specifications

1

What obstacles are getting in the way of specifications being 100% implemented? Type ideas below and separate each idea with a semi-colon (;).

Example Obstacle 1;
Example Obstacle 2;
Example Obstacle 3;

2

Identify ONE obstacle your group would like to focus on and record it here:

Example Obstacle

3

What solutions might address the ONE obstacle identified above? Type ideas below and separate each idea with a semi-colon (;).

Example Solution 1;
Example Solution 2;

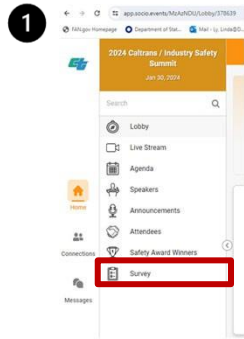


SAFETY AWARDS



Survey: How was your experience today?

WEBEX AUDIENCE



- 1
- 2 <https://www.surveymonkey.com/r/2024safetysummit>

IN-PERSON AUDIENCE



2024
Caltrans / Industry Safety Summit
 Focus on Mental Health and Work Zone Safety

The graphic features two teal human profiles facing each other, with several grey gears of varying sizes positioned above their heads, symbolizing industry and mental health.