

Activity: GENERAL WORK ACTIVITIES
Equipment: PERSONNEL
Task: SAFETY VESTS FOR NEW EMPLOYEES

Potential Hazard

Inexperience employee performing a task that may need further explanation/details.

Safety Innovation

New employees, regardless of their experience and knowledge, wear a different color safety vest than experience employees. The “orange” vest provides an indication that the employee may not be familiar with the task at hand, equipment operations, or the company’s expectations of Safety. Identifying individuals with a different color vest allows for opportunities for explaining tasks in greater details. For example, instead of TELLING a new employee to do something, you may need to ASK them if they know how to do it and if they have any questions and TEACH them. Instead of TELLING them to get in a loader to move some material, you may need to SHOW them how. Instead of EXPECTING them to wear proper PPE for any task, you may need to EXPLAIN the proper PPE needed for the task. The “orange” vest is a reminder for the foreman and other workers to show patience and understanding, to offer advice, and to think back to the time when they were the new and may not have fully understood the tasks at hand and how much they appreciated their mentors.



Employees may also appreciate the different color vest as it gives them a little more courage to ask questions. After a year or so, or when they demonstrate their skills and knowledge, they move to the same color vest as the rest of the crew.

For additional information regarding this Safety Innovation, or to submit your own Safety Innovation, please contact Douglas E. Needham, P.E., Michigan Aggregates Association at dneedham@miagg.org.

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