

PBSTEPS Meeting August 12, 2025

Introduction – John Floyd

Pledge of Allegiance

Safety Briefing - 3600 N. Garfield, Scharbauer Student Center in the Carrasco Room

Recognition of Sponsors (Platinum \$1000+, Diamond \$750-1000, Gold \$500-750, Silver \$250-500, In-Kind -Donations; Breakfast & Coffee Sponsors)

Announcements

American Red Cross Preparedness Training; 08/14/25 – 12-12:30

ASSP Meeting; 8/21/25 - Midland College; 11:30-1:00

Damage Prevention Council; 9/17/25 – 9-10:30 – Odessa College

www.oilpatchcalendar.com www.osha.gov/whatsnew

Galen Bock – opportunity to support Veterans;

- Midland Veterans Partnership (non-profit)
- Veterans Parade - 11/8/25; 2:00-4:00 pm; Need sponsors, volunteers, float entries, etc. “250 Years of Service”;
- Galen’s #: 432-352-0931 for questions call.
- Permian Basin Honor Flight at Centennial Park after parade, Tents/tables available for veteran ran businesses

Steve Valles (IT, American Safety) – Suicide Prevention Awareness Event

- Proceeds benefit American Foundation for Suicide Prevention Out of the Darkness Walk
- Saturday, August 16, 2025; 10:00 am – 3:00 pm; Venue: The Destination; 1705 W. Industrial; Midland, TX 79701
- Free food, DJ, Kid’s activities, guest speakers, and booths offering mental health resources, and a car show.
- <https://afspwalks.donordrive.com/teams/369455>; Korina Strong – Out of the Darkness Walk – October 2025
- Steve faced this with the loss of his daughter to suicide. 432-349-0696

Member Announcements

PRESENTATIONS

Chris Martin, HSE Manager-Deep Blue Operating: Pitfalls of Incident Investigation and How to Avoid Them

- Seeing a lot of substandard investigations in the industry; more of a “blame game” with corrective actions cliché and ineffective.
- Seeking to just blame employees – easy targets with layers of policies and trainings
- Negative Impacts
 - Trust in the process breaks down which carries over to other duties
 - Fear of reporting & punishment
- Avoid Blame –
 - State the purpose and stick to it!
 - Stop looking for someone who messed up
 - Seek to understand the context of the situation
- Non-Methodical Approach
 - The lack of methodical/systematic approach increases the changes that factors

- could be missed
 - Oakley's Accident Investigation Techniques book is great.
- Methodical Approach System
 - Research and adopt a technique; build a playbook on how it will all be done
 - Train team members and communicate intent of process
 - Management should have ownership
- Confirmation Bias
 - This is our tendency to seek out or interpret information that supports our pre-existing beliefs, expectations, or hypotheses.
 - Don't make up your mind before investigation begins.
 - Avoid by resisting the temptation and train others to do the same. Follow the playbook and be intentional about letting the facts determine the cause.
- Conditions vs. Causes
 - Conditions=Symptoms not the Cause of situation; Lots of examples – poor engineering putting employee in unsafe condition, lack of training and inspections, lack of policy enforcement (what we allow, we condone),
- Avoid Identifying Conditions as Causes
 - Methodical approach
 - 5 Why method – if there's a why to the factor, it could be a condition and not a cause
 - Use Change Analysis to validate the alleged cause (if I do something different, would it change the outcome)
- No or Ineffective Corrective Actions
 - Safety Stand Down, Retrain employees, New Policy written,
 - Corrective Actions are the most critical informational component of a successful incident investigation.
- Effective Corrective Actions
 - Agreed upon by all stakeholders and supported by management
 - Measurable and Time bound
 - Address other types of unforeseen incidents (Hot work example)
- Failure to Verify Corrective Actions
 - Corrective Actions are worthless if not implemented and measured
- Successful Implementation
 - Ensure full management support
 - Communicate corrective action plan
 - Set time tables, KPI, etc.
- Continuous Process Improvement (PDCA) Cycle
 - Plan – Do – Check - Act REPEAT
- Honorable Mention
 - No investigation
 - Didn't include operational personnel in review
 - Fail to communicate challenging findings to management
 - Fail to preserve "clean" documentation (don't discard anything – could be seen by a jury)
 - Includes statement that could prove derogatory
- Chris Martin is offering to teach a incident investigation class for free. Information will be forthcoming.

Damage Prevention Council of Texas

- Had an all day free event – Excavation Summit at Horseshoe Event Center
- 12 different breakout sessions

- Over 600 participants
- Upcoming Summit in Galveston – Oct 25, 2025

OSHA Announcements

- OSHA has been working with PB STEPS for many years and is moving our partnership to a formal alliance. Signed official documents.

Lessons Learned / Experiences Shared and Best Practices

- Dirt is heavy, if you get caught in an excavation, you aren't just climbing out.
- Call 811 any time dirt is being moved
- If you are doing confined space work or trench work, have a rescue plan in place.
- TEEX offering free course

September 9, 2025 – Vendor Day; \$150 to be a vendor; 12 vendors total; Contact John or Lindsay for more information.

Prayer

Dismiss 10:50 am