

# AMALGAMATED TRANSIT UNION LOCAL 689

2701 Whitney Place, Forestville, Maryland 20747-3457  
Telephone 301-568-6899 Facsimile 301-568-0692  
www.atulocal689.org



JACKIE LYNN JETER  
President  
ESKER BILGER JR.  
Financial Secretary-Treasurer  
LARRY LOCKLEY JR.  
Recording Secretary  
ROLAND H. JETER  
1st Vice President  
GERRY GARNETT  
2nd Vice President

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While the January 12, 2015 DC Metro accident that took a life and sent many others to the hospital was horrific and unfortunate, we believe it may have been preventable. The incident was the result of a non-existent safety culture at WMATA that endangers the lives of passengers and workers on a daily basis.

According to OSHA, "developing strong safety cultures have the single greatest impact on accident reduction of any process. In a strong safety culture, everyone feels responsible for safety and pursues it on a daily basis; employees go beyond "the call of duty" to identify unsafe conditions and behaviors, and intervene to correct them."

**Safety Culture** is the ways in which safety is managed in the workplace, and often reflects the "attitudes, beliefs, perceptions and values that employees share in relation to safety.

We have definitive recommendation on how a safety culture can begin to take shape at WMATA.

## **Invest in Continuous Training for the workforce**

*There are employees who have received emergency preparation training when they were first hired ten years ago and have never been trained again. Consider this: The world of 2015 is dramatically different than that of 2005.*

- Make classes easy to sign up for and attend
- Re-training/ aggressive emergency training annually
- Positive reinforcement in regards to employees volunteering for safety training

## **Change the Perception of Retaliation**

*We have seen that the only time training is offered is when employees are being disciplined for failing to perform properly. You cannot suspend your way to safety!*

- Encourage employee participation in anonymous non-punitive safety reporting.
- Implement Instruction, Guidance and Support for employees.
- Foster a culture of trust between Management and Employees.

## **Hold Management to the Same Standards**

*Supervisors cannot instruct employees unless equipped with the same knowledge of procedures as the employees they are supervising.*

- Safety should be the Number One priority for everybody.
- Bridge the gap with communication between supervisors and employees.
- Senior management should be just as committed to safety and shared care and concern for safety hazards

Like so many in the DMV, our friends, family and neighbors ride Metro. At the end of the day, we live, work, and care about this community because it is ours. We want safe, clean and reliable public transportation and we believe these measure will increase Metro's safety.