

# SOUNDINGS

*"Self Insurance Group Strength"*

*"The Safety of Employees is an Investment in Success"*

November 2018 Volume XV / Issue XI

## ***A Message from Justin Gardner, EVP & Chief Underwriting Officer***



The Signal Underwriting team is pleased to report on a successful 2018/19 Membership Year renewal. Despite an increasingly competitive USL&H insurance marketplace, the Association maintained an excellent Member retention ratio, an all-time high in projected payroll, and the 16th consecutive year of average cost reduction to the membership. The Underwriters conducted 172 in-person renewal meetings during August and September representing more than 70% of the membership and still found the time to quote and bind four significant new Members at October 1st. The good news extended to our reinsurance program which was renewed at an 8% rate decrease with improved breadth in coverage terms despite a less flexible London reinsurance market. Here are the headline 2018/19 MY renewal statistics:

- 98.7% Member retention ratio
- \$4.35 billion projected payroll, +6.2% increase over the 2017/18 projected payroll
- \$209 million projected Call
- 4.80% average rate, a 1.7% decrease versus prior year
- 10.60% preliminary Supplementary Call estimate

I want to personally extend my thanks to the Underwriting, MSR, Claims and Safety teams. Your work ethic and teamwork are inspiring and produced the excellent result that Members and the Association have come to expect. We are all grateful to the Signal Mutual Membership who make this Club such a uniquely successful organization. We are looking forward to seeing you and your families at the 2019 meetings. More details of the recent renewal will be provided at the upcoming General Meeting in January, and we encourage Members to take advantage of Underwriter's Office Hours and schedule an appointment to share feedback, ask questions or even start discussing next year's renewal!



Charles  
Taylor

## SAVE THE DATE!

### General Meeting

January 24-26, 2019

*Disney's Yacht & Beach Club Resorts*  
Lake Buena Vista, Florida

**Town Hall Meeting • Executive Safety Workshop • Networking • Golf • Special Events**

For 24-hour online room reservations

<https://www.mydisneygroup.com/sm2019>

To reserve your room by phone 7 days a week  
call +1-407-939-4686 and mention "Signal Mutual General Meeting 2019"

Monday-Friday 8:30 am – 6:00 pm Eastern

Saturday-Sunday 8:30 am – 5:00 pm Eastern

For more information, please contact a member of our events team

[angela.pineda@signal-ct.com](mailto:angela.pineda@signal-ct.com) +1 972.865.8049

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## TIM AUTREY

Founder/CEO  
Practicing Perfection Institute, Inc.



# TOWN HALL MEETING

**How to Get Workers to do the 'Right Thing' at 3:00 am (even when no one is watching)**

Tim Autrey, our guest speaker, has presented to audiences across the globe. He is a recognized thought leader in human performance. This presentation will arm you with the tools to help you take your team's safety performance to new heights. Attendees may receive a copy of Tim's book, "*6-Hour Safety Culture: How to Sustainably Reduce Human Error and Risk (and what training alone can't possibly do)*."



Charles  
Taylor

Thursday  
January 24  
4:00-5:30 pm  
Asbury A&B

**Disney's Yacht  
& Beach Club  
Resorts**

Lake Buena  
Vista Florida

HOW TO  
REGISTER?

Registration is  
easy!

Go to the  
General Meeting  
Registration  
Website and  
click on the tab  
for "Town Hall"

## Signal Mutual Goes Paperless at all Business Meetings

### *What Does This Mean for You?*

**24/7 online access to meeting materials**

**No need to print and carry materials to meetings**

### *How is this possible?*

**Access materials online via the Meeting Registration Website and/or Mobile App**

## ***The Formula for Health and Safety Success***

*Submitted by Ron Babski*

*The Port of Virginia, a Signal Member since 1999*

In an industry that still experiences fatalities on a regular basis, marine container terminals in major U.S. ports fall short of the safety culture and standards that are fully integrated in industries such as aviation, oil and natural gas, and nuclear energy. After 10 years as a safety practitioner in The Port of Virginia, I offer the following model of a health and safety program. If properly implemented, this basic formula will yield positive results.

**1. Identify and understand all workplace hazards** - Effective identification of hazards requires having a positive relationship with employees, motor carriers, and terminal patrons. This relationship is based upon respect, concern for the well-being of employees, acting on employee inputs, and maintaining confidentiality. If these relationships are cultivated, employees will be strong partners in working with the Health & Safety ("H&S") department as partners to improve the work place. Approximately 80% of hazards identified in The Port

of Virginia come from employee inputs.

Effective operational auditing of procedural conformance, as well as auditing the durability of solutions that were previously implemented to mitigate workplace hazards, is critical. In The Port of Virginia, over 2,900 line items are measured across seven terminals every three months, mostly by video camera. One line item measures compliance with the dock traffic pattern, which requires at least 20 samples and a 90% compliance score to be considered "satisfactory." Other line items measure the condition of pavements, painted lines, and lighting. This audit was developed on the model of Bollinger Shipyard's successful program.

Effective mishap and near miss analysis are critical to identify root cause hazards. A well-trained team is central to success and a robust camera array is very useful in accurately determining what happened, so that the "why" answer can be efficiently answered. The Advidia A-200 is an excellent PTZ camera for approximately \$1250 that works very well with the cost-free and highly intuitive "Video Insight" client software.

The above three efforts yield a consolidated list of hazards that form the backbone of improvement efforts. As this list is developed, it is wise to be mindful of the APM Terminals "Fatal Five," which include person-machine interface, falls from height, suspended loads, lock-out/tag-out, and contractor control. From vessel, rail, and motor carrier operations to the full spectrum of crane, vehicle, and facilities maintenance activities, the resolution of identified hazards is probably the most difficult and time-consuming challenge. It is also a key leading indicator to predict mishap rates.

**2. Develop and Implement Solutions to Control the Hazards** - Once the consolidated list of hazards is known, following the time tested "hierarchy of controls" to develop effective measures, with an emphasis on innovation, is the next step. Eliminate or substitute, engineer a solution, develop and refine administrative controls, and finally use personal protective equipment ("PPE") to control the hazard. The Port of Virginia rates and tracks the resolution of all hazards.

For example, one of most prolific hazards is distracted operations in the workplace. First, the organization must

understand and acknowledge the risks associated with this behavior. Then the organization must possess the will to confront it and a clear policy must be developed and communicated to the workforce. Next, all employees and managers must be trained and then regularly reminded of the danger so that the team is motivated to confront violators and stop this behavior. However, let us be honest with ourselves...the power of the addiction is so great that these traditional steps are simply not sufficient. As a matter of innovation, The Port of Virginia has conducted a pilot project with seven companies over 18 months using 15 criteria to select the best virtually accessible video solution for deployment in mobile equipment. These camera views from the intuitive, crystal clear, and consistently reliable product of Safety Vision from Houston, TX, have essentially eliminated distracted operations.



*Camera views from the intuitive, crystal clear, and consistently reliable product of Safety Vision*

The Port of Virginia training program is another cornerstone of controlling hazards. The basic process begins with a port orientation class for all terminal patrons who receive a port ID. For longshore employees, a high-quality syllabus that is primarily written by longshore instructors in partnership with senior managers is used to direct the number of practical training hours and training elements that must be completed, with the POV Operational Standards as the baseline document. From ship-to-shore crane operators, to line handlers, to locomotive operators, these standards are developed by the highly respected subject matter experts who work on the terminals every day and can be accessed at [www.portofvirginia.com/stewardship/healthandsafety](http://www.portofvirginia.com/stewardship/healthandsafety). A positive outcome on the certification evaluation is the goal of every employee.

This comprehensive training effort also includes innovations such as a question of the week competition, a 510-question comprehensive operational standard test

for terminal and stevedore managers, a wide variety of pre-shift talks with current content, large monitors in break rooms with interesting content that is updated weekly, an annual ship and dock gang competition, and of course, Signal Supervisor Safety Leadership Training.

The final leg of the control measures triad and involves controlling risk during Management of Change, contractor integration, and terminal events that are not covered in the POV Operational Standards (we call them "Non-Standard Events"). At the very heart of these three topics is pre-planning to identify and control the hazards, communicating through every medium to every party concerned, and then following up to ensure alignment.

**3. Motivate participation by all levels of the organization** - Once solutions for the identified hazards are developed, a broad effort is to ensure that all employees are trained and supported in the efforts to improve the workplace.

First, all levels of managers must have SMART performance objectives with respect to the leading indicators that matter. These include continuous improvement in the comprehensive audit score, resolution rates for behavioral and physical hazards, certification rates of employees in all job specialties, and the rate at which the workforce is engaged. The most important step is that managers are rewarded or held accountable for their performance with respect to these objectives at the end of the year.

TSIP Program Overview for FY18 All POV Patrons			5:1 Program Overview for FY18 LongshoreOnly	
Recognition of Excellence	3751		Recognition of Excellence	1481
Motor Carrier	32%		STS/Toploader/RS/SL/RTG/ROS/UTR	26%
Contractor/Vendor	7%		Straddle Carrier/Shuttle Truck	35%
POV Employees (Staff+Maintenance/ILA)	4%/49%		Slinger/Deckman/Lashers/Linehandlers	12%
Stevedore IIA	8%		OOG/Cargo/Break-Bulk	6%
<b>Non-Compliance</b>	<b>910</b>		Groundman/Checkers	10%
Motor Carrier	69%		Landbridge/Rail Shifters	6%
Contractor/Vendor	5%		M&R	3%
POV Employees (Staff+Maintenance/ILA)	1%/16%		Maintenance	2%
Stevedore IIA	9%		<b>Retraining/Recertification</b>	<b>79</b>
<b>Consequences</b>			STS/Toploader/RS/SL/RTG/ROS/UTR	21%
			Straddle Carrier/Shuttle Truck	34%
Level 2	136	53	Slinger/Deckman/Lashers/Linehandlers	25%
Level 3	6	0	OOG/Cargo/Break-Bulk	0%
Level 4/5	0	0	Groundman/Checkers	15%
			Landbridge/Rail Shifters	5%
			M&R	0%
			Maintenance	0%

Second, there must be consistent, balanced, and effective programs in place to provide recognition of excellence, coaching for non-conformities, and disciplinary action for willful non-compliance. The Port of Virginia uses an innovation called the Terminal Safety Infraction Program or TSIP to motivate 35 specific behaviors that include the APM Fatal Five and that apply to every person who steps foot on the terminals. This program was detailed in a Signal Soundings article in November 2017 and this past year, the Port of Virginia wrote 3,751 citations of excellence to thank terminal patrons and 910 corrective citations that can lead to a suspension of access. The other program that is used applies only to longshoremen and is called the "Five to One." Employees are expected to operate according to the POV Operational Standards and are thanked at least five times for being consistent and predictable for every one time an employee is decertified, retrained, and recertified. This is primarily a coaching tool and this year; 1,481 employees were thanked compared to 79 employees who were decertified and retrained. This is one formula for an effective Health and Safety program. Identify the hazards, develop the solutions to control those hazards, and ensure that every person on the terminals is motivated to participate.

**About the Author:**



Ronald J. Babski Jr., CSP  
Vice President, Health and Safety

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From 2012 to present, Ron has served as the Director of Health and Safety for The Port of Virginia and is responsible for guiding the safety performance for six marine container terminals with over 1,500 employees and 20,000 patrons. Previously, Ron was General Manager of HSSE at APM Terminals, Portsmouth, VA for four years. Before entering the maritime industry, Ron served in the USAF for 21 years.



## Signal Safety Resources Seminars

*Dates and/or Locations Subject to Change*

JANUARY 2019		
Date	Seminar Topic	Location
24th	Executive Workshop Series: - Honing OH&S Processes (During the Annual General Meeting)	Orlando, FL

*Additional meetings to be announced soon!*



**Arrive Home Alive™**

## New Owners to Redevelop Former Avondale Shipyard Site into Logistics Hub



*The former Avondale Shipyard site to be redeveloped into a global logistics hub*

Huntington Ingalls Industries ("HII") has announced the closing of the sale of the former Avondale Shipyards site to Avondale Marine, a joint venture between T. Parker Host, a Signal Member since 2013, and Hilco Redevelopment Partners, which will redevelop the New Orleans-area property into a global logistics hub.

The Avondale facility, part of HII's Ingalls Shipbuilding

division, ceased its Navy shipbuilding operations in December 2014, leaving the future of the historic site up in the air.

Avondale Marine is expected to redevelop the site's crane, dock and terminal assets along nearly 8,000 feet of Mississippi River frontage, while connecting global waterborne commerce with manufacturing, fabrication and distribution facilities onshore. Capturing connections to six Class I rail carriers in the New Orleans area, the new owners envision creating a world-scale logistics hub at the former shipyard.

"For more than 75 years, tens of thousands of workers from Jefferson Parish, New Orleans and surrounding parishes, built vessels at Avondale that preserved our freedom in times of war and invigorated our economy in times of peace," said Louisiana Governor John Bel Edwards. "We know that golden age of shipbuilding will not return to Avondale. But after many months of discussion, we have secured a visionary private-sector partner to create a new path for growth at Avondale. This purchase represents a great opportunity to bring new investment, jobs and prosperity back to Avondale, with a sharp focus on attracting logistics and manufacturing leaders in the global economy."

T. Parker Host is one of the nation's largest terminal operators and a leader in the maritime industry, specializing in agency, terminal operations and marine assets.

Source: [gcaptain.com](http://gcaptain.com)



## **NASSCO Starts Construction of First John Lewis Class Oiler**

General Dynamics NASSCO, a wholly owned subsidiary of General Dynamics (NYSE: GD), a Signal Member since 2003, has begun construction on the future USNS *John Lewis* (T-AO 205), the first ship for the U.S. Navy's *John Lewis* fleet oiler program.

Representatives from NASSCO and the U.S. Navy gathered at NASSCO's San Diego shipyard for a ceremony to cut the first piece of steel, signifying the start of construction for the first of six vessels for the U.S. Navy. Construction of the first ship is scheduled to be complete in November 2020.



*The John Lewis-class ships are based on commercial design standards and will recapitalize the current T-AO 187 Class Fleet Replenishment Oilers to provide underway replenishment of fuel to U.S. Navy ships at sea*

"These oilers are critical to the Navy's ability to operate around the world," said Kevin Graney, President of General Dynamics NASSCO. "We are honored to build the lead ship of this class and have worked with our Navy and industry partners to ensure the design, planning, material, and facility are ready to begin construction."

"Today marks a great accomplishment by the Navy and NASSCO teams on this important program," said James F. Geurts, Assistant Secretary of the Navy for Research, Development and Acquisition. "Their tremendous collaboration on this new double-hulled design is a great example setting a positive trajectory leading into production."

The *John Lewis*-class ships are based on commercial design standards and will recapitalize the current T-AO 187 Class Fleet Replenishment Oilers to provide underway replenishment of fuel to U.S. Navy ships at sea. These ships are part of the Navy's Combat Logistics Force and will become the backbone of the fuel delivery system. *John Lewis* will be operated by the Navy's Military Sealift Command and is the first ship named after the civil rights leader and Presidential Medal of Freedom recipient.

"As the first ship of its class, the future USNS *John Lewis* will play a vital role in the mission of the Navy and Marine Corps, just like its namesake John Lewis' vital role as a national leader in the movement for civil rights and human dignity," said Mike Kosar, Support Ships, Boats and Craft program manager, Program Executive Office Ships ("PEO" Ships).

Source: [marineblog.com](http://marineblog.com)

## Anti-Fraud Campaign Has New Modified Posters and Banner Replace Outdated Versions at Your Work Sites



On the home page of Signal's website, there is a link to [Report a Fraud](#) and the Association's campaign to prevent fraud has updated the campaign poster to support this link. In fact, the website link is not only accessible [here](#) but also listed on the new posters and banner.

There are two sizes of posters: 11" x 15" and 24" x 36" and both are available with weatherproof paper. There is also a totally weatherproof banner available that measures 4' x 6'.

Upon request, we will send you as many of these posters and banners as you need for your locations.

Please send your request to Jennifer Rodriguez at the Wilton, CT office: [jennifer.rodriguez@signal-ct.com](mailto:jennifer.rodriguez@signal-ct.com)

## Crowley Christens *El Coquí*, Heralding a New Era in the U.S. Mainland-Puerto Rico Supply Chain

Crowley Maritime Corporation, a Signal Member since 1989, recently christened its Commitment Class combination container/roll on-roll off ship *El Coquí*, which is among the first of its kind to be powered by liquefied natural gas ("LNG"). The ship is a key new component in Crowley's supply chain transformation in the U.S. mainland-Puerto Rico trade.



*Crowley Board of Directors Member Christine Crowley, spouse of Chairman and CEO Tom Crowley, breaks a champagne bottle over the hull of the 720-foot vessel, *El Coquí**

A crowd of more than 350 people, including White House officials; U.S. congressional members; local officials; representatives from ship builder, VT Halter Marine; and Eagle LNG joined Crowley employees, vessel crew members and other industry and union representatives to celebrate this milestone. Crowley Board of Directors Member Christine Crowley, spouse of Chairman and CEO Tom Crowley; served as sponsor performing the time-honored tradition of breaking a champagne bottle over the hull of the 720-foot vessel at the JAXPORT Cruise Terminal in Jacksonville, FL.

The event included remarks by Tom Crowley; Alexander B. Gray, Special Assistant to the President for the Defense Industrial Base; Resident Commissioner Jennifer González-Colón of Puerto Rico; U.S. Reps., John Rutherford and Ted Yoho, both of Florida; and Augustin "Augie" Tellez, Executive Vice President, Seafarers International Union.

"It's a culmination of many, many years of hard work, many, many years of transition for this company," said Chairman and CEO Tom Crowley, who applauded the company's employees and partners for their success designing, constructing and operating the ship.

"It's remarkable to see the transition. Whether it's going from Ro/Ro to Lo/Lo, the LNG fuel, putting a car house on the back of a container ship, you name it, you go through the transition of what we did to build a ship and create a supply chain that nobody else can match. And it's here today," continued Crowley.





On July 30, 2018, *El Coquí*, arrived in San Juan on her maiden voyage

Source: [crowley.com](http://crowley.com)



## Signal Members Awarded Contracts for Waterfront Construction Project

Crofton Construction Services Inc., of Portsmouth, Virginia, a Signal Member since 1996, and WF Magann Corporation, of Portsmouth, Virginia, a Signal Member since 1994, were each awarded an indefinite delivery-/indefinite-quantity, multiple award, design-build, design-bid-build construction contract for waterfront construction projects within the Naval Facilities Engineering Command (NAVFAC) Mid-Atlantic Hampton Roads area of responsibility (AOR). There is a total of five companies receiving awards. The maximum dollar value including the base period and four option years for all five contracts combined is \$95,000,000.

Crofton Construction Services Inc. is being awarded the initial task order at \$7,327,275 for the Berth 18/19 Submarine Berth Repair at Norfolk Naval Shipyard, Portsmouth, Virginia.

This contract was competitively procured via the Navy Electronic Commerce Online website, with eight proposals received. Naval Facilities Engineering Command, Mid-Atlantic, Norfolk, Virginia, is the contracting activity.

Source: [navfac.navy.mil/navfac\\_worldwide/atlantic/fecs/mid-atlantic/news/contract-awards](http://navfac.navy.mil/navfac_worldwide/atlantic/fecs/mid-atlantic/news/contract-awards)



**CROFTON**  
INDUSTRIES



## C&C Marine & Repair Delivers *MV Jerry Jarrett* to Marquette Transportation

C&C Marine & Repair, Belle Chasse, Louisiana, a Signal Member since 2016, delivered the *MV Jerry Jarrett* to Marquette Transportation Company. It is the third vessel in a series of new 6,600 hp., 160- by 50-foot triple-screw Z-drive towboats.



*MV Jerry Jarrett*

The *MV Jerry Jarrett* is being delivered approximately four months after the second towboat in the series, the *MV Chris Reeves*, which was delivered seven months after the first boat, the *MV Cindy L. Erickson*, on February 16, 2018. After delivery of the second towboat, C&C Marine said Marquette Transportation Company quickly exercised the option for a fourth towboat.

The *MV Jerry Jarrett* was designed by CT Marine in Portland, Maine. The unique design includes three Cummins QSK60-M main engines that are paired to three Steer-prop SP25D azimuthing Z-drive thrusters. The triple azimuthing Z-drive configuration allows for optimal speed, power and maneuverability. The Z-drives operate at lower engine loads to boost fuel efficiency.

"We have been very pleased with the results," said Josh Esper, executive vice-president of Marquette Transportation Company. "C&C Marine & Repair has exceeded our expectations on both quality and production."

The fourth towboat for Marquette is scheduled for delivery in December.

Source: [waterwaysjournal.net](http://waterwaysjournal.net)

**C&C**

**MARINE**  
And Repair

## **The Ferry Business is Thriving for The Bridgeport & Port Jefferson Steamboat Company**



*One of three ferries owned and operated by The Bridgeport & Port Jefferson Steamboat Company whose terminal is located on the west side of the harbor and is moving forward with plans to develop a new terminal on the east side at Barnum Landing in Bridgeport, CT*

For travelers looking for a scenic way to avoid New York City traffic while driving to and from Long Island and New England taking a ferry on the Bridgeport & Port Jefferson Steamboat Company, a Signal Member since February 2018, is the most convenient way to get around.

Over one million passengers and 500,000 vehicles use the ferries every year—meaning fewer cars on the road, improved air quality and reduced traffic congestion. And soon, more people will be able to take advantage of the excellent public transit in Bridgeport, Connecticut.

A site plan has been approved for development of a new terminal, offering better egress and access, and additional ferry departure and arrival times.

“Since our founding in 1883, the Bridgeport & Port Jefferson Steamboat Company has focused on being an integral part of Connecticut’s transportation solutions. We continue in our commitment to improvements that directly benefit and support New England travelers.

This new site will accommodate 24-hour crewing, allowing concert goers or late-night travelers to arrive safely at the terminal no matter the hour. With these improvements, it has been suggested that up to an additional 200,000 vehicles each year will use the ferries instead of adding to the congested southern roads.

*Source: Connecticut Port Authority; October 2018 Newsletter*

## **Weeks Marine Gets First New York Coast Guard COIs**

The Coast Guard’s New York sector presented its first Subchapter M certificates of inspection to Weeks Marine, Inc., (“WMI”) Cranford, N.J., a Signal Member since March 2018, for achieving full compliance with the regulations on a pair of its tugboats. The 77.1’x26’x10.6’, 2,000-hp *Elizabeth* and the 99.1’x32’x14’, 3,000-hp *Katherine* are the first to go through the COI process with the sector’s New York Waterways Branch.



*The Coast Guard presented its first New York COIs to Weeks Marine September 5 in Cranford, N.J. From left to right: Patrick Whelan, executive vice president and general counsel; Ronnie Clifford, towing compliance officer; Coast Guard Cmdr. Jacob Hobson; Shaun O’Brian, towing senior port engineer; Jason Marchioni, vice president of marine services; Capt. Benjamin Peterson, towing manager; and Eric Ellefsen, president*

Subchapter M requirements for towing vessel safety kicked into high gear July 20 and the regulations are on a five-year implementation schedule to achieve full compliance across the industry for inspection, standards and safety management systems.

“This was a monumental occasion for Weeks Marine, and marked the culmination of months of hard work from both Ronnie and Shaun,” said Capt. Benjamin Peterson, WMI’s towing manager, in announcing the certifications.

Weeks Marine worked with both Coast Guard inspectors and the American Bureau of Shipping (“ABS”) to get the tugs through the inspection and certification process. ABS is playing a major role in Subchapter M implementation, as one of the Coast Guard-approved third-party auditors that help operators reach compliance.

*Source: workboat.com*

## ***Bollinger Delivers the 31st Fast Response Cutter, USGC TERRELL HORNE to the U.S. Coast Guard***



USGC TERRELL HORNE

Bollinger Shipyards Lockport, LLC, a Signal Member since 2009, has delivered the USCGC TERRELL HORNE, the 31st Fast Response Cutter (FRC) to the U.S. Coast Guard. The Coast Guard took delivery in Key West, Florida. Bollinger President & C.E.O. Ben Bordelon said, "We are happy to announce the delivery of the latest FRC, the USCGC TERRELL HORNE." "This will be the third of four FRCs to be stationed in San Pedro, CA. The vessel's commissioning is scheduled for March 2019 in California. Previous cutters have been stationed around the nation including Alaska and Hawaii. We are extremely proud that the Fast Response Cutters built by Louisiana craftsmen here at Bollinger Shipyards are having such a major impact on our country's safety and security. "FRCs already in commission have protected our country by seizing multiple tons of narcotics, interdicted thousands of illegal aliens and saved hundreds of lives. The FRC program is a model program for government acquisition and has surpassed all historical quality benchmarks for vessels of this type and complexity. The results are the delivery of truly extraordinary Coast Guard cutters that will serve our Nation for decades to come."

Source: [bollingershipyards.com](http://bollingershipyards.com)



## ***Does Health, Strength, and Balance Matter?***

***How to Measure if an Employee is Meeting the Physical Demands of the Job When Returning to Work from an Injury***



*Employee performs lift test during a Functional Capacity Evaluation ("FCE")*

A well-recognized test for return to work, the Functional Capacity Evaluation ("FCE") is a systematic, comprehensive, multi-faceted objective measurement tool designed to measure an individual's current physical abilities. The FCE, considered a legal document, is performed by a licensed healthcare provider who must be trained and experienced in performing FCEs. Examiners are typically a physical, occupational therapist, or an athletic trainer.

### **FCE Testing**

A variety of tests and measurements are taken during an FCE using calibrated instruments. Skilled clinicians are careful to coach the individual before each test to minimize risk of injury. These include, but are not limited to:

- Musculoskeletal assessment
- Isometric testing: a strength test against unmovable objects which *insures safety of testing*
- Cardiovascular test: addresses indicators of delayed recovery
- Pain questionnaires
- Lifting, pushing and pulling
- Positional requirements: length of time of ability to stand or walk, squatting, lifting, reaching, etc.
- Overall flexibility, bending and balance; grasping

- Measurements of affected body areas: range of motion, strength, and circumferential measurement to determine swelling

## Safe Return to Work

The performance, or lack thereof, of an individual during these activities is an important indicator of whether an employee can safely return to work and meet the physical demands of their job. The experienced evaluator records observations to determine if the individual gives full effort during testing. These measurements can be a determinant on the level of function within their specified job that can be expected from the person being evaluated. If it is determined through testing that the individual cannot meet the physical demands of their position, an assessment and plan of action may be made on what the employee needs to do to return to work. This may include, but is not limited to:

- Work conditioning
- Modifying working conditions
- Adjusting positional workload
- Ergonomic assessments and modifications

## Balanced, Healthy and Strong

All jobs require and impose physical demands on an individual. Those demands vary from position to position. Regardless of the specific physicality required of these positions, having strength, balance, and overall health will help the employee perform at a higher level with reduced or no discomfort or debilitating effects.

Being healthier will allow someone to have a higher energy level throughout the day and be able to successfully recover more quickly from the wear and tear of their day or from an injury. Being balanced and strong are two major components of what is considered healthy, but also supplying your body with the proper micro-nutrients and macronutrients is essential in achieving overall health.

An organization that is aware and acts to provide education and avenues for a healthier lifestyle, will reap the benefits through the improved health and wellbeing of their employees.

## About the Author:

Chris Durant, ATC, LAT, CEAS, CrossFit L2  
Clinical ATC Wellness Specialist  
Unify Health Services, LLC

Unify Health Services offers Signal Members discounts for wellness programs and specialty services. Our prevention solutions include Consultation, Wellness, Industrial Performance Programs, Early Intervention, Ergonomic Assessments, Physical Demand Analysis, and Post Offer Employment Testing. Our post injury solutions include Functional Capacity Evaluations, Fit for Duty testing, and physical therapy. For more information on how to get started contact the team at Unify Health Services. For more information contact us at 888-314-5571 or [referrals@unifyhs.com](mailto:referrals@unifyhs.com).



## Dates for Your Calendar

### GENERAL MEETING

**Disney's Yacht & Beach Club Resorts**

**Lake Buena Vista, FL - January 24-26, 2019**

For further information contact:

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[nancyann.flood@signal-ct.com](mailto:nancyann.flood@signal-ct.com) 203.761.6064

**For 24-hour online room reservations:** <https://www.mydisneygroup.com/sm2019>



### MARITIME CONFERENCE

**The Peabody Memphis, Memphis, TN - May 20-22, 2019**

**To make online room reservations go to [www.peabodymemphis.com](http://www.peabodymemphis.com)**

**To make reservations by phone please call +1-800-PEABODY**

**and mention the 2019 Signal Maritime Conference**

For further information contact:

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[angela.pineda@signal-ct.com](mailto:angela.pineda@signal-ct.com) 972.865.8049



### ANNUAL GENERAL MEETING

**The Fairmont Southampton**

**Southampton, Bermuda - August 1-3, 2019**

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**“The Safety of Employees is an Investment in Success”**



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Please share the successful safety accomplishments and news items about your Member company and employees. Email your submissions to Nancyann Griesemer Flood at [nancyann.flood@signal-ct.com](mailto:nancyann.flood@signal-ct.com) and place your Member name in the subject line.

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