Safety Culture: Effects of Environment, Behavior & Person
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Safety4Site Program Questionnaire for Craft Workers

1) You are an employee of
   a. Messer
   b. A hired subcontractor

2) Your age falls into which of the following category
   a. Younger than 20
   b. 20-29
   c. 30-39
   d. 40-49
   e. Above 50

3) Which of the following best describes your primary trade(s)?
   a. Earthwork/excavation
   b. Concrete
   c. Masonry
   d. Steel
   e. Rod Buster
   f. Mechanical
   g. Plumbing
   h. Electric
   i. HVAC
   j. Drywall
   k. Other ______________________ (Please specify)

4) Are you aware of Messer's Safety4Site Program?
   a. Yes
   b. No

5) Do you feel that Messer’s Safety4Site program contributes to a safer work site?
   a. Yes
   b. No

6) Do you feel that Safety4Site has increased employees’ awareness of safety on Messer jobsites?
   a. Yes, significantly
   b. Yes, somewhat
   c. Not at all
7) Which of the 3 elements of Safety4Site are you familiar with (choose all that apply)?
   a. 100% requirement for safety glasses
   b. Required daily huddle meeting
   c. Accountability (20 Non-Negotiable Violations)
   d. All of the above
   e. None of the above

8) Please measure the effectiveness of these Safety4Site elements below in creating a safer work environment. (-2: very ineffective, 0: neutral, 2: very effective)
   a. 100% requirement for safety glasses
      2 1 0 1 2
   b. Required daily huddle meeting
      2 1 0 1 2
   c. Accountability (20 Non-Negotiable Violations)
      2 1 0 1 2

9) Are you aware of the 20 non-negotiable behaviors listed in the accountability element of the program?
   a. Yes, I am aware of all of them
   b. Yes, I am aware of most of them
   c. Yes, I am aware of a couple of them
   d. No, I have no idea about them
   If yes, where did you learn about the 20 non-negotiable behaviors?
      a. Training (classroom and/or orientation video)
      b. Visuals (posters, handouts, etc)
      c. Both a & b
      d. Other __________________(please specify)

Do you understand how you will be held responsible if you violate one of the 20 Non-Negotiable behaviors?
   a. Yes
   b. No

10) What are the consequences if you violate a Safety4Site Non-Negotiable behavior for the first time?
    a. Written warning
    b. Verbal warning
    c. Removed from the jobsite for one day
    d. Don't know
11) What are the possible consequences if you violate a Safety4Site Non-Negotiable behavior for the 2nd time?
   a. Written warning
   b. Removed from the job site for one day
   c. Banned from working on any Messer project for one year
   d. Suspended for 30 days (eligible for re-hire following suspension)
   e. Don’t know

12) In your opinion, do you believe the implementation of Safety4Site slows down work progress?
   a. Yes
   b. No
   If yes, which of the following best describes the decrease in work process?
   a. Moderately
   b. Somewhat or significant at times
   c. Significant

13) If a subcontractor, does your company have similar safety requirements on other jobs?
   a. Yes
   b. No
   If yes, explain.

14) Have you ever been asked to leave a Messer job due to safety violation?
   a. Yes
   b. No
   If yes:
   a. What was the violation?
   b. Do you feel that the consequences were fair? _______Yes _______No

15) Is there a feeling of responsibility for one another’s safety on Messer’s jobsites?
   a. Yes, strong feeling
   b. Yes, somewhat
   c. No

16) How likely is it that you would address an unsafe behavior or situation involving one of your peer worker(s)?
   a. Not likely
   b. Likely
   c. Very likely

17) Based on your perception and observations, which specific trade(s) tend to have more safety violations than others? Please specify which trade(s). You may pick more than one.
   a. Earthwork/excavation

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18) Would you risk getting hurt to "get the job done"?  ____Yes _____No
   If yes, why?
   a. You feel that is what is expected of you from superiors
   b. Fear of losing your job
   c. I'm just a risk taker, no excuses
   d. There is no other way to do it

19) Based on your perception, choose the following that best describes the way that you feel about the way Safety4Site is enforced.
   a. Genuine attempt to keep workers safe
   b. Makes you feel uncomfortable
   c. Used as leverage against a company to get what they want
   d. Used as a tool to weed out workers

20) On a scale of -2 to 2, -2 being less safe, and 2 being much safer, do you feel safer on Messer's Jobsites as compared to other projects you have worked on?
   
   Less safe    -2     -1     0     1     2    Much safer

21) How would you rate Messer's Safety4Site program to other company safety programs?
   a. Not as effective
   b. Same
   c. Better

22) Have you worked on multiple Messer projects?  ____Yes _____No
   If yes, has the safety been enforced consistently?  ____Yes _____No
   If no, check all that you feel were not enforced consistently:
   _____ Accountability for unsafe acts
   _____ Enforcement of personal protective equipment (PPE) usage
   _____ Everyone treated the same/equally
Interview Questions Only

23) If specific trades tend to have more safety violations than others, please specify:
   a. Is this related to the risk level of the work?
   b. Is this related to the level of experience and training of the employee?
   c. Is this related to the safety program of subcontractors?

24) Have you heard any positive feedback from your co-workers about Safety4Site or Messer's safety requirements? What has been discussed?

25) Have you heard any negative feedback from your co-workers about Safety4Site or Messer's safety requirements? What has been discussed?

26) Do you see any aspects of the Safety4site program that could be improved? What and how?

27) Has Safety4Site affected employees’ attitude toward safety on Messer jobsites? How? Please give an example.