



Safe Working Weight Program

Duke Energy

October 2009

Background

- New program replaced practices prior to the Duke Power/Cinergy merger.
 - Seven Steps Program - Cinergy
 - Evolved due to litigation.
 - Designed to monitor employees weight when using weight-rated equipment and included steps to take if safe body weight was exceeded.
 - Required annual weighing of all employees in affected departments.
 - Case by case management of weight issues had been in place in Duke Power.



Safe Working Weight Program

- Collaboration of EHS and Human Resources.
- Applies to business units that use weight-rated equipment.
- Included identification of weight-rated equipment.



Management Responsibilities

- Identify weight-rated equipment in use at each location or in specific job functions in the business unit.
- Complete assessment of weight rated equipment and job functions that use the equipment.
- Determine measures necessary to ensure that weight ratings are not exceeded.
 - Provide equipment with higher weight ratings when feasible.
 - Develop work methods to ensure that weight ratings for equipment are not exceeded.



Management Responsibilities

- Observe employees who use weight rated equipment to determine if employees may be exceeding safe body weights for the equipment.
 - Consider manufacturer weight rating, employee weight, tools and materials used.



Management Responsibilities

- If management observes employees believed to be exceeding safe total weights:
 - Discuss with employee the need to operate equipment in accordance with the weight limits.
 - Ask employee if he/she can operate the equipment within the weight limits.
 - If unsure – management contacts HR representative for assistance.



Human Resources Role

- Work with local management and employees with body weight concerns.
- HR representative conducts a review of the facts and circumstances of each case under the Company's Job Adjustment and Workplace Modifications Program.
- Make recommendations to management which may include:
 - Asking employee to provide documentation from medical professional of weight.
 - Referring employee to Employee Assistance Program for weight management programs.



Training

- Employee training included responsibilities not to overload weight rated equipment.
- Supervisors and managers trained in the Job Adjustment and workplace Modifications Program.

Business Unit Decisions

Business Unit	Approach
Generation	Purchased heavier rated equipment
Power Delivery	Developing work methods to prevent overloading. Expect management to observe employees and involve HR. May purchase heavier rated equipment where feasible.
Gas Operations	Purchased heavier rated equipment
Other (Fleet, Warehousing)	May purchase heavier rated equipment where feasible. Expect management to observe employees and involve HR.



Weight Rated Equipment

- Elevating work platforms
- Aerial devices
- Fall protection equipment
- Portable ladders
- Fixed ladders
- Scaffolds
- Other