

**AGREEMENT TO ESTABLISH A PARTNERSHIP  
BETWEEN  
THE OCCUPATIONAL SAFETY AND HEALTH  
ADMINISTRATION  
U.S. DEPARTMENT OF LABOR  
AND  
ODOM'S TENNESSEE PRIDE SAUSAGE, Inc.**

The Occupational Safety and Health Administration (OSHA) and Arkansas Department of Labor and Odom's Tennessee Pride Sausage, Inc. recognize the value of collaborative efforts to achieve workplace safety. Odom's Tennessee Pride Sausage, Inc. with the assistance of Arkansas Department of Labor has developed the "General Industrial Safety & Health Program." OSHA and Arkansas Department of Labor and Odom's Tennessee Pride Sausage, Inc. remains committed to cooperative and proactive efforts to advance workplace safety in the meat industry.

**Section I. Purpose**

To build on this success, OSHA and Arkansas Department of Labor and Odom's Tennessee Pride Sausage, Inc. agree to establish a PARTNERSHIP to better use their collective expertise to help foster a culture of prevention while sharing best practices and technical knowledge, especially in the area of safety & health program. OSHA and Arkansas Department of Labor and Odom's Tennessee Pride Sausage, Inc. agree to establish the PARTNERSHIP to promote safe and healthful working conditions for meat industry employees by:

- Providing Odom's Tennessee Pride associates with information and guidance that will help them protect employees' health and safety, particularly in reducing and preventing exposure to safety & health hazards.
- Reaching out to associates (and others) who may benefit from mentoring or guidance in developing, implementing, or improving safety & health programs.
- Providing selective training in conjunction with Odom's Tennessee Pride Sausage on safety & health programs techniques, program structure, and applications in the meat industry.

**Section: II. Partnership Facility**

This partnership will initially cover the Odom's Tennessee Pride Sausage Little Rock, AR Facility. The Little Rock, AR Facility address is 4701 Asher Ave Little Rock, AR 72201. Odom's Tennessee Pride Sausage, Inc. good faith intent is to expand the partnership to the other locations as is mutually agreeable based upon the experience under this agreement.

### **Section III. Commitment of Partners**

OSHA and Arkansas Department of Labor will assist Odom's Tennessee Pride Sausage in achieving an effective safety & health program based on OSHA 1989 Safety & Health Program Guidelines. Odom's Tennessee Pride also acknowledges its obligation to abate OSHA and Arkansas Department of Labor violations identified through the partnership.

OSHA and Arkansas Department of Labor will work with Odom's Tennessee Pride site management and associates to identify actions that will strengthen the Odom's Tennessee Pride safety and health culture and program.

### **Section IV. Operations Plan Overview**

- **Partnership Steering Committee**

A Partnership Steering Committee consisting of representatives from OSHA, Arkansas Department of Labor and Odom's Tennessee Pride will be formed. The Committee will oversee the management of the partnership by:

1. Tracking partnership milestones;
2. Resolving safety & health conflicts and issues;
3. Reviewing quarterly Partnership Progress Status Reports;
4. And OSHA and Arkansas Department of Labor will serve in an advisory capacity to the Committee.

- **Odom's Tennessee Pride Sausage**

In addition to participating on the Partnership Steering Committee, Odom's Tennessee Pride Sausage senior management will consistently demonstrate their commitment to the Partnership and will be responsible for taking actions at the partnership facilities:

1. Improve the safety & health culture;
2. Participate with Arkansas Department of Labor in the mock VPP evaluations;
3. Ensure the correction of identified compliance with the safety & health program issues;
4. Provide ongoing support;
5. Implement a management accountability system;
6. And balance the competing pressures of production with safety & health commitments.
7. Provide additional training for supervisors in recognition and evidence of safety and health hazards.
8. Continue to maintain and/or reduce the Tennessee Pride LWDII Rate for 1999 was 22.9, 2000 was 9.9, 2001 was 8.7, and in 2002 is presently to date 4.8.

- **OHS**

In addition to participating on the Partnership Steering Committee, Odom's Tennessee Pride Sausage will conduct a base-line evaluation on the Little Rock, AR Facility identifying compliance issues and safety & health program gaps for correction. When appropriate, Arkansas Department of Labor will facilitate the site's application for VPP and conduct a VPP mock evaluations with participation by Odom's Tennessee Pride Sausage corporate representative. Any gap in meeting VPP requirements will be identified.

## **Section V. Measures**

The Partnership Steering Committee will determine the appropriate performance measures, content and format of the quarterly Partnership Status Reports used to track partnership results. At a minimum, the performance measures will include baseline injury, illness and lost workday case rates. In addition, specific upstream activity measures, e.g., number of hazards identified and corrected, will be identified and tracked by the management accountability system.

The partnering site will prepare quarterly Partnership Status Reports (based on an established format) to disclose progress toward:

1. Identifying and correcting hazards;
2. Meeting safety and health program criteria;
3. And achieving performance goals and measures.

Tennessee Pride will assemble these reports and submit them to each member of the Partnership Steering Committee each quarter for their review. This Partnership Status Reports will be discussed on quarterly conference calls. Program adjustments will be made, as appropriate.

## **Section VI. Baseline and Mock VPP Evaluations**

Arkansas Department of Labor will conduct an initial baseline evaluation of each participating site's safety and health program. A report listing compliance issues for correction and areas to improve the site's safety and health program will result.

When appropriate, each participating site will complete a draft VPP application covering the key elements of the site's current safety and health program. The parties agree that the use of a "mentor" from the Voluntary Protection Program Participant's Association mentoring program will be beneficial. The Partnership Steering Committee will review the draft application and determine an appropriate date for the OSHA-VPP mock evaluation. The VPP mock evaluation will take place within sixty (60) days of receipt of an acceptable draft application. At the close of the mock evaluation Arkansas Department of labor will generate an evaluation report detailing and VPP requirement deficiencies and identifying any compliance issues that must be corrected by the site within hundred twenty (120) days.

## **Section VII. VPP Application and Onsite Reviews**

When a site is ready for VPP consideration, the site will prepare a final VPP application and submit the application to the appropriate OSHA regional office for processing. Normal VPP procedures will apply.

## **Section VIII. Terms**

The partnership shall be in effect for five (5) years from the date of signature unless or until Tennessee Pride Sausage or OSHA notifies the other party of their intent to withdraw from the partnership. The partnership will dissolve in thirty (30) days following the receipt of a withdrawal notice. Upon agreement of the parties, the partnership may be extended beyond five (5) years.

