

POWER GENERATION VPP WORK GROUP

Q3, 2026

August 13th , 2026

**Please check in on the chat function with
your name, title and company. Feel free to
add email**



Safety Moment

Presented By:

Alex Miller

Vistra Corp



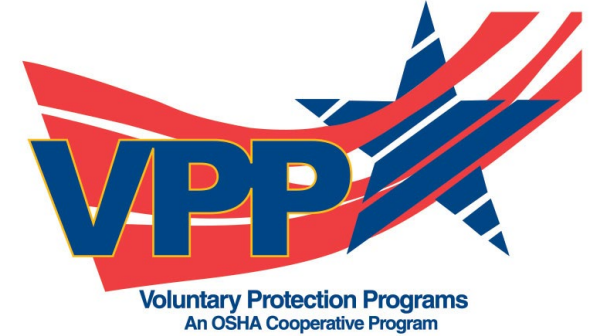
VPP Updates

Since last meeting:

New VPP Applications
Submitted or Accepted

Initial VPP Approvals

VPP Reapprovals



Special Government Employees (SGE)



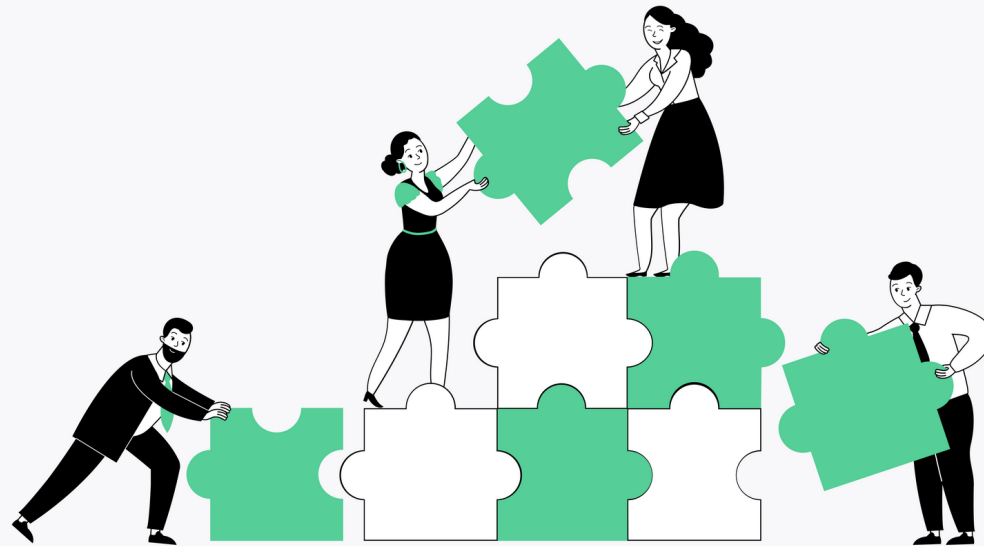
Training and Opportunities

- 7 SGE training classes are scheduled through April of 2027. <https://www.osha.gov/sge/sge-training>
- SGE Opportunities – <https://www.osha.gov/sge/onsite>
- For more SGE Program Information - <https://www.osha.gov/sge>



VPP Element

- Management Leadership and **Employee Involvement**
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training





VPP Element

Worker Participation

How has Modernization Affected the Core Elements Structure?

Legacy Core Element:

- Element 1 - Management Leadership and Employee Involvement
 - Management Leadership
 - Employee Involvement
 - Contract Worker Coverage
 - Self Evaluation of the SHMS



How has Modernization Affected the Core Elements Structure?

Modernized Core Elements:

- Element 1 - Management Leadership
- Element 2 - Worker Participation
- Element 6 - Program Evaluation and Improvement
- Element 7 - Communication and Coordination for Host Employers, Contractors, and Staffing Agencies



Origin of the VPP Element Framework

CORE ELEMENTS OF THE SAFETY AND HEALTH PROGRAM RECOMMENDED PRACTICES

MANAGEMENT LEADERSHIP	• Top management demonstrates its commitment to continuous improvement in safety and health, communicates that commitment to workers, and sets program expectations and responsibilities. • Managers at all levels make safety and health a core organizational value, establish safety and health goals and objectives, provide adequate resources and support for the program, and set a good example.
WORKER PARTICIPATION	• Workers and their representatives are involved in all aspects of the program—including setting goals, identifying and reporting hazards, investigating incidents, and tracking progress. • All workers, including contractors and temporary workers, understand their roles and responsibilities under the program and what they need to do to effectively carry them out. • Workers are encouraged and have means to communicate openly with management and to report safety and health concerns without fear of retaliation. • Any potential barriers or obstacles to worker participation in the program (for example, language, lack of information, or disincentives) are removed or addressed.
HAZARD IDENTIFICATION & ASSESSMENT	• Procedures are put in place to continually identify workplace hazards and evaluate risks. • Safety and health hazards from routine, nonroutine, and emergency situations are identified and assessed. • An initial assessment of existing hazards, exposures, and control measures is followed by periodic inspections and reassessments, to identify new hazards. • Any incidents are investigated with the goal of identifying the root causes. • Identified hazards are prioritized for control.
HAZARD PREVENTION & CONTROL	• Employers and workers cooperate to identify and select methods for eliminating, preventing, or controlling workplace hazards. • Controls are selected according to a hierarchy that uses engineering solutions first, followed by safe work practices, administrative controls, and finally personal protective equipment (PPE). • A plan is developed to ensure that controls are implemented, interim protection is provided, progress is tracked, and the effectiveness of controls is verified.
EDUCATION & TRAINING	• All workers are trained to understand how the program works and how to carry out the responsibilities assigned to them under the program. • Employers, managers, and supervisors receive training on safety concepts and their responsibility for protecting workers' rights and responding to workers' reports and concerns. • All workers are trained to recognize workplace hazards and to understand the control measures that have been implemented.
PROGRAM EVALUATION & IMPROVEMENT	• Control measures are periodically evaluated for effectiveness. • Processes are established to monitor program performance, verify program implementation, and identify program shortcomings and opportunities for improvement. • Necessary actions are taken to improve the program and overall safety and health performance.
COMMUNICATION AND COORDINATION FOR HOST EMPLOYERS, CONTRACTORS, AND STAFFING AGENCIES	• Host employers, contractors, and staffing agencies commit to providing the same level of safety and health protection to all employees. • Host employers, contractors, and staffing agencies communicate the hazards present at the worksite and the hazards that work of contract workers may create on site. • Host employers establish specifications and qualifications for contractors and staffing agencies. • Before beginning work, host employers, contractors, and staffing agencies coordinate on work planning and scheduling to identify and resolve any conflicts that could affect safety or health.

OSHA Publication 3885:
Recommended Practices for Safety
and Health Programs
(October 2016)

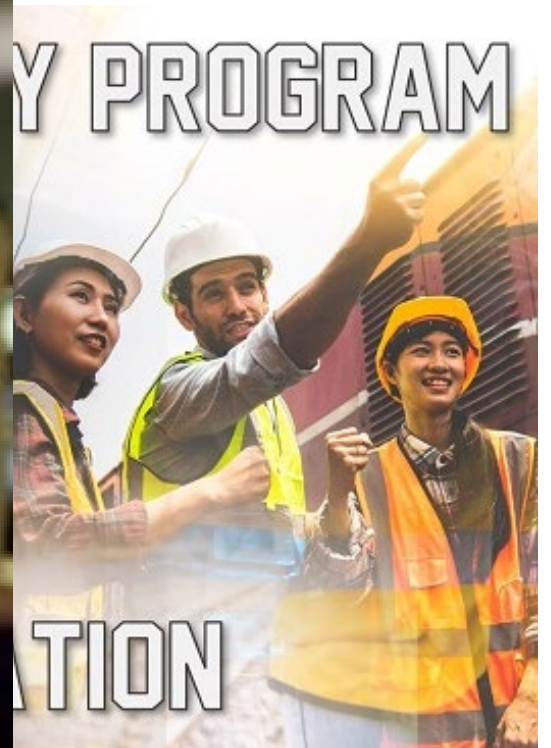
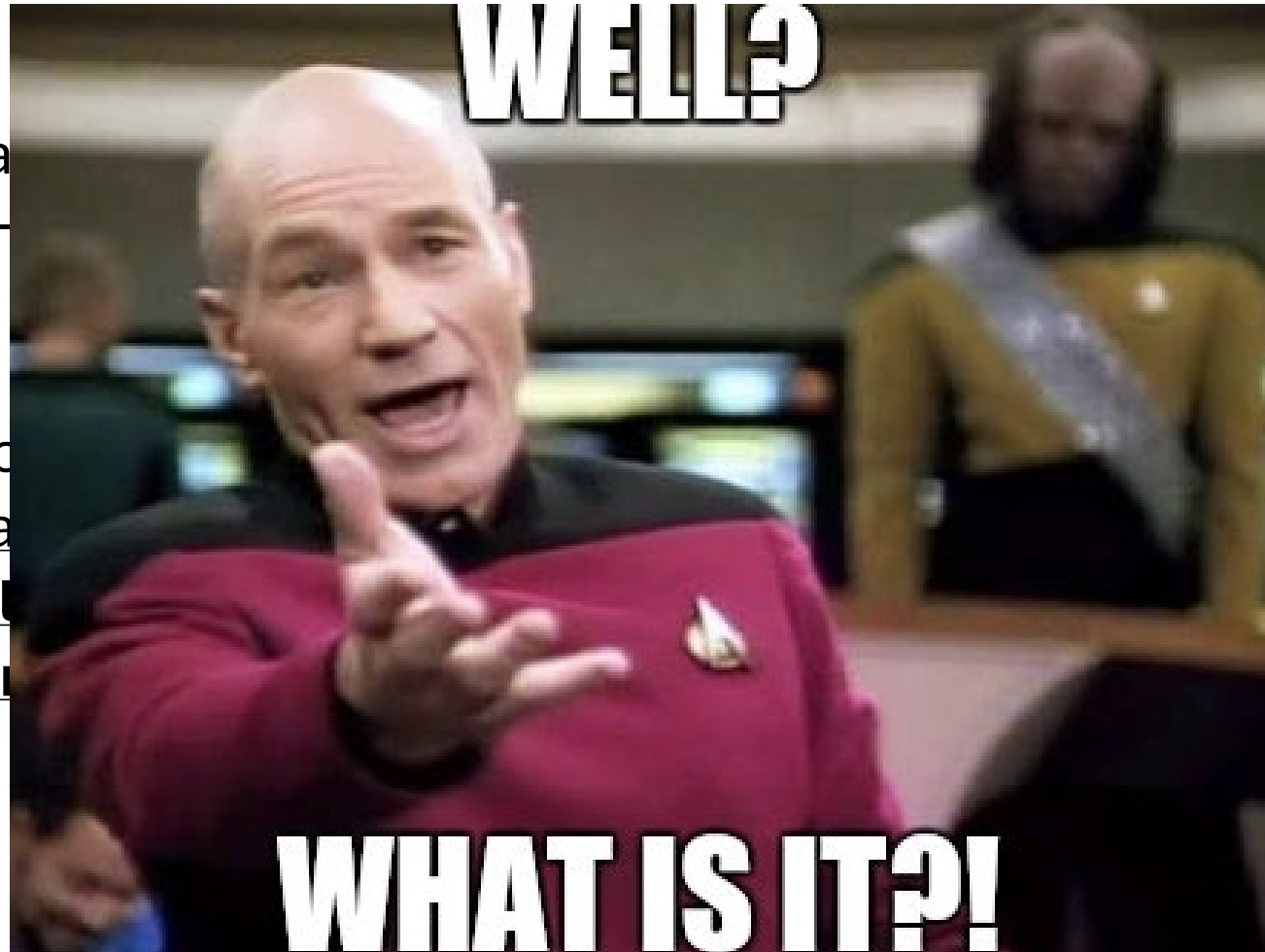
Worker Participation Sub-Elements Comparison

Other than adjustments to wording, there does not appear to be any significant changes to the sub-elements for Worker Participation.



Worker Participation

“Worker participation is an essential element of any SH program. It involves specific jobs and tasks and are related to hazards related to the work. Worker participation means involving workers in **establishing, evaluating, and improving** the SH program.”



Worker Participation Expectations

In addition to their obligation to report hazards, workers must be involved in each phase of implementation in constructive ways.

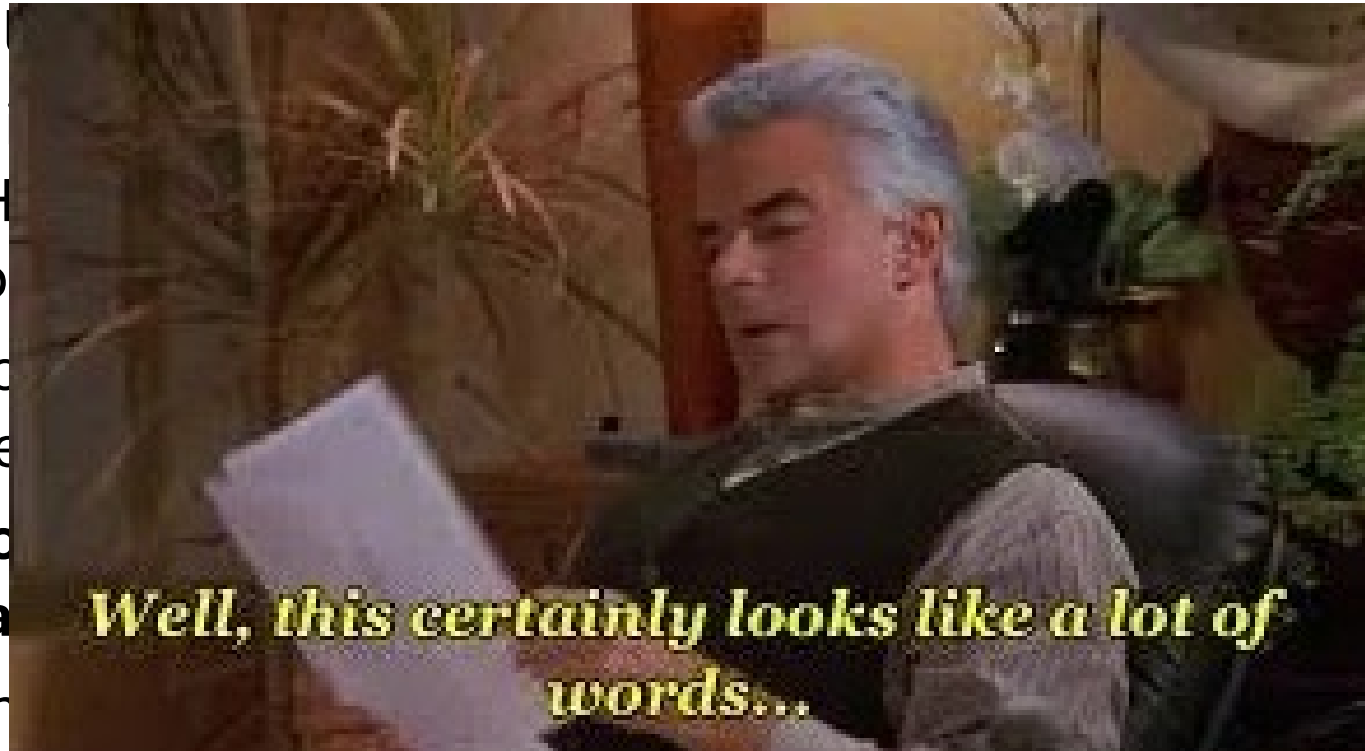
This includes
creating Job Hazard
Analysis (JHA) and
hazard control plans.

Workers do not
attend meetings
passively.

**Using the knowledge
to address hazards**

There are many ways

workers are expected to
participate in at least three or more different ways.



At the beginning, in
developing options for

incentive programs,

workplace to
improvement.

Workers are expected to

Examples from the VPP Policies and Procedures Manual

- Participation in *ad hoc* safety and health problem-solving groups
 - **On an ad hoc basis:** Doing things as they happen rather than following a fixed schedule.



Real World Example: Operators and Maintenance personnel collaborate to address a safety issue that was presented on a fleetwide safety call to prevent a similar incident from occurring at their plant.

We need to deliberately and intentionally choose people with a diverse range of skills and experiences to solve problems at our sites.

Examples from the VPP Policies and Procedures Manual

- Participating in audits and worksite inspections

Typically, there is not a shortage of these types of opportunities between regulatory mandated inspections, insurance requirements, and internally generated audits.

The challenge for sites is to share these opportunities with a variety of workers.



Examples from the VPP Policies and Procedures Manual



- Participating in accident and incident investigations

When these do happen, select workers from different roles and experience levels to participate and learn from the event.



Examples from the VPP Policies and Procedures Manual

- Developing and/or participating in employee improvement suggestion programs



Best Practice identified during one of our plant's VPP recertification audits:

1. Employees submit suggestions for improvement at the site throughout the month.
2. Each month the suggestions are reviewed, voted on by the safety committee, and the best suggestion is identified to pursue.
3. Winner gets to pick lunch and receives a small reward; the plant has a list of ideas that could be implemented.

Examples from the VPP Policies and Procedures Manual

- Training other employees in safety and health



Onboarding Programs
Qualifications Processes or On The Job Training
Presenting Refresher Training at Meetings
During Safety Moments
During Procedure Updates

Examples from the VPP Policies and Procedures Manual

- Analyzing job or process hazards

Ask employees what is dumb, dangerous, difficult, or different about the tasks that they perform or the areas they work in.

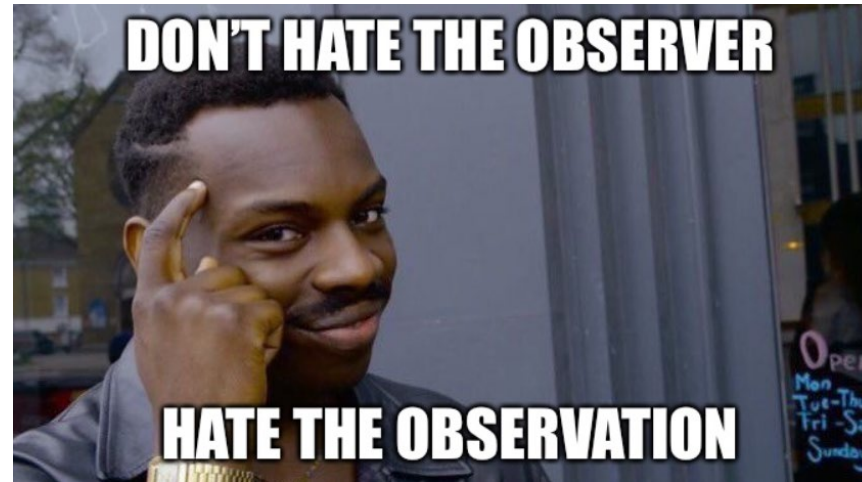
The answers are opportunities to identify potential hazards and controls.



Examples from the VPP Policies and Procedures Manual

- Acting as safety observers

Assign employees to watch work activities for hazards, unsafe behaviors, changing conditions, or procedural deviations and intervene when necessary.



Worker Participation Participants

Recognize Workers are Different:

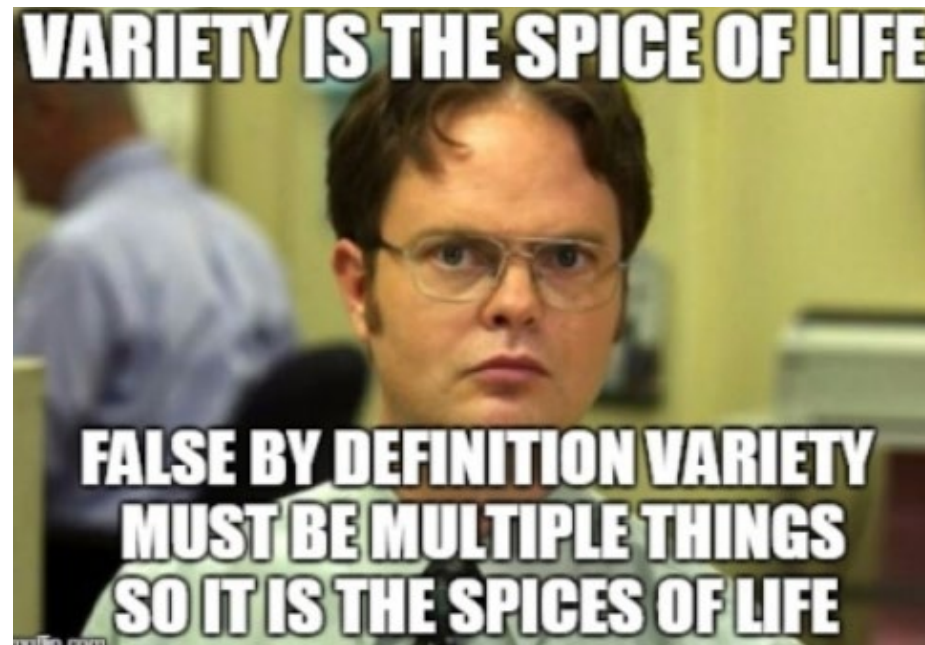
- Experience Level
- Personality, Attitude, and Motivation
- Reward Preferences
- Past Experiences Participating in Various Programs (Positive & Negative)
- Skill Sets

One Size Does Not Fit All ...



Worker Participation Participants

The challenge is to know your people and sites well enough to offer different varieties of participation opportunities for every type of worker to engage and see the value in participation.



Worker Participation Participants

Strategy Basics:

Clearly communicate expectations frequently.

Give workers enough time and resources to participate.

Close the “feedback loop”.

Lead by example to demonstrate value.

Acknowledge participation and provide positive feedback.

Keep participation activities simple.

Establish easy processes to follow that document worker participation.



Worker Participation Participants

More Strategies:

Ask employees to develop programs to identify hazards, review local procedures, or analyze and evaluate work process for improvement ideas.

Schedule dedicated time for supervision and front-line workers to conduct line walks or area audits together.

You might have to deliberately schedule tasks through a work management system to “force” participation.



As a “Worker”, What’s my Motivation?



Comfort and Safety in the Workplace: Two Sides of the Same Coin

“Workers have much to gain from a successful program, and the most to lose if the program fails.” OSHA 3885 Quote

Most safety improvements make work easier or more comfortable.

Participation opportunities that have good leadership allows workers to “have a voice”, tangibly improve their work conditions, and improve engagement levels.

As a Leader/Supervisor, What's my Motivation?

Well thought out safety improvements often improve production and quality due to potential gains in efficiency, engagement, and worker morale.

Workers that feel like they have input and influence of their workspaces are more likely to offer ideas to improve areas beyond safety.

Being involved in participation activities at the frontline informs you to what is really happening in your plant.



Common Themes Wrap Up



Worker Participation is critical for effective SHMS

All workers have to participate in a meaningful way. You need to “customize” opportunities to fit the workforce and “safety maturity” level at the site.

Many participation activities will require some level of training or mentoring OTJ.

Give workers the opportunity to shape the way they participate.

A lot of participation activities can be “built in” to standard work duties.

Worker Participation engagement improves more than your safety program.

Discussion



Best Practices



Jeff Husie

EHS Manager

Hopewell Power Plant, Hopewell, VA



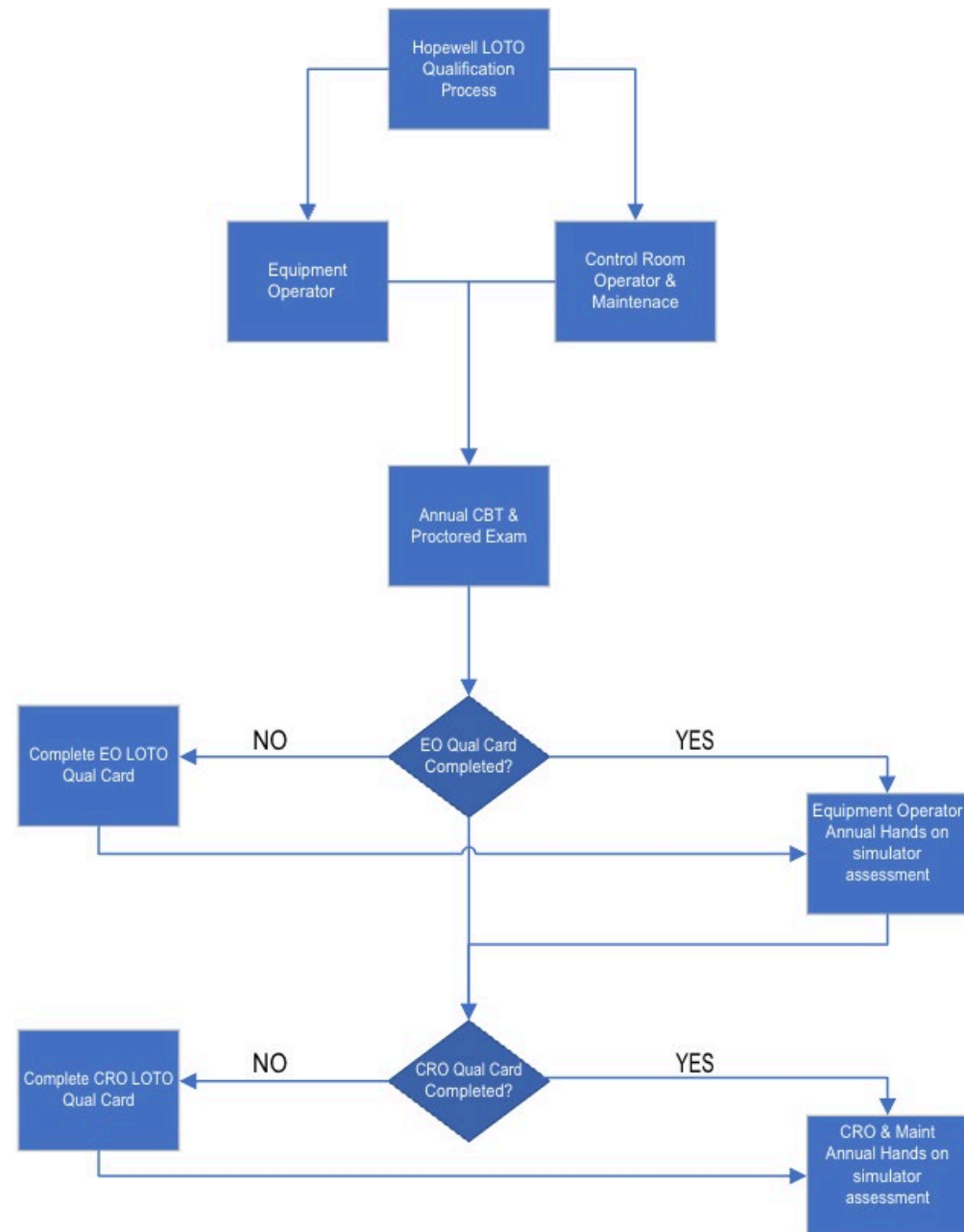
Hopewell Lockout / Tagout Simulator

August 2026

Why change at Hopewell?

- **Accelerates the Development of New Team Members**
- Provides hands-on experience in a controlled environment, allowing new employees to build confidence and competency with lockout/tagout procedures before performing them in the field.
- **Supports Continuous Learning for Experienced Employees**
- Reinforces expectations, eliminates procedural drift, and provides opportunities for refresher training to maintain a high standard of LOTO execution.
- **Addresses Real-World Training Limitations**
- In an operating power plant, opportunities to practice LOTO are often limited by equipment availability, production demands, and safety considerations. A simulator creates training opportunities that would otherwise be difficult to obtain.
- **Safely Demonstrates Failure Modes and Hazards**
- Allows employees to experience and discuss potential LOTO errors, stored energy hazards, and verification failures without exposing personnel or equipment to actual risk.
- **Creates an Ideal Learning Environment**
- Removes operational pressures and distractions, allowing trainees to focus on understanding the process, asking questions, and learning from mistakes.
- **Promotes Active Coaching and Standardization**
- Enables instructors and supervisors to observe performance in real time, provide immediate feedback, and ensure consistent application of LOTO requirements across the workforce.
- **Improves Safety Culture and Risk Recognition**
- Encourages critical thinking around hazardous energy control and helps employees better understand the "why" behind each step of the LOTO process, resulting in stronger ownership of safety.

Hopewell LOTO Qualification Overview



Qualification Cards – Includes ESWP training and is a pre-requisite for outside operator, TIER II training

Equipment Operator

III. Performance Signoffs

Equipment Manipulation		Date	Observer
III	Demonstrate in the field		
	Demonstrate how to open and verify a 120-volt breaker		
	Demonstrate how to open and verify a 480-volt breaker		
	Demonstrate how to open and verify a 4160-volt disconnect (not under load)		
	Demonstrate how to perform a ZEV on a motor that is remotely operated from the control room		
	Demonstrate how to perform a ZEV on a motor that is locally operated		
	Demonstrate how to perform a ZEV on a piping system		
	Demonstrate how to verify closed a rising stem valve (HP/LP steam stops, top of HRSG)		

IV. Performance Signoffs

LOTO review		Date	Observer
IV	LOTO STANDARDS – PRINT A COPY FROM RED TAG, WALKDOWN EACH COMPONENT IN THE FIELD, DISCUSS OR PERFORM – ISOLATION, ZEV, AND REVIEW		
	HRSG 1/2/3 OUTAGE LOTO		
	SPSG 1 OR 2 OUTAGE LOTO		
	GT 1/2/3 A INSPECTION		
	CLEAN AND INSPECT MAIN CONDENSER STEAM SIDE		
	CLEAN AND INSPECT MAIN CONDENSER WATER SIDES		
	REPAIR/REPLACE WASTE BASIN PUMPS		
	ANION / CATION VESSEL WORK		
	GT 1/2/3 C INSPECTION		
	COOLING TOWER WORK		
	INSPECT HP & LP FW PUMPS RECIRS & STRAINERS		
	Fire system isolation		

Control Room Operator & Maintenance

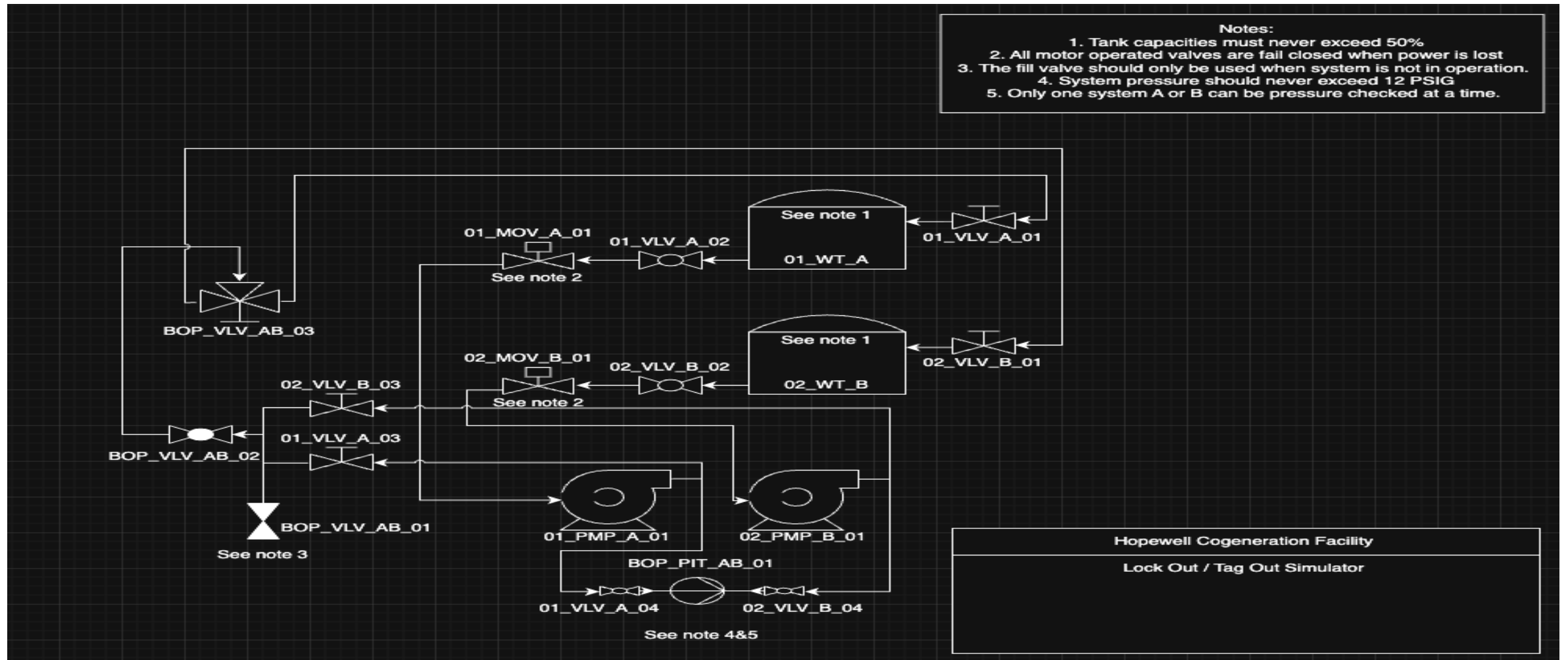
III. Performance Signoffs

Prepare LOTO-Non-Standard		Date	Observer
III	Demonstrate use of P&IDs, field walkdown, and system experts to perform:		
	Create a LOTO for an HP feedwater pump removal		
	Create a LOTO to isolate an electrical bus (SPSG #1)		
	Create a LOTO to open a HP steam line (#3 superheater vent replace)		
	Create a LOTO to open a GT natural gas train (replace gas train #2 control valve)		
	Create a LOTO to work on a caustic or acid pump (line break and replace pump)		
	Create a LOTO to enter GT 1 hot end bearing		
	Create a LOTO to perform MEEFOG #1 oil change and belt inspection		

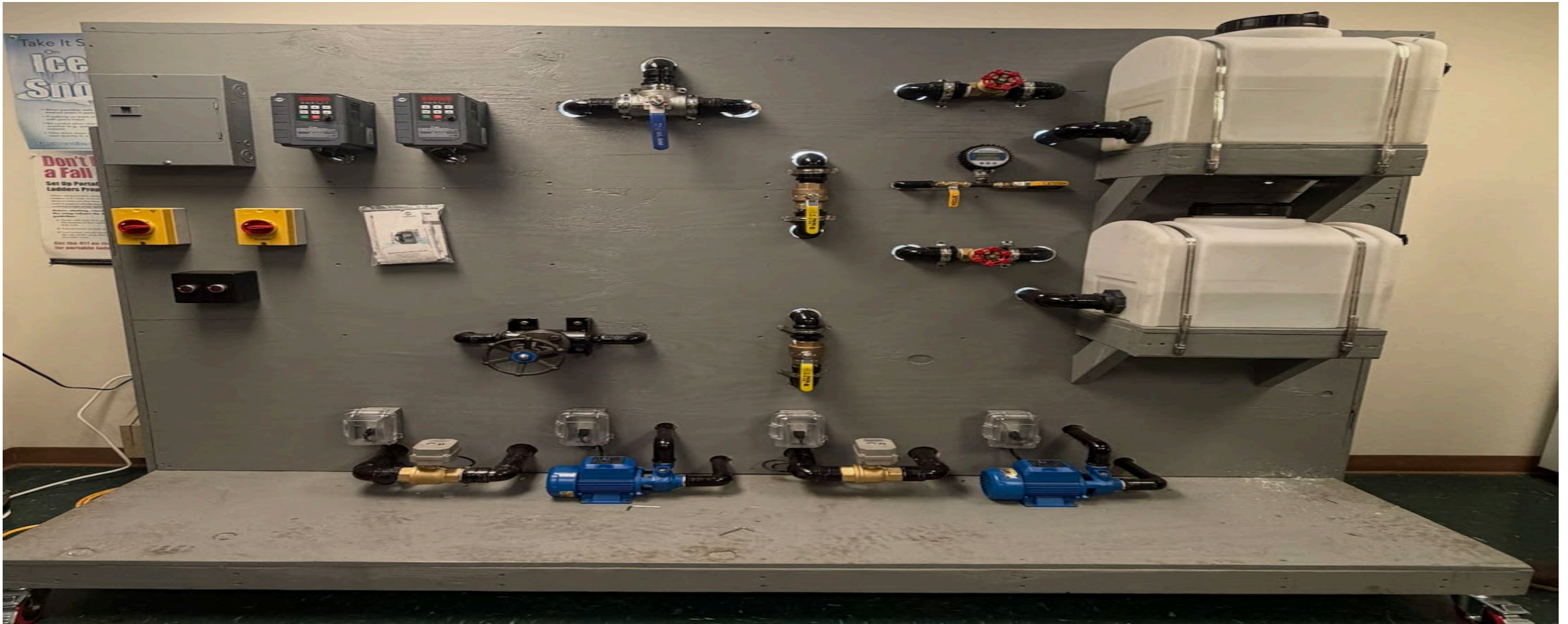
IV. Performance Signoffs

LOTO SIMULATOR		Date	Observer
IV	COMPLETE EACH ASPECT ON THE LOTO SIMULATOR BOARD		
	Prepare and issue a simulator LOTO #1		
	Prepare and issue a simulator LOTO #2		
	Review and authorize a simulator LOTO #1		
	Review and authorize a simulator LOTO #2		
	Modify a simulator LOTO #1		
	Test release a simulator LOTO #1		

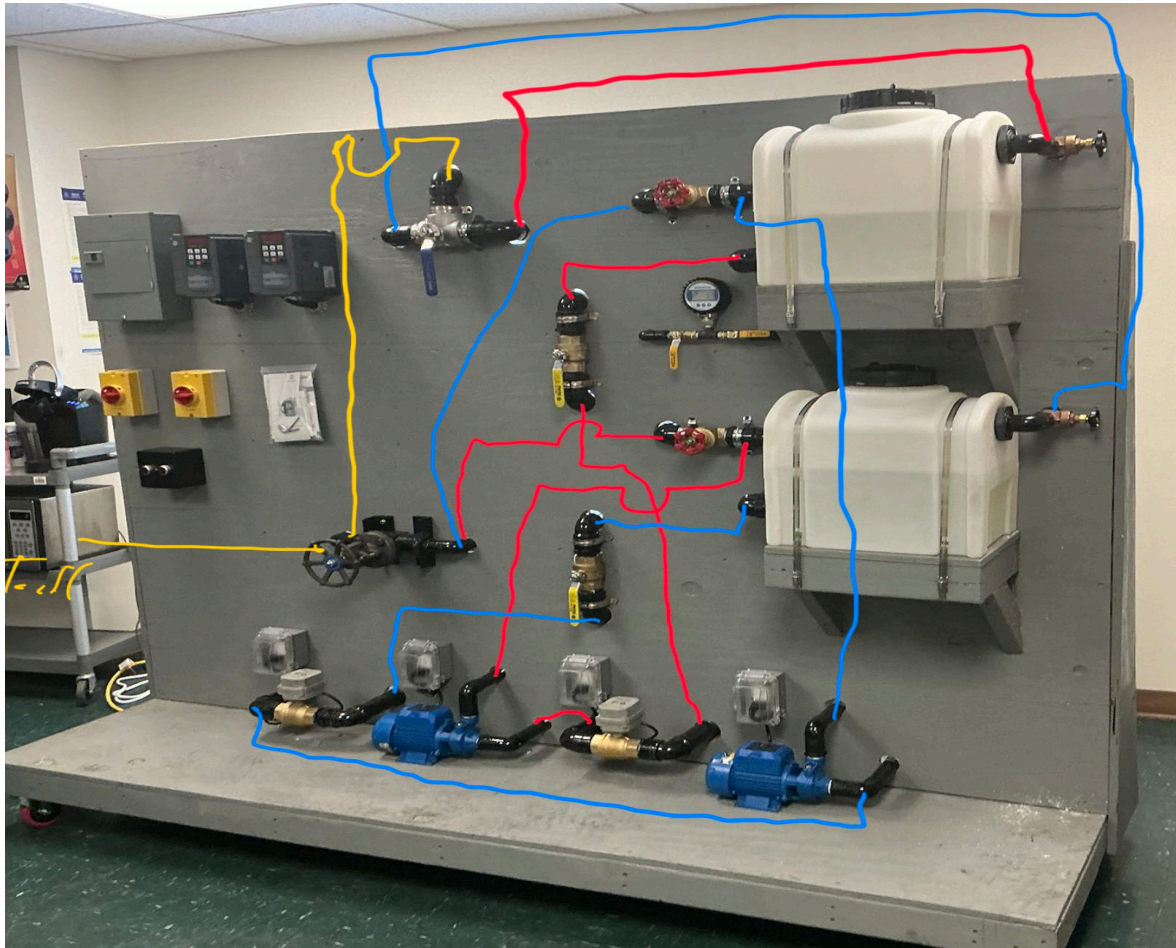
1st Draft of the PID



LOTO Simulator – 10x8 feet, weighs 800 lbs, cost <3k, roughly 100 man hours to complete. Flows potable water at <15 psig and includes 2 VFDs. Power is a single 115v 15-amp cord.



LOTO Simulator...and more.



TAG CREATION STATION- CONTROL ROOM



TAGS AND REUSABLE THREADED ATTACHMENTS



Simulator Failures

- **Missing Tags**
 - Identifying isolation points that have not been properly tagged and understanding the risk of assuming equipment is safe to work on.
- **Incorrect or Mislabeled Tags**
 - Detecting discrepancies between field tags and the approved LOTO plan or isolation sheet.
- **Dual Electrical Feeds**
 - Recognizing alternate power sources, backfeeds, and control power circuits that can leave equipment energized even when the primary disconnect is isolated.
- **Valves That Do Not Fully Seal**
 - Understanding how leaking isolation valves can allow hazardous energy or process fluids to bypass an isolation boundary.
- **Motor-Operated Valves (MOVs) Not Operating as Designed**
 - Evaluating failed, mispositioned, or mechanically disconnected MOVs that may not provide the intended isolation.
- **Plugged or Ineffective Drain Systems**
 - Identifying situations where residual pressure or stored energy remains because drains or vents are blocked.
- **System Restoration Lineups**
 - Practicing the safe and systematic removal of LOTO devices and restoration of equipment to service while minimizing the risk of equipment damage or personnel injury.
- **Building a LOTO from P&IDs and Drawings**
 - Develop critical thinking skills to identify all sources of hazardous energy, isolation points, drains, vents, and potential failure pathways before entering the field.
- **Zero Energy Verification**
 - Reinforce the importance of verifying true isolation through testing, pressure checks, voltage verification, and stored energy release rather than relying solely on paperwork.

Open Discussion

Questions?

Suggestions?

Discussion points?



2026 VPPPA Conference Schedule

- ~~Region 1 – May 20-21, Portland, ME~~
- Region 2 – September 24th , Atlantic City, NJ
- ~~Region 3 – April 26 – May 1, Williamsburg, VA~~
- ~~Region 4 – June 2-4 , Mobile, AL~~
- ~~Region 5 – May 4-7, Lake Geneva, WI~~
- ~~Region 6 – May 18-21, Little Rock, AR~~
- Region 7 – October 19-21, Des Moines, IA
- ~~Region 8 – May 12-14, Denver, CO~~
- ~~Region 9 – April 14-16, Reno, NV~~
- ~~Region 10 – May 19-21, Boise, ID~~
- VPPPA Safety+ - Aug. 30 – Sept. 2 , Nashville, TN



2026 Meeting Schedule

~~February 12th~~

~~May 21st~~

~~August 13th~~

November 12th

Meetings are scheduled from 1430 – 1600ET
(1230 – 1400MT)

