

# How to Have a **Contractor Safety** Partnership Conversation



## 01: Set the Tone for Partnership

Make your intent clear from the start.

Position the conversation around shared responsibility for safe outcomes, not compliance oversight

*"We want to make sure we're aligned on expectations and reinforcing safety consistently in the field."*

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## 02: Align on Today's Risks

Keep the discussion grounded in operational reality. Policies matter, but what's happening in the field right now matters more.

**Ask these questions:**

- What do you see as the top risks crews are facing right now?
  - How can we work together to reinforce crew safety during daily work?
  - Where do expectations feel inconsistent?
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## 03: Exchange What's Working

Partnership means learning both ways.

Contractors often operate across multiple utilities and projects. Their perspective is valuable and they may have seen approaches that work better than your current methods.

### Ask these questions:

- What safety practices are resonating most with your crews?
  - How have you reduced risk or improved engagement elsewhere?
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## 04: Surface Friction Before It Becomes an Incident

Risk often builds quietly

The most preventable incidents are preceded by signals that go unaddressed. Create space for contractors to name pressure points before they escalate.

### Ask these questions:

- Where are crews feeling pressure?
  - Where are near misses happening?
  - What would help your crew leads reinforce safety more consistently?
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## 05: Next Steps

Just like any relationship, building a partnership requires rhythm.

A single conversation isn't enough. Consistency builds trust, and trust strengthens safety performance over time.

**Before You End The Meeting, Align On:**

- RECONNECT CADENCE:**  
Agree on how often you'll check in and review progress together
  
- INCIDENT LEARNING:**  
Establish how lessons from incidents will be shared across teams