



Toolbox Talk: Complacency – The Silent Safety Killer

What is Complacency?

Complacency is when we become so comfortable doing a task that we stop paying full attention. We assume things will go right—because they have before. But construction does not reward assumptions—it demands awareness.

Common Signs of Complacency

- Skipping safety steps or PPE “just this once”
- Zoning out during routine tasks
- Ignoring gut instincts or warning signs
- Relying on memory instead of following procedures
- Thinking “I’ve done this a hundred times—no big deal.”

Real-World Example

An experienced roofer stopped using a harness during short climbs because "it was only a few minutes." One slip later, he was off the edge with serious injuries. Years of safe practice meant nothing in that one complacent moment.

Why Does It Happen?

- Fatigue or burnout
- Weather changes (heat = shortcuts)
- Distraction from personal or job stress
- Confidence from not having recent incidents.

How to Fight Complacency

1. Stay Mentally Engaged – Treat every task like it is your first day.
2. Follow Procedures Every Time – No shortcuts. No assumptions.
3. Self-Check Your Focus – Ask: “Am I rushing? Am I distracted?”
4. Speak Up – If you see a coworker drifting into autopilot, say something.
5. Rotate Tasks if Possible – Fresh eyes reduce routine errors.

Group Discussion Suggestions

- Have you ever caught yourself getting too comfortable on the job?
- What are some ways we can hold each other accountable?
- Is there a particular task that has become “too routine” for the team?

Takeaways

Complacency is not a badge of experience; it is a blindfold. No matter how many hours, days, or years we have worked, we all need to stay alert. Let us strive to keep our minds focused on the tasks at hand.



**Indiana Department of Labor and CCS
Monthly Partnership Report
January 2026**

The following companies are signatory to the IDOL/CCS Partnership Agreement:

AAA Roofing Co., Inc.

Advanced Rescue Solutions

AECOM Hunt

***Airtek Construction**

Allison Farms Lawn & Landscaping

ASI

Black Swamp Steel, Inc.

Blood Hound, LLC

BMWC Constructors

Bowen Engineering Corporation

Broady-Campbell

Brown Sprinkler Corporation

C&C Sheet Metal, LLC

Cathodic Protection Management

Charah, LLC

CMS Corporation

D.A. Dodd, LLC

Denney Excavating, Inc.

Diversified Painting Co.

Edwards Electrical & Mechanical

Electric Plus, Inc.

Empire Contractors

Engineered Facades

ERMCO

F.A. Wilhelm Construction Co., Inc.

F.E. Moran, Inc. Fire Protection

F.E. Moran, Inc. Special Hazard Systems

Freitag-Weinhardt, Inc.

Garmong Construction Services

Gaylor Electric, Inc.

Georgia Western, LLC

Gibson-Lewis of Indianapolis, LLC

Gribbins Insulation Co., Inc.

Gurtz Electric

Harrell-Fish, Inc.

Henry C. Smither Roofing Co., Inc.

Hoist & Crane Service Group

Horning Roofing & Sheet Metal Co. LLC

Industrial Electric, Inc.

Interior Specialties

J.F. Electric, Incorporated

JDH Contracting

JMH Roofing Co., Inc.

Johnson Controls

JT Thorpe & Son, Inc.

Keramida

Kirk Erectors
Kleis Construction
Leach & Russell Mechanical
Lensing Wholesale, Inc.
Long Electric Co. Inc.
M.J. Electric, IPC
M.J. Electric, LLC
Mason Private Locating
Meade, Inc.
Mel-Kay Electric
Messer Construction Co.
Millennium Steel Inc.
Miller-Eads Co. Inc.
Nelson Insulation, Co.
Performance Contracting Inc.
Poettker Construction Company
Poynter Sheet Metal
PPMI Firestop
Premier Power Maintenance
R. Adams Roofing
R.L. McCoy, Inc.
Ragle, Inc.
Reliance Engineering
Richeson Contracting, Inc.
Ritter Plbg Co Inc.
River Town Construction, LLC
RLTurner
RSQ Fire Protection
Ryan Fireprotection, Inc.
Safety Medic
Santarossa Mosaic & Tile Co., Inc.
Scaffold King Rentals, Inc.

Shambaugh & Son L.P.

- **Dalmation Fire**
- **Ed Grace**
- **Havel**
- **ASG**
- **AS/CC**

Shiel Sexton Company, Inc.
Smock Fansler Corporation
Smoot Construction, LLC
Solid Platforms, Inc.
STAR Environmental
STATS International, Inc.
Steinberger Construction
Sterling Industrial, LLC
Sub-Surface of Indiana, Inc.
Sullivan & Poore, Inc.
****Superheat FGH Services**
The Blakley Corporation

- **Gates Company**
- **AWS**
- **Ceramic Tile and Terrazzo**

The Hagerman Group
The Skillman Corporation
The State Group Industrial (USA)
Tonn and Blank Construction
Triangle Enterprises, Inc.
Turner Construction Company
US Hydrovac Inc.
Wealing Brothers
Weddle Bros. Construction Companies
Wright Tree Service

JANUARY RATES

Aggregate Partnership Days Away Restricted and Transfer (DART) Rate: 0.30

Total Number of OSHA Cases with Days Away, Restriction or Transfer X 200,000

10

Total Number of Hours Worked by Partners

6,772,146

Aggregate Partnership Total Recordable Case (TRC) Rate: 0.71

Total Number of OSHA Recordable Incidents X 200,000

24

Total Number of Hours Worked by Partners

6,772,146

YTD RATES

Aggregate Partnership Days Away Restricted and Transfer (DART) Rate: 0.30

Total Number of OSHA Cases with Days Away, Restriction or Transfer X 200,000

10

Total Number of Hours Worked by Partners

6,772,146

Aggregate Partnership Total Recordable Case (TRC) Rate: 0.71

Total Number of OSHA Recordable Incidents X 200,000

24

Total Number of Hours Worked by Partners

6,772,146

Incident Number	Date	Incident Narrative
1	1/2026	(H) The employee's right middle finger was pinned between a hand tilt utility truck and a roll-off dumpster while repositioning the truck, resulting in a laceration to the bone.
2	1/2026	(H) While exiting a bucket truck, the employee slipped and fell, resulting in a left arm radial head fracture.
3	1/2026	(H) While wrecking out wire from a bucket truck, the employee rested the phase on the bucket lip; as the bucket was lowered, the wire rolled and the employee attempted to stop it, resulting in fractures to the right forearm and thumb.
4	1/2026	(H) Employee twisted his right knee while stepping out of a shallow ditch.
5	1/2026	(H) Employee fell while exiting the scissor lift and sustained a concussion.
6	1/2026	(I) While using a pipe wrench on material, the wrench slipped and cut the employee's hand.
7	1/2026	(I) While hanging pipe, the employee stepped onto a makeshift step to adjust overhead piping and slipped, resulting in a sprain/strain.
8	1/2026	(I) While lifting a pipe, the employee felt a pop in his bicep, which was later determined to be a partial bicep tendon tear.
9	1/2026	(I) Employee sustained a right leg contusion after his leg slipped off a trailer and struck the inside of his right knee.
10	1/2026	(I) While holding a cargo door open, a gust of wind caused the door to move, resulting in the employee falling and twisting his ankle and sustaining fractures to the left tibia and fibula.
11	1/2026	(J) While organizing wings in a dog box on site, one of the wings slipped from the employee's hand and struck the back of his left hand, resulting in pain and a fracture.
12	1/2026	(J) While installing multi-section vaults for a telecom duct bank, a vault base began to spin during lifting and the employee's right thumb was pinched between cribbing and the vault while attempting to place cribbing, resulting in a laceration.
13	1/2026	(J) Employee sustained a laceration to the right palm while opening a box with a box cutter, despite wearing A4 cut-level gloves.
14	1/2026	(J) Employee smashed his hand between pieces of equipment, resulting in a swollen finger.
15	1/2026	(J) Employee's hand was cut while using a grinder with a cutting wheel.
16	1/2026	(J) Employee sustained a finger laceration after it was caught between a pipe and a pipe stopper while cutting pipe.
17	1/2026	(J) Employee slipped and fell on ice while walking on the jobsite, sustaining a broken ankle.
18	1/2026	(J) While performing ductwork demolition, the employee sustained a laceration to the top of the arm.
19	1/2026	(J) Employee sustained a shoulder fracture after falling from an elevated level on a scaffold.
20	1/2026	(J) Employee slipped and rolled ankle while walking back to vehicle on jobsite.
21	1/2026	(J) While working with a breaker, it tripped while the employee's hand was inside, resulting in a laceration.
22	1/2026	(J) While stripping the outer jacket from a cable, the hawkbill knife slipped while cutting toward himself, resulting in a finger laceration.
23	1/2026	(J) Employee sustained a bicep muscle strain, with a possible muscle tear, after attempting to catch a falling piece of conduit.
24	1/2026	(J) Employee not wearing gloves was using a table saw when material kicked back and he sustained a laceration to the right index finger requiring three stitches.

*Companies on probation for not reporting statistics for January: *Airtek Construction Inc.	**Companies Suspended due to Not Current Status:
Companies removed from partnership:	Companies added to partnership: Black Swamp Steel, Inc.