

The Success of the Warm Up Program

An interview with Chris McCall of Seattle

AJ: *How many years have you been with AJ?*

CM: I've worked with AJ for just over five years. I spent a couple of months in the field and have been a foreman since then.

AJ: *Do you find that other companies are also performing a Warm Up Program?*

CM: About 15 years ago, I worked for a company that had a warm up program. Since then, I've always encouraged workers to warm up, even when the company didn't have a program. I have seen a definite increase – maybe 50% – in the number of companies using this type of program.

AJ: *Do you lead the warm up every morning? Do you perform the warm up before start time?*

CM: I lead the program. If I'm unavailable, my lead person does it. We usually start just before start time.

AJ: *Have you thought about having another warm up session after lunch?*

CM: Workers are spread out around the jobsite, so it's difficult to have another session after lunch. But at the morning huddle I suggest it to them.

AJ: *Do you have trouble with getting workers to participate? How about new employees?*



Chris McCall

AJ: There's rarely problems with participation. New employees sometimes make comments, but stop when they see the rest of the workers are performing the warm up.

AJ: *Have you ever had anyone tell you they cannot warm up because of pain in a certain body part?*

CM: If someone is on restricted duty, I excuse him. I had one worker who had trouble stretching. He told me he'd injured his back during the weekend. I sent him home and allowed him to return once he was feeling better.

AJ: *What feedback have you received about the program?*

CM: Most workers like it. Along with the morning huddle and the schedule discussion, the Warm Up motivates them for the day.

AJ: *Have you ever let anyone go or written a violation because they would not participate in the program?*

CM: No. I've never had any non-compliance issues.

AJ: *Do you tell General Contractors that we provide this program? Have you received any feedback?*

CM: I haven't brought it to their attention, but I have received both positive and negative feedback. The negative feedback is when they believe workers may injure themselves during the Warm Up. Which isn't true. If a worker was injured performing the Warm Up routine, they would not be ready to work.

AJ: *Do you think the program is worthwhile?*

CM: Definitely. It makes workers more energized and ready to work for the day.