

CYCLE OF PERSONAL OWNERSHIP

OCTOBER 2025 WINNER



CHELAN COUNTY

PHILLIP MORRIS

On Monday, 9/15, Phillip Morris, a Senior System Operator, declared a Stop Work on a transmission line outage and the related logging activity in the line's right-of-way. Phillip believed the District needed to pause and review its policies regarding transmission clearances, clearance holders, and work near energized power lines. He immediately convened a meeting with the affected groups (System Operations, Safety and Health, Transmission Engineering, Project Delivery, and Line Operations). Phillip led the discussion, clearly explained his reasons for declaring the Stop Work, and highlighted his concerns about safety, compliance, and fire hazards. Importantly, he also proposed potential remedies to address these concerns and help the project return to schedule. He then attended a follow-up meeting the next morning, contributing to the multidisciplinary team's plan for moving forward.

Phillip demonstrated courage in declaring a Stop Work on a high-profile, high-priority project. He recognized the disruption his actions would cause, but prioritized employee and public safety above all else. He took Responsibility not only for halting the work, but also for owning the decision and providing solutions to restart safely. Phillip Empowered himself by participating in meetings outside of his normal hours and researching OSHA and WAC regulations to ensure he was well-informed in discussions with the team. Throughout the process, he remained Accountable by following up after meetings with clear emails that explained the reasons for the Stop Work, outlined steps to resume work, and provided guidance for handling similar situations in the future.