



Labor Division

Labor Division Spring Meeting Minutes

March 7-9, 2024

Providence, RI

Attendees

| | | | | |
|---------------------|---------------------|--------------------|---------------------|---------------------------|
| Anatone, John | DeMambro, Anthony | Hinze, Joel | Mendez, Robert | Shaulis, Mark |
| Anderson, Edward | DeMoulin, Chuck | Hodgson, Ernesto | Middleton, James | Sisty, Frank |
| Arbach, Justin | Diederichs, Joseph | Howard, Logan | Miller, Ron | Sloan, Allen |
| Baird, Kimo | Dobson, Dennis | Hubbard, Matthew | Molnar, Alex | Smith, Alan |
| Becht, Larry | Dodge, Paul | Hunter, Kyle | Mondragon, Daniel | Speak, Steve |
| Becker, Warren | Dorosh, Lenny | Isaac, Dillon | Moreira, Kevin | Speaks, Chris |
| Biernbaum, Eric | Dortenzio, Chuck | Johnson, Nate | Moreno, Amado | Spielberg, William |
| Boase, Kerry | Douglass, Jarred | Johnson, Raymond | Morris, Ken | Steinert, Timothy |
| Bond, Richard | Estrella, Francisco | Kallenbach, Jasper | Moses, Justin | Stinson, Gerald |
| Brady, Jason | Farrell, Bailey | Keller, Landon | Murillo, Aurelio | Stone, Bob |
| Brandley, Zane | Frary, David | Kelly, John | Navarro, Hector | Stosel, Stan |
| Brown, Randy | Frasier, Jay | Kerbs, Kevin | Noenickx, Angela | Strickland, Aaron |
| Bryant, Jessica | Ganzlin, Peter | Kinan, Salim | Olivas, Thomas | Stroup, George |
| Bryant, Nick | Giguere, Eric | Knutowski, Dustin | Palmer Jr., Roy | Sullivan, Patrick |
| Burdette, Anastacia | Gilbert, Jacob | Koch, Andrew | Parsons, Travis | Tassoni, Jr, John J. |
| Burns, Lynsey | Givens, Derrick | Koxlien, Andrew | Pena, Ernest | Torres, Jose "Tito" |
| Calderon, Lili | Golberg, Damon | Krenzer, Todd | Perry, Jr., William | Townsend, Wes |
| Camara, Spencer | Goldstein, Traci | Legard, Bob | Prendergast, Keith | True, Tom |
| Carbone, Robert | Gomez, Cheyenne | Legere, Kevin | Pressel, Jeffrey | Trumble, Dave |
| Castro, Jody | Gonzales, Juan | Lembke, Myles | Quinn, Patrick | Ventura, Joseph |
| Caterina, Michael | Gonzalez, Manuel | Lewis, Donald | Reineck, Scott | Vincent, Shawn |
| Chaney, Paul | Gorman, Leslie | Lindsay, Codey | Risacher, Lucas | Viscolosi, Jane |
| Chessell, Tom | Guth, Saphir | Lopez, Paul | Robeck, Forrest | Watson, David |
| Chincio, Leroy | Gutknecht, Garrett | Lowe, Angelic | Robinson, Bernard | Wilson, Jennifer |
| Chipp, Eric | Hamilton Jr., Dave | Lozano, Randy | Rodriguez, Robert | Winkels, John |
| Cleveland, Chad | Hanawalt, Cindy | Lund, Adam | Rosinski, Matt | Work, Richard |
| Cockerham, Mike | Hannon, Brian | MacNichol, Josh | Rowen, William | Yanez Ceballos, Estefania |
| Coia, Raymond | Harris, Bruce | MacNichol, Mark | Ruel, Paul | Zelasko, David |
| Costello, Paul | Harris, Terry | Malecha, Dale | Ruiz, Derek | Goelling, Tarn |
| Costigan, Mike | Hartgerink, Paul | Marchitello, James | Ryerse, Raymond | Duffy, Damon |
| Coulis, Tyler | Hartgerink, Paul | Mayeshiro, Todd | Sanderson, Ken | Van Koll, Robert |
| Crane, Rich | Henriques, Paul | McGrath, Darcy | Schul, Steven | Nee, Stephen |
| DeGiglio, Mike | Hernandez, Adam | Melton, James | Scudieri, Jon | |

Committee Chair Meeting

3/7/2024

- Committee Chair Meeting called to order by Sarah Van Huis at 8:00am

- Members Present: We enjoyed the presence of all members.
- Emergency exits and First Responders were identified.
- Sarah Van Huis Passed out an agenda for each day of the event.
- Chairs and Vice-chairs are to have notes taken at the breakout sessions.
- Chairs and Vice-chairs should be present at the welcoming session to explain to new attendees what each of their committees engage in.
- Standards and operating procedures are included in our folders.
- We are looking at creating an ad-hoc committee to explore recreational activities for the members to engage in during off hours. (Chair Donnie Lewis and Vice-Chair Tyler Coulis
- Raffle Tickets will be sold by volunteers from Local 2160 and Myles Lemke will run shirt sales.
- Please see Sarah with any updates or corrections.
- The meeting was adjourned at 8:30.

Opening Session

3/7/2024

- The opening session was called to order at 9:00am by Brother Bob Stone.
 - In attendance we enjoyed the presence of all members.
 - Emergency Exits and First Responders were identified. An AED is located near the front desk.
 - Brother Dave Trumble offered an acknowledgment of the lands that the meetings are being held on today.
 - Brother Stone called for awareness when navigating the facilities and to avoid any trip hazards that may be present.
- Members of our organizations that have passed in the last year were honored.
- The objectives of the Labor Division of the NSC were read.
- A motion and a second was made to accept the fall meeting minutes.
- Introductions were made and new members, guests and presenters were recognized and welcomed.
- Brother Stone personally thanked the new attendees for their participation and praised the growth the division has seen recently.
- Brother Stone suggested that the members of this division should bring forward any topics that they would like to see discussed.
- Brother Prendergast addressed the members and reminded everyone that the Linked-in page is up and running.
- He also reminded everyone that event shirts are available; Myles Lemke will oversee sales. The back side of the shirt acknowledges that passing of the great Chuck Monahan of the IBEW LU 103.
- Brother Stone encouraged everyone to submit award paperwork as quickly as possible for the Fall Meeting in Orlando.
- Brother Stone also explained the agenda paperwork, and where to obtain it.
- The raffle items should be brought to the reception this evening.
- Sponsors were recognized for all their support.
- Hot Breakfast is from 7:00am till 9:00 a.m.
- Raffle sales will begin this morning.
- The Raffle recipient will be a local food bank.

NSC Update

3/7/2024

- Brother Stone introduced our next speaker, Janice Hartgens of the NSC.
- In attendance we enjoyed the presence of all members.
- Miss Hartgens made a presentation on Naloxone.
 - The Respond Ready Workplace program was presented.
 - Awareness
 - Employers need to be made aware that this is happening on our jobsites.
 - Access

- The NSC is providing access to this product.
- Provide advocacy for the product availability.
- Adoption
- The product needs to be made available to our employers for use on the jobsite as needed.
 - Overdoses have increased 619% over the last decade.
 - There have been 275 overdoses per day since 2022.
 - Poisonings (overdoses) have superseded automobile accidents.
 - Construction, Utilities and Transportation have been hit the hardest.
 - Unfortunately, Opioids are still prescribed.
 - We need to explore other options for pain management.
 - Opioids disrupt the brain's ability to regulate breathing.
 - Naloxone temporarily stops the effects of the opioid, possibly saving an individual's life.
 - Anyone can overdose.
 - Administering Naloxone will not harm an individual who does not really need it.
 - Steps to take:
 - Make sure the area is safe.
 - Call 911
 - Find 1st aid kit and AED.
 - Check for signs of life.
 - Administer life saving measures as needed.
 - Administer Naloxone as needed.
 - Administer life saving measures as needed including the recovery position if appropriate.
 - When the person is aroused, they will probably experience disorientation, confusion, headache, and nausea.
 - The real battle is the stigma around opioid abuse and Naloxone.
 - We need to overcome these and other barriers.
 - Instead of blaming, we should be willing to help.
 - We need to plan for a Naloxone program. Understand your Good Samaritan laws. There is currently no OSHA standard that covers Naloxone use. The NSC has help on their website if you are in the planning stages.
 - We need to obtain the product. It's available through the NSC at a discounted rate.
 - We need to provide proper training. The NSC has an e-learning module available for free. Check the Workplace Wellbeing Hub available on the NSC website.
- Miss Hartgen opened a question-and-answer period.
- Meeting was adjourned at 10:30am

Welcome Committee and New Member Orientation

3/7/2024

- Brother Stone called the meeting to order at 10:30am
- In attendance we enjoyed having all the members present.
- Brother Stone Introduced the Chairs and the Vice-Chair of the different committee.
 - Committee Chairs each explained what the committee goals are and invited new participants to attend meetings of their choice.
 - There is a new Ad-hoc committee that is being developed that will explore activities that are available in the meeting area. Sightseeing, eateries, and union friendly sights could be identified by the committee.
 - Brother Cheney called for volunteers to step up and fill the empty chair and vice-chair slots for Community Service & Public Safety & Health Committee.
 - The meeting was adjourned at 11:00am.

Mental Health, Musculoskeletal Disorders and Substance Use Disorders

3/7/2024

- Brother Trumble called the meeting to order at 11:15am.
- In attendance we enjoyed having all the members present.
- Brother Trumble introduced Brian Hannon of the UWUA, Cindy Hanawalt and John J. Tassoni Jr. for a panel discussion related to the intersect of the MSD, mental health and substance abuse.
 - Psychosocial, Physical factors and Socio Demographic factors can lead to Work Related Musculoskeletal Disorders.
 - Because doctors have been limited in their ability to prescribe opioids, the public is turning to street drugs to fill the gaps.
 - Administrating Narcan and practicing CPR are lifesaving measures necessary for overdose occurrences.
 - One of the abuser's biggest obstacles is understanding where help is available.
 - The use of cannabis instead of an opioid for pain management is being investigated but does come with other risk.
 - Alcohol sales have increased 300% since the pandemic.
 - There often isn't enough capacity in rehab centers, inpatient or outpatient, to accommodate those in need.
 - What can unions do to help?
 - Institute grass root programs that address the root cause of abuse.
 - Reach across all isles: labor, management and all supporting cast.
 - Introduce those that are recovering to those that need help. Let those in need know that help is available.
 - An aging workforce is a vulnerable workforce. Physical stresses are realized by this demographic more than others.
 - Stress realized by older workers is different from those realized by younger workers.
 - Is the government doing enough to control this problem?
 - Border control.
 - Control interstate movement of illicit drugs.
 - Provide more rehabilitation opportunities.
 - Provide longer rehab as necessary (14 days is not enough). Insurance issues?
 - Individuals that are under the care of a doctor are not counted as part of the overdose statistic.
 - If you have a prescription from a doctor, all drug screenings will be negative, but it will be recommended that certain tasks are limited.
 - Fitness for duty encompasses MSD, mental health and substance abuse.
 - Robust substance abuse programs can lead to easier detection among our ranks, but mental health issues are much harder to detect.
 - If you suspect abuse amongst our family or co-workers say something. You could save a life.
 - EAP programs require more people to be involved. They are overwhelmed and are understaffed.
 - The meeting was adjourned at 12:15pm.

Troubled Woker Safety & Health Committee

3/7/2024

Chairperson; Dave Trumble

Vice Chairperson; Dave Zelasko

- Brother Dave Trumble called the meeting to order at 1:30pm.
- We enjoyed the presence of all the members.
- Emergency exit and emergency responders were identified.
- The minutes of the last meeting were read and approved.
- The meeting was then turned over to IBEW Local 103 Sobriety Group.
 - Video testimonials were presented detailing a few of the participant's story.
 - Jay Fraiser is the leader of this group that gathers every Sunday at Local Union 103 to hold their meeting.
 - Today the group is holding a public meeting meant to stand as an example for other organizations to follow.
 - Each member of the group was incredibly honest and forthright about their problems.
 - The meeting was adjourned at 2:30pm.

Construction Safety & Health Committee

3/7/2024

Chair: Keith Prendergast

Vise-Chair: Ken Morris

Secretary: Ken Morris

Meeting was called to order by Chairman Keith Prendergast at 2:45.

- Members present: 52 members present, Keith Prendergast, Ken Morris, Ken Sanderson, John Kelly, Cheyenne Gomez, Kyle Hunter, Amado Moreno, John Winkels, Forrest Robeck, Derrick Givens, Anthony DeMambro, Dave Wabon, Alan Smith, Angela Noenickx, David Hamilton, Mike Caterina, Paul Hartgerink, Randy Lozaro, Salim Kinan, Steve Schul, Aaron Strickland, Patrick Sullivan, Joseph Ventura, Jacob Gilbert, Brian Hannon, David Frary, Mark McNichol, Tarn Goelling, Bruce Harris, George Stroup, Bernard Robinson Jr, Mark Shaulis, Eric Biernbaum, Jon Sludieri, Kenny Sanderson, Warren Becker, Allen Sloan, William Perry, Paul Castello, Chuck Dortenzio, Mike Constigan, Hector Navarro, Myles Lemke, Gerald Stinson, Andrew Koch, Raymond Coia, Derek Ruiz, Jane Viscolosi, Bill Spielberg, Kevin Kerbs, Cheyenne Gomez and Leslie Ray Gorman.
- Emergency exits and first responders were identified.
- Meeting minutes from the previous meeting were read and approved.

Steve Nee and Richard Fairfax were introduced. Each has vast experience working with OSHA.

- Steve Nee is an OSHA Labor Liaison.
- Richard Fairfax worked for OSHA since 1977 engaging in many safety related activities such writing many letters of interpretation (over 7000) before retiring.
- Today's subject is Lead Exposure.
- Lead is part of the National Emphasis Program.
- Lead is classified as a substance that can cause chronic disease.
- There is a whole host of things that contain lead. Most of the time people just keep painting over it.
- Richard Fairfax reviewed several key provisions of the standard including information about obtaining blood levels.
- There actually is no final lead standard, we are hoping that if Cal-OSHA passes a final rule, that Fed OSHA would follow suit.
- Duke Power has recently been taking very seriously underground cabling that contains a lead wrapping.
- What can be done about materials that have a high lead content on government owned properties? OSHA may still have some jurisdiction, but it would be important to educate the employees of the dangers. Consider the possibility that lead could also be leeching into the surrounding soils. You could also consider contacting other agencies.
- You can obtain a simple test kit at Home Depot if you are concerned about exposure.
- When stripping cabling of lead, Tyvek coverings, gloves and other PPE should be worn.

- If an engineering control cannot bring your lead levels down to an acceptable level, PPE should always be worn.
- It was noted that Cal-OSHA's final rule will be very hard to abide by and the standard may be difficult to interpret.
- It was noted that OSHA is very understaffed, but there are efforts to hire during the current administration. The problem is that the application process is laborious and there are not many people applying.
- There is also a change coming to the lockout-tag-out standards 1910.147 and 1910.333.
- The meeting was adjourned at 3:45pm.

Occupational Driver & Health Committee

3/7/2024

Chairperson: Denny Dobson

Vice Chair: Tom Olivas

Recorded By: Tom Olivas

Meeting called to order: 2:45pm

- Emergency Exits were discussed, and 911 callers were identified. Emergency Responders were identified. AED was accounted for.
- The meeting minutes from the Fall 2023 Occupational Driver Committee Meeting held in New Orleans, LA were read and approved.
- Attendees were asked to give their names and a little background on what they do.

Old Business:

- Denny explained how the Labor Division Committees are formed and how important they are in getting like-minded people in the same room with the desire to reduce injuries in all industries.

New Business:

- Telematics – Attendees spoke about the unknowns from employees and not knowing what the intent of the program really is. How/why/what is your company doing with the data. Stigma behind why they are using it. Discussion followed on how telematics can be used to train drivers to be better.
- Forward and Rear facing cameras – Not connected to telematics. When used properly, cameras can benefit companies. Insurance companies are using cameras for multiple reasons. When used as a lagging indicator, they can give a clear picture of what took place during an accident. When used as a leading indicator, they can show bad habits, inattentive driving and violations.
- Local government speed cameras – These cameras are being used to slow traffic in school zones, bad intersections and high pedestrian areas. They have been successful in changing their behavior. Downside, the operator of the vehicle, may not be the employee assigned to the vehicle. The group discussed other ways to use cameras to reduce injuries on roadway construction sites.
- IBEW Safety Conference NSC Discussion on traffic safety – Denny talked about how traffic fatalities are the leading cause of deaths in the construction industry. How "Speed Kills" showing that our traffic laws are based of safe travel and speed. When we raise the speed of our commercial vehicles, they become far more destructive, stopping distance becomes longer and can cause the driver to lose control of the vehicle during poor driving conditions.
- Inattention Blindness- After working long hours.
- Hold others accountable – Changing habits with help from our Brothers and Sisters can be an effective tool when used properly.
- IBEW Code of Excellence – In some Locals, Union Leadership uses COE to drive change from the ground up without using discipline or enforcement to drive change.
- Discussion on using driving simulators to improve drivers' habits.
- CDL Topics –
 - 16-hour rules, who has them, how are they determined, how are they enforced.

- Trouble men taking trucks home. What happens if there is an accident while commuting. Most companies represented in the group said they would be covered by the company's insurance. How are workers paid while commuting?
- Cameras/ Telematics/ Rules – Denny urged attendees to embrace these tools to protect employees, other motorists, and pedestrians. We need to find a way to reduce fatalities in our industry. These tools can help. Get your Union involved to make sure it is for training and not just punishment.
- CDL Reimbursement – Who pays for it? What is the expectation of having a CDL prior to employment. New Federal laws require an “Outside Party” to be involved in the process. The attendees had many different requirements depending on company and state.
- How are we going to implement all that we have talked about today?
 - Self-Awareness
 - Educating and Training OJT Hours
 - Peer to Peer
 - Time to adjust.
- How is Technology dulling our senses?
 - Blindspot detection
 - Electronic stability control
 - Back up cameras
 - Driver assistance
 - Lane deviation
 - Adaptive cruise control

Meeting adjourned: 3:57pm

Occupational Environmental Safety & Health Committee

3/7/2024

Chair: Paul Chaney

Vice Chair: Ralph Ortiz (absent)

Recorded by Paul Chaney

The meeting was called to order at 2:45 p.m.

Evacuation instructions were given, and first responders assigned.

The past minutes approved.

There was no old business to address.

New business: Artificial Intelligence

- Where are we seeing AI?
 - In life, work, medicine, health, surgery, work, home, past and future
 - Autonomous cars
 - AI in safety
 - AI robots that are in human or dog form
- The good and the bad of AI. There are both positives and negatives.
 - Discussed places where AI in your life you might not know. Applications help you at work or family & home life.
 - There are limitations to the things AI can do, for now.

There were no motions or resolutions made.

Meeting adjourned at 3:50 p.m.

Senior Safety Advocates Committee

3/7/2024

Chair: Ron Miller

Vice Chair: Les Gorman

Recorded by Les Gorman

- The meeting was called to order at 4:02 p.m.
- Emergency procedures and evacuation route covered. First responders were appointed.
- No minutes from the last meeting to read.
- Ron gave a presentation on mental health for seniors.
- While Older adults make up just 16% of the populations, they account for 25% of suicides.
- Why?
 - Loneliness
 - Loosing friends/loved ones
 - Loss of independence
 - Chronic pain/illness
 - Cognitive impairment
 - Financial stress
- Strategies to boost mental health.
 - Move every day. Exercise of any kind helps.
 - Count your blessings and be positive.
 - Schedule time for something fun every week.
 - Cultivate strong relationships.
 - Challenge unhelpful thoughts.
 - Meditate
 - Schedule a therapy appointment and get a mental health check-up.
- Open forum discussion of additional suggestions.
 - Schedule a retiree breakfast or dinner with young apprentices/workers
 - Zoom meetings rather than in person.
 - Have discussions about retirement, pension funds, pros & cons of taking a pension as a lump sum.
 - Seek professional advice.
 - The PACT ACT and veteran's health benefits were discussed.
- There were no motions or resolutions.
- The meeting was adjourned at 5:15 p.m.

Awards Committee

3/7/2024

Chair: Ken Morris

Vice Chair: Paul Cheney

Secretary: Ken Morris

- Members present: 7 members present, Keith Prendergast, Denny Dotson, Tom Olivas, B. Farrell, Paul Cheney, Anastacia Burdette and Ken Morris
- Meeting was called to order at 4:00pm by Brother Ken Morris
- Minutes of the previous meeting were not available.
- Old Business: None
- New Business:
 - Awards for deserving recipients were discussed and approved for the Orlando Meeting.

- Brother Keith Prendergast Spoke on behalf of 4 individuals that will be recognized at this year's Awards Luncheon.
- A motion was made and seconded that we make the on-line awards application mimic or look more like the old paper format. Additionally, members would like to see the old paper format as an option moving forward.
- It was moved and seconded to adjourn the meeting at 4:30pm.

Operation Plan & Council Policy Procedure Committee

3/7/2024

No minutes were received.

Chair: Paul Chaney

Vice Chair: Ralph Ortiz

Opening Announcements

3/8/2024

- Bob Stone called the meeting to order at 8:45am.
- We enjoyed the presence of all the members.
- The raffle was a great success, thanks to those who sold all the tickets and to Ron Miller for all of his help drawing tickets.
- All Chairs and Co-Chairs are reminded to please hand in your meeting minutes as soon as possible to Brother Paul Cheney.

Keynote: The Buried Truth Uncovered

Keynote Speaker: Eric Giguere

3/8/2024

- Suffered the consequences of a trench collapse while working near Phelps New York.
- The trench started at a depth of about 4 feet, following rules as needed.
- The inspector asked if they could be just a bit deeper; 4.5 feet.
- That became 5 feet and finally nearly 6.5 feet because of the terrain.
- The crew became lax because they were overconfident.
- Everything was really going very smoothly, even without proper safety rules being followed.
- The accident occurred on October 4th, 2002.
- The operator accidentally hit a drain line.
- Eric was in the trench accessing the damage when the collapse happened.
- Trapped, dark and helpless. It happened very fast.
- It was estimated that over 2000lbs of dirt lay on his chest.
- He tried to claw his way out, but every time he moved, the dirt packed tighter around him.
- Eric estimates he was conscious for about a minute until he passed out from a lack of oxygen.
- The question was asked; do you use the machine to dig a few feet of dirt expediting the rescue or do you commit to shoveling the victim out of the trench.
- The operator did decide to use the machine, luckily, he was not hit.
- He was rescued 10 minutes later. Dead.
- After life saving measures were administered, Eric was resuscitated.
- The crew (a fellow laborer) had the tough job of calling his new wife of only 6 days.
- Eric showed a series of pictures of the scene. All the photos were real time, photos of Eric dead, before he was resuscitated.
- Eric spoke about his family and the trauma that they realized because he took a shortcut.
- Unbelievably, Eric walked out of the hospital 7 or 8 days later.
- Accidents are REAL.

- Today he has 3 large dead spots on the right side of his brain due to lack of oxygen.
- This required plenty of therapy to overcome.
- Eric opened the meeting for questions.
 - There were consequences for the contractor that ultimately put it out of business.
 - He is divorced from his first wife, largely because of the accident. He is not re-married.
 - He is not a laborer anymore; he was fearful of doing this work again. Today he is a motivational speaker and occasionally drives a truck.
 - Safety programs should be built around the people that have to follow it. Keep workers involved. Penalizing workers or firing people for safety issues does not necessarily work.
 - 20 years ago, contractors would have run the employee off the job for asking for safety equipment. Today the contractors' attitudes seem better.
- www.SafetyAwarenessSolutions.com
- Brother Stone introduced our next speaker(s). John J. Anatone, Jane C. Viscolosi and Derek S. Ruiz.
- We enjoyed the presence of all the members.

New England Laborers' Health & Safety Fund: A Panel Discussion on Current Issues and Initiatives

3/8/2024

- Each speaker detailed their responsibilities related to jobsite safety (specifically Laborer safety programs - LiUNA) including:
 - Roadway work-zone safety
 - Hearing studies/loss
 - Musculoskeletal Disorders (MSD's)
 - Physical/Mental/Emotional Wellness
 - PPE – emphasis on hearing protection
 - Fitness for Duty – Emphasis on back injuries
 - Total Worker Wellness – Emphasis on mental/emotional wellness

Industrial Safety & Health Committee

3/8/2024

Chairperson: Terry Harris

Vice Chair: Ron Miller

Recorded by: Ron Miller

Attendees: Biernbaum, Eric; Catenna, Mike; Chaney, Paul; Coia, Raymond; De Giglio, Mike; Moula, Chuck; Dobson, Denny; Douglass, Jarred; Harris, Terry; Hernandez, Adam; Hunter, Kyle; Johnson, Nathan; Kallenbach, Jasper; Kerbs, Kevin; Lewis, Donnie; Lindsay, Codey; Lazano, Randy; Lund, Adam; Miller, Ron; Moreno, Amado; Navarro, Hector; Noenicky, Angela; Pressel, Jeff; Quinn, Patrick; Risacher, Luke; Robinson I, Bernard; Ruel, Paul; Ruiz, Derek; Sanderson, Kenny; Scudiver, Jon; Shaulis, Mark; Spielberg, Bill; Stinson, Gerald; Wilson, Jennifer; Winkels, John (35 members in attendance)

Meeting called to order by Chairperson Terry Harris at 11:18 CT

Identification of emergency exits, appointed person to retrieve AED, and emergency responders.

Attendee introductions

Ron Miller read the meeting minutes from the previous meeting. MMS to approve the minutes as read.

Old Business: None

New Business:

- Terry gave a presentation on Workplace Hazards
 - Discussed types and magnitudes of hazards.
 - Talked about industry push to go to STKY hazard recognition (Stuff That Kills You)
 - Talked about the 10 spoke Energy Wheel

- Controls/Mitigations
 - Pre-Job Briefs
 - JSA's
 - Tailgating
- Fundamental Questions
 - What am I about to do?
 - How can this task/job hurt me or others?
 - What can I do to prevent myself or others from getting hurt?
- Slideshow of several workplace hazard examples
- Discussed "Hockey Puck" style voltage indicators useful for LOTO Verification of De-energization.
- Talked about a high-pressure pump incident where a hose ruptured due to an improper fitting being used and the importance of making sure that properly rated system components are used when replacing parts.
 - Eric explained how a device called a "Whip-Check" can be used to prevent high-pressure hoses from getting loose and creating a hazard.
- Discussed a workers right and responsibility to Stop Work if asked to perform an unsafe task.
- Discussed hazards associated with Solar Generating Fields and how unskilled labor is being exposed to unfamiliar hazards.
- Brother spoke about a supervisor who has repeatedly had problems taking time for safety.
- Re-enforced the "See Something/Say Something" mentality.
- Sister mentioned the value of the younger generation in the workplace and their "fresh set of eyes" when it comes to identifying hazards. It is important that the younger workforce feels comfortable with "See Something/Say Something."

MMS to adjourn meeting at 12:08 P.M. CT

Ergonomics Committee

3/8/2024

Chair: Les Gorman

Vise Chair: Lenny Dorosh

Secretary: Lenny Dorosh

- Brother Gorman called the meeting to order at 11:15am.
- Members Present: 16 members present, Lennet Dorosh, Les Gorman, Perry Logan, Ken Morris, Alan Sloan, Cheyenne Gomez, Roy Palmer, Dean Boase, Edward Anderson, Mike Cockerham, Paul Dodge, Peter Ganzlin, Warren Becker, Chad Cleveland, Matt Rosinski and Lynsey Burns.
- Emergency exits and first responders were identified.
- Minutes from the previous meeting were read and approved.
- Brother Gorman and Dorosh both gave a short description of their background and experiences.
- All attendees introduced themselves and gave a brief description of their backgrounds and experiences.
- Brother Gorman introduced Perry Logan.
 - Mr. Logan introduced himself and explained his background.
 - Mr. Logan led a discussion that defined what ergonomics is and what the consequences of poor ergonomics are.
 - The conversation transitioned into Risk assessment and the many methods of determining risk.
 - Exoskeletons are possibly at the forefront but there is still limited information on the real effects (good or bad) that they may have on the human body.
 - Tool assist is a better option for now. A discussion about some of these products was started.
 - The conversation shifted towards ergonomic programs that our members have.

- Proactive measures that reduce the ergonomic stresses on the body need to be implemented.
 - Some members have what is called an ergonomic steward that ensures that exposure to ergonomic stress is reduced.
 - Since there are so many different contractors, they we work for, many very large and others very small, the training often falls on the apprenticeship training programs.
- The meeting was adjourned at 12:15pm.

Utilities Safety & Health Committee

3/8/2024

Chairperson; Dave Trumble

Vice Chairperson; Dave Zelasko

Meeting Minutes

- Meeting was called to order at 11:20am by brother Dave Trumble
- Emergency exits and procedures discussed.
- First Aid/CPR/AED 911 responders were assigned.
- Dave T review the previous meeting minutes.
- Ernie Pana local 1245 mentioned Washington State has legislation when a utility worker experience workplace violence.
- A motion to accept the previous meeting minutes was made.
- Seconded.
- No discussion.
- Agreed and approved.

New Business Discussion

Workplace violence

- Ernie Pena (IBEW 1245) – work for PGNE. He described an incident in 2001 where he was shot by a customer. The bullet hit him in the arm, and he was lucky to drive away to get help. After the incident he found out that dispatch gave the call to another employee to go back to the same location to complete the work. The customer had received three notices to turn off the gas. Other incident Ernie mentioned:
 - In 2017 a call centre worker was shot and kill.
 - Employee was stabbed in the neck.
 - Employee was setting up traffic plan and was stabbed in the head.
 - Another employee was shot and paralyzed.
 - Worker working alone was pinned the gate and their vehicle for 7 hours.
- Ernie mentioned how he push for the employer to establish an emergency program to support workers if they need help. One device they use is called LiveSafe.
 - Dale (IBEW 2150) from Milwaukee mentioned they use text message to alert areas on concern to their workers.
 - Ernie-mentioned that the text messaging app called Everbridge is limited to the geo area.
 - Dale-having the same problems with his employer when it comes to re-dispatch employees to dangerous areas to get the job done.
 - Ernie- there are still gaps in their programs.
 - Robet (IBEW 47) mentioned when he worker in that area, his employer would have them stand down. He also mentioned customer locations in mountain areas are a concern when there is a lack of cell service. He created a plan with his co-workers to reach out if they don't hear from him through out the day. He described an concern when a worker had a stroke and was in his truck for 7 hours and no one new he was there.
 - Ernie-Black line is a good device to use to alert when you're in trouble.

- Brother from IBEW 111 – we have a two-man rule and Garmin’s that are linked together but we deal with a lot a dead spot.
- Dave T- mentioned we should about PTSD.
- Ernie explained how he is helping other deal with situations like the one he went through.
- Robet (IBEW 47) described a time when he was reading meters, had a gun put to the head by the husband.
- Dave T mentioned how important it is to build on the conversation with PTSD.
- Shawn (IBEW 876) asked a question about does the information trickle down to sub-contractors about areas that would be consider violent.
- Eric (IBEW) 111 mentioned there is utility worker protection act in Gorgia.
- Dave T- The tend to drive it back to the employer for working alone.
- James (PWU) asked a question to the group. Do you find the politicians don’t want to label the area’s as dangerous and employers don’t either. In are areas we find the same challenges. In my experience in these situations, we have had to ask for police escorts.

New Business Discussion

- Dave T mentioned a short list of things we talked about during Safety Pros calls.
- Chuck (IBEW 17) mentioned that the discuss in the past was around PPE, FR allowances, issues with bug replant.
- Dave T mentioned aging infrastructure.
- Dave Z – mentioned that we discussed in the past the break down of fibreglass equipment and the unknown effects it will have on the workers.
- James described how his employer would support the replacement of defective equipment.
- James mentioned that they have a salt problem on the roads in the winter time and that effects the fiberglass rods.
- Dave T asked if there was any other new business.
- DZ mentioned about the telecommunication equipment that is being installed on the utility equipment and causes a hazard to worker. Safe limits of approach guild lines need to be established.
- Brother mentioned that they must wear RFID badges when working in an area that have telecommunication devices.

A Motion to adjourn the meeting at 12:30

Incident Investigations: How Legal Actions Can Affect the Investigation

3/8/2024

- The meeting was called to order at 1:45pm by Brother Trumble.
- Members Present: We enjoyed the presence of the entire membership.
- Emergency exits and first responders were identified.
- Brother Trumble introduced Richard Fairfax and Bob Carbone for a panel discussion based on accident investigation. The moderator was Dave Trumble.
 - Richar Fairfax began the meeting with a brief explanation of his background which included a career as a pipe fitter and as an employee of OSHA.
 - Bob Carbone works performing accident investigation for OSHA in the New England area.
 - Between both speakers, they have investigated over 500 fatalities.
 - When OSHA is investigating, the employees should make themselves available to be interviewed. Only the employees know how the plant operates, how the task is completed or how the accident happened.
 - Safety personnel should:
 - The site where the accident occurred should be preserved. Do not allow the scene to be altered.
 - Line up the individuals who potentially have information for the investigator.

- Union stewards are usually interviewed first; then if the job was small enough, managers (managers are last if the job is excessively big). Workers would follow, and then the families of the victims.
- Watch out for attempts to separate the victim from the offending contractor. Contractors have been caught claiming that their employees are independent contractors.
- Cell phones are an integral part of accident investigations, people love to take pictures.
- Even if the contractor 'lawyers up', there are still avenues that the investigators can take. If an employee asks for a company lawyer to represent them, the investigator cannot necessarily interview the employees in private. For that reason, employees should consider not having company representation.
- Investigators are prepared for the employer to provide stacks of documents that prove training or assign blame. We need to remember that the investigator will read everything, but safety meeting sign-in sheets are not the most important part of their investigation.
- Don't get yourself in trouble, the investigator is trained to ask the hard questions and will be able to 'take the heat' for doing their job.
- A good investigator asks questions without assigning blame.
- Contractors that close and reopen under a new name are still being pursued.
- There is no maximum number of violations a contractor can have.
- If necessary, the investigators may get local law enforcement involved to preserve the accident scene.
- It is difficult to keep workers and employers apart until an investigator arrives.
- The investigators are often traumatized as well as the co-workers and families.
- OSHA's job is not to get to the root cause of an accident.
- Employees of a non-union shop CAN ask for union representation whenever a compliance officer shows up on the job to perform a walk around.
- The panel discussion adjourned at 2:45pm.

Government, Labor Agencies & Standards Committee

3/8/2024

Chair: Keith Prendergast

Vice Chair: Ken Morris

Secretary: Ken Morris

- Members Present: Didn't receive a roll sheet.
- Brother Prendergast called the meeting to order at 3:00pm.
- Emergency exit and first responders were identified.
- Brother Prendergast introduced Steve Nee, Labor Liaison and Richard Fairfax, retired OSHA Accident Investigator.
 - Richard Fairfax spoke about development of regulations.
 - Union pressure
 - Other organizations
 - The public can push Fed OSHA
 - A Notice to Proposed Rulemaking or an RFI starts the process. This process is often used to answer questions that OSHA may have.
 - The process often can take years.
 - Mr. Fairfax spoke about the lock-out tag-out standard.
 - The standard is a difficult one to follow.
 - Individuals are often not using the standard correctly.
 - New technology may improve compliance.
 - The new standard will take into consideration machine guarding, an engineering control.
 - The application of a log and tag is an administrative control.

- The new standard will not remove the requirement for the lock to be applied.
 - If the application of a lock or tag on control circuitry can control hazardous energy, then we may not need to lock and tag a disconnect switch.
- Steve Nee continued the conversation about lock-out and tag-out discussion.
 - Lock-out and tag-out issues are a huge stumbling block impeding alliances between different agencies.
 - During an investigation, the interviewee is the only one who can allow anyone other than the investigator to be in the room.
 - Under the Freedom of Information Act, anyone can get interview information. But the information is redacted so that identities are protected, and the information is never released until the case is completely resolved.
 - The accident investigator cannot protect the interest of the worker if anyone else is allowed to be present at, record or ask questions during an accident investigation.
 - Letters of interpretation can be found on the website, highlighted in blue.
 - Serious violations >16,000.
 - Repeat violations multiplied by five.
 - Repeat again, multiply by ten.
 - Check the website for National Emphasis Programs. (NEP's)
- The session was adjourned at 3:45pm.

Membership Committee

3/8/2024

Chair: Myles Lembke

Vice Chair: Cheyenne Gomez

Recorded by: Cheyenne Gomez

- The Membership Committee meeting was called to order at 3:05pm by Myles Lembke.
- Members present: Gomez, Cheyenne; Speaks, Chris; Howard, Logan; Bond, Richard; Olivas, Tom; Watson, Dave; Yanez, Estefania; Pena, Ernie; Lembke, Myles; Demambra, Anthony; Burdette, Anastacia; Navarro, Hector; Costigan, Mike; Costello, Paul; DeMoulin, Chuck; Cleveland, Chad
- First responders and emergency exits were identified.
- The minutes of the 10/23/23-10/27/23 meeting was read and approved as read.
- Old Business
 - No old business
- New Business
 - No new applicants for membership.
 - Discussed how to apply for membership.
 - How to locate one pager material.
 - Discussed Fall expo and Labor Division meeting.
 - Speak directly to host city unions and include a local contact.
 - Coordinate with Building Trades in host city. Central Florida BT Doug Foote 407.291.2210, dfooteiuoelocal673@bellsouth.net
 - Coordinate with AFL-CIO to get more labor representation.
 - Discussed mixing management and labor in pre or post labor division meeting.
 - Moved Seconded and Carried to coordinate ahead of time with region and local organizations regarding NSC membership and attendance for Fall 2024 Orlando, Florida.
 - Discussed increasing women attendance at Labor Division and our organizations and how are we advancing those numbers.
 - Discussed doing a breakfast like in Tempe, AZ for women, LGBTQIA+ and allies.

- Seek information from Sarah. “Outlier and Allies”
- Agenda for Next Meeting
 - Discussion on women’s group.
- There being no further business, the meeting was adjourned at 3:55pm by Myles Lembke.

Transportation Safety & Health Committee

3/8/2024

Chairman: Mike Cockerham, TWU Local 591

Recording Secretary: Warren Becker, IBEW Local 164

Meeting called to order at 3:03pm

- Members present: Paul Dodge, Ed Anderson, Francisco J. Estrella, Jeff Pressel, Steve Speak.
- Discussed Emergency Action Plan and identified first responders.
- Introductions
- Read and approved minutes of previous meeting

- 1st Discussion Topic – Airline Safety programs
 - Airline Hearing Conservation Programs
 - Airlines are taking steps to eliminate them based on tasks not exceeding the OSHA 8-Hour PEL as they measure over an 8-hour shift and much of the noise is in short increments though exceeding the PEL.
 - They arrived at this through personal dosimeter readings from exposed employees.
 - Medical services are now often provided by 3rd party as opposed to in-house.
 - Discussion on hi-vis seatbelt program on company vehicles to boost compliance with wearing them.
 - Improper procedure encouraged and utilized to speed rudder lubrication, especially on Boeing 777
 - Injuries and fatalities increased significantly from 2022 to 2023.
 - Increase from 800 to 1400 injuries respectively.
- 2nd Topic – Cabin Air Safety Act 2023
 - SOF Events (Smoke/Odor/Fume Events) are common and increasing.
 - Significant flight crew exposure, very little mitigation
 - Public exposure occurs as well.
 - Due to the design of cabin air intake being taken from the engines on most models of airplane.
 - The Cabin Air Safety Act is focused on Air Monitoring and early detection of smoke, odor and fumes.
 - Most of these incidents are only internally investigated, involves airline self-policing, no current federal regulations on monitoring, detection, mitigation.
 - The Cabin Air Safety Act seeks to establish protection and gain federal enforcement.
- 3rd Topic – Lone Worker Policies
 - Airlines currently have a policy to group workers in threes but in practice those three mechanics often get sent to work alone on their own aircraft.
 - This increases the risk of serious injury and fatality.
 - Other unions policies were discussed including electricians having “buddy system” standards in NFPA 70E as well as protections in OSHA 1910.147 where anyone working energized must be suited properly and a second worker dressed to the hazard level set for rescue outside the arc flash boundary.
- 4th Topic – PPE

- Airline unions established PPE committee to inform and train workers on the available PPE and how to acquire it.
- Twice a year they have a PPE expo and demonstration to test out various types and brands of PPE.
- They have created a catalog of available PPE for workers to use.
- 5th Topic – JSA/JHA Techniques
 - IBEW members discussed their JSA/JHA policies and implementation.
- 6th Topic – Attrition and New Hire Training
 - A discussion was had on the on-going and accelerating retirements of older, more experienced mechanics and technicians in the airline industry.
 - They formerly had a requirement that new hires have 4 years heavy experience.
 - Those requirements have been relaxed and new hires are extremely inexperienced and training for these new hires is severely reduced by the airlines.
 - Operating Engineers are experiencing similar issues with heavy crane operators, many heavy cranes can have a very “green” operator today.
 - “Shadowing” is replacing formal training and short cut bad habits are being taught to new hires who “Never learned the correct way.”
 - A discussion was had about the proposal by the IBEW to reduce their 5-year apprenticeship program to a 4-year program and the potential negative effects and how that is like these other issues of new hire inexperience.

A motion to adjourn was made and seconded and the meeting was adjourned at 3:59pm

Caucus Meetings

3/8/2024

Utility Caucus

Chair: Terry Harris

Recording secretary: Denny Dobson

Meeting Called to order at: 4:10pm

Emergency Exits/First Responders were identified.

Meeting was run as an open forum.

Topics were:

- Local 15 talked about laying temporary services on the ground.
 - Local 2150 and 965 uses duct over URD Direct buried cable to public.
 - Local 111 does the same and allows up to 4 weeks max. They also use Service Savers. They warned to stay away from older models.
 - Some Utilities lay Primary on the ground as well. They all require someone to watch it while in use.
 - Discussion from Hawaii Local about serious amount of liability the utilities are taking while laying temps on the ground.
- Local 77 reported about Chance underslung switches having issues with the load break function. The spring plate tends to get out of position and block the closing of the switch.
- Local 17 discussed wire stringing operations over interstates and highways. What are others doing to block or slow traffic. Are they using crash poles or booms to stop wire from sagging too low.
- Local (unidentified) discussed recent failures with G&W 3Phase URD Switch Cabinets. They can potentially be operated from closed to open then all the way to ground. They were told this was a quality issue by the manufacturer.
- Local 204 asked a question about using bucket trucks as crash bars while stringing wire over roadways. What can be used to protect the gel coat on the booms. Ideas ranged from rubber to strapping cross arms to the booms. There is a company called “Line Wise” that will make just about any kind of cover you can think

of. It was also mentioned that one Local was fined by OSHA stating that that is not the intended use for bucket trucks for that purpose.

- PG&E had mass amounts of 3M Pot Head cold shrink terminators fail and chose to remove all stock from the shelves. Now they are very short on stock and can't get more.
- Local 204 discussed a recent incident involving some having their foot crushed by an outrigger. They discussed how they used their Local Safety Leadership Team to have an alarm added to the area of the front outriggers. The group also discussed moving the controls to the side of the tail shelf.
- Local 204 also discussed the big push to renewables has brought a new type of work being Solar. Alliant Energy has hired multiple employees to work in this industry and is looking for training opportunities.
- Chuck Dortenzio plugged the "Safety Pros" Call that is happening regularly.
- Local 77 discussed a couple of recent incidents that happened during a recent ice storm. A power line fell onto a car and as the occupants were getting out of the car a Trip Saver closed in and electrocuted several people. The other incident involved 2 apprentices sagging wire. The wire was pulled up into a hot circuit from another utility. The Apprentice took 3 shots from a recloser before it locked out, severely injuring him. Discussion turned to Journey to Apprentice ratios.

Meeting adjourned at 4:50pm.

TWU & IBT Caucus

Chair: Mike Cockerham, TWU Local 591

Meeting called to order at 4:05 pm

- Members present: Paul Dodge, Ed Anderson.
- Discussed Emergency Action Plan and identified first responders.
- Introductions
- No minutes of previous meetings

Lengthy discussion how to get our unions and others to participate in upcoming Labor Division meetings.

- Mission: Reach out to other unions and locals to educate the importance of the NSC Labor Division.
- Enroll active members.
- Communication is key: Get the word out to all unions and provide information on these events.

Some members have stated that their locals were too small and could not afford the expenses to come to these events.

- Possibly look for ways to raise money within the local to support representatives to go to union functions.

The meeting was adjourned at 4:55 pm.

IBEW Inside Caucus

Members Present: 37 members present, Ken Morris, Derrick Givens, John Winkles, Amado Moreno, Angela Noenickx, Roy Palmer, Kerry Boase, Randy Lozano, Jeff Pressel, Landon Keller, Bob Legard, Jason Brady, Paul Costello, Adam Hernandez, Jon Scudiem, Kenny Sanderson, Warren Becker, Chad Cleveland, Chuck DeMouzen, Kyle Hunter, Paul Cheney, Hector Navarro, Mike Costigan, Keith Prendergast, Allen Sloan, Cheyenne Gomez, Estafania Yanezc, Peter Ganzlin, William Perry, Anthony DeMambro, Dave Watson, Myles Lemke, Jarred Douglass, Salim Kinan, Pat Quran, Aaron Strickland and Eric Biernbaum

- The meeting was brought to order by Brother Lemke at 4:00pm.
- The previous meeting minutes were read by Brother Lemke. They were approved as read.
- Brother Cheney started the meeting by explaining to the new members what the meeting is supposed to accomplish.
- The conversation then was directed toward contract safety language.
 - How change can be implemented by simply listening to other organizations' details.
 - A discussion was held about the notion that apprenticeships may go to a four-year program; how will we get all our safety curriculum done in such a short period of time?

- Longer boot-camps.
- Programs could be (can be) made longer.
- This is a nationwide problem.
- Can Mark McNichols address this issue with the ETA.
 - There was a motion made to ask Mark McNichols to work with the ETA to allow enough time to complete a full complement of safety classes.
 - There was not a second, therefore the motion was not voted on.
- The NSC does now have a Linked-in page for the labor division where information could be exchanged.
- A question was raised concerning accident investigations. Very few local members can find any information about accidents or near misses because of no accident investigation.
- Can the CPWR be brought in to provide Disaster Training?
- Some JATC's have an OSHA compliance specialist show up as a guest speaker during the apprenticeship classes safety issues on the job.
- Reach out to your OSHA office for help when resolving.
- OSHA is under attack; challenges are being brought that question the validity of OSHA at all.
- Consider this when considering your vote this November.
- The meeting was adjourned at 4:45pm.

Closing Session

3/9/2024

No minutes were received.

Thank you to our meeting sponsors: IBEW Local 103, IBEW Local 266, Safety Awareness Solutions and NSC Workplace Training.