



**Attendees**

Allio, Brett	Frary, David	Lewis, Donny	Rodriguez, Douglas
Anderson, Edward	French, Richard	Lucero, Cheyenne	Sanchez, Bryan
Aquino, Robert	Giannopoulos, Angelo	MacNeil, Scotty	Sanderson, Kenny
Becht, Larry	Givens, Derrick	Macnichol, Mark	Scantlebury, Charles
Biernbaum, Eric	Gomez, Travis	Malecha, Dale	Schaffer, Scott
Bodamer, John	Gonzalez, Manuel	McGrath, Darcy	Schaible, Gary
Bond, Richard	Gorman, Leslie	Melton, James	Schul, Steve
Brock, John	Gutknecht, Garrett	Middleton, James	Selin, Jeffrey
Bruner, Matt	Hanley, Edward	Miller, James	Shrum, Byron
Bryant, Jessica	Harris, Terry	Miller, Ron	Sloan, Allen
Burdette, Anastacia	Hartgerink, Paul	Miller, Tim	Smith, Brian
Candelaria, Justin	Hernandez, Adam	Moore, Ara	Spencer, Larry
Chaney, Paul	Hubley, Justin	Moreno, Amado	Stone, Bob
Chase, Jeremy	Johnson, Raymond	Morris, Ken	Stricklin, Wendell
Chessell, Tom	Kallenback, Jasper	Navarro, Hector	Stroud, Jonathan
Chipp, Eric	Kelly, John	Nicholas, Michael	Stuckert, Gregory
Cockerhan, Mike	Kinan, Salim	Nimmo, John	Trumble, David
Cohagan, JR	Kindred, Todd	Olivas, Thomas	Valladares, Mike
Conti, Ken	King, Justin	Page, Curtis	Van Koll, Robert
Costigan, Mike	King, Clint	Pfeiffer, Chris	Wilcox, Dan
Coulis, Tyler	Kohler, Brian	Prendergast, Keith	Winkels, John
Dacosh, Lenny	Kujawski, Raymond	Quinn, Patrick	Wolf, Mike
Dobson, Dennis	Kummet, Tim	Reineck, Scott	Yanez Ceballos, Estefania
Dodge, Paul	Lancaster, Theodore	Risacher, Lucas	Young, Heath
Dornbush, Scott	Lembke, Myles	Robison, Aaron	Zaya, Ryan
Duffy, Damon	Lenniham, David	Robledo, Fabian	Zelasko, Dave

**Foundation for Safety Leadership**

10/25/2023

Linda Goldenhar reviewed the Foundations for Safety Leadership program authored by the CPWR.

**Opening Session**

10/25/2023

Leaders Present were Travis Parsons, Paul Chaney, Bob Stone, Ken Morris, and incoming Vice Chair Keith Prendergast.

Meeting was called to order at 1:00pm by Chairman Paul Chaney.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

The the past opening session minutes were read and approved.

The Pledge of Allegiance and the Canadian National Anthem were each recited.

The members remembered our Brothers and Sisters who have passed before us.

Brother Chaney then introduced Lorraine Martin, President and CEO of NSC, the keynote speaker.

- Brother Joe Grabinski was recognized as a long time, faithful leader of the Labor Division with the NSC.
- Cheyanne Lucero was recognized for her efforts this week.
- The safety related impact the NSC has had on the public was reviewed.
- NSC priorities moving forward were reviewed.

Perry Logan addressed the membership about lockout and tag-out.

- The standard we are using was developed in 1989 and is outdated.

- Several innovative ideas for change are being explored, including incorporating safety control circuitry, and eliminating the Minor Service exemption.
- Addressing the confusion around unexpected energization.
- Establishing a risk-based approach to LOTO through Performance Based Standards.
- Change begins in several steps, the first of which could be as soon as next year.
- The membership was solicited for help regarding the lockout tag-out issue.

Brother Paul Chaney reviewed the objectives of the Labor Division and the NSC.

New members were recognized.

The membership introduced themselves to the body.

Several USW workers were recognized for their efforts. Attendance is now part of their contract.

## **Mental Health in the Workplace**

10/25/2023

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

Christina Fuda of the Ontario Shores Centre for Mental Health Sciences led the discussion.

- 81% of workers disclose that covid-19 is still having a negative impact on their lives. Effects include:
  - Absenteeism.
  - Presentism (going to work, but not really working).
- Costs of mental illness include self-medication and monetary.
- Myths: Mental illness promotes violence, can't get better, weakness, laziness, "I will never suffer" and lifetime suffering
- Vs. Facts:
  - Most mental illness patients are victims.
  - Most can fully recover.
  - There are genetic and environmental issues to consider.
  - 50% of us develop illnesses before age 40.
  - Many recoveries take less than 60 days.
- Advancements include:
  - Advanced research
  - Advanced treatments
  - Advanced technology today lets us see mental illness.
- Signs and symptoms:
  - Decreased productivity
  - Loss of motivation
  - Loss of interest/enjoyment
  - Isolation/withdrawal
  - Addictive behaviors
  - Cognitive:
    - Inappropriate worry
    - Anger/irritability
    - Prolonged sadness
    - Excessive negative thoughts
    - Difficulty concentrating/focusing.
    - Speeding/slowing of thoughts.
    - Suicidal thoughts
  - Physical:
    - Easily tired/disturbed sleep
    - Body aches and pains
    - Heart palpitations/chest pains/flushing
    - Hyperventilation/shortness of breath
    - Dizziness/headache/sweating/tingling/numbness
    - Gastrointestinal nausea/vomiting/diarrhea
    - Many of these signs and symptoms lead to substance abuse.
- How to help:
  - Make an appointment w/family doctor.
  - Follow referral to Psychiatrists/Psychologists
  - Follow referral to counseling and mental health therapists.
  - Self-care

- Exercise
- Healthy eating
- In a crisis, call 911.
- Without treatment, symptoms get worse, but 80-90% of people respond to treatments. We don't have to completely change our lives while being treated. Managers need mental health training, with 1-3 currently having the necessary training to do so.
- Mental Health First Aid Training is a two-day training course or 1-day virtual course covering MFHA.org (fudac@ontarioshores.ca)
  - Substance disorders
  - Depression
  - Bi-polar
  - Suicidal behavior

### **Occupational Driver Committee Meeting**

10/25/2023

Meeting called to order by Chairperson Denny Dobson at 4:21 p.m. Also present was Vice Chair Tom Olivas. Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders. The meeting minutes from the Spring 2023 Occupational Driver Committee Meeting held in St Paul, MN were read and approved.

Old Business:

- Denny plugged the "Safety Pros" zoom call that Chuck Dortenzio has set up for NSC Labor Division Members.

New Business:

- Matt Camden of the Virginia Tech Transportation Institute spoke about ways to use technology.
- to promote and build a better transportation culture.
- Testing with actual drivers on the roadway using in-cab cameras and telematics to check.
- vehicle diagnostics while driving.
- "Don't Learn Safety by Accident" You don't want to find out how to be safe after an accident. You want to prevent it from happening all together.
- Accidents are on the rise after the pandemic. The highest cause of fatalities is attributed to speed.
- Common errors and crash risk include General aggressive driving, speeding, unsafe driving in work zones, illegal or unsafe passing, improper following distance, and distracted drivers.
- Texting while driving takes a driver's eyes off the road an average of 5 seconds.
- Safety Culture included Employer and Employee buy in and cooperation.
- Telematics: Hard breaking, speeding, crashes, brake wear.
- Employee coaching and training and rewarding safe driving promotes a better culture.
- Invest in technology: Automatic brake sensing, video monitoring.

The meeting was adjourned at 5:05pm.

Minutes submitted by Tom Olivas.

### **Ergonomics Committee Meeting**

10/25/2023

Meeting called to order by Les Gorman.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

Members present: Raymond Johnson, Ryan Zayus, Lenny Dorosh, Keith Prendergast, Allen Sloan, John Kelly, Estefarria Tanez-Ceballos, Teddy Lancaster, Amado Moreno, Mike Wolf, Leslie Ray Gorman, Fabian Robledo, Jonathan Straud, Jarred Douglas, Myles Lembke, John Bodamer, Robert Aquino, Trams Gomez, Jeremy Chase, Ken Morris, Joe Grabinski, Paul Chaney, Mike Costagan

Presenter: Lisa Brooks

- Those that attended the expo gave opinions of the exoskeletal tools that are now available. Most opinions were positive.
  - New tech for backs, necks, arms, even for seated positions.
  - First used to augment strength.
  - Today, the jobsites that have them don't require their use.
  - Money is a big issue, the exo-units cost a good bit. Excuses for not purchasing units abound. Eventually use of the units may become normalized.

- Vibration absorbing tools and gloves are available.
- Back belts only work for a short period of time. They only remind the user to tighten their abdominal muscles before a lift. Once the user gets over accustomed to the belt, its usefulness is minimized.
- Questions:
  - Will there be new tools? Maybe ones made part of fall protection?

### **Utilities Safety and Health Committee Meeting**

10/25/2023

### **Complacency in the Workplace**

10/26/2023

Paul Hartgerink is the IBEW 2150 Business Agent. He shared his personal story of a near death incident on a job site.

### **Respond Ready Workplaces**

10/26/2023

Janice Hartgens, NSC VP Respond Ready Workplace presentation addressed the availability of NOLOXONE in the workplace.

- NSC has been working on the Opioid Crisis since 2012.
- In 2021, 464 overdose deaths occurred at work. In 2011 the number was only 73
- Overdosing is outpacing automobile crashes.
- Transportation, Manufacturing and Construction at the most impacted industries.
- The three pillars:
  - Awareness
    - Build awareness of NOLOXONE.
    - Reduce stigma.
  - Access
    - Understand how our workplace can access NOLOXONE.
    - Support increased availability.
  - Adoption
    - Increase the number of trained people.
    - Adopt other support materials.
- A roadmap towards success should be published in February.
- Legislation is being worked on for Federal worksites. Looking to mandate the drug and training.
- All 50 states have NOLOXONE availability laws. Good Samaritan laws vary from state to state. Know the rules within your state.
- Q&A Followed.

### **Troubled Worker Safety & Health Committee Meeting**

10/26/2023

The meeting was called to order by Brother Dave Trumble.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

Meeting minutes from the previous meeting were read and approved.

Dave reflected on past conversations and situations including:

- Substance abuse/alcohol abuse.
- Cannabis can be used to treat pain, addiction and as a type of treatment regimen.
- The issue of trust was brought to the forefront.
- The effects of the pandemic.
  - Covid-19 cases are still quite high in the airline industry.
  - Safety leaders wish there was more information available during covid-19 to pass on to their workers.
  - Alaskan IBEW locals saw increases in retirement. Expansion is difficult because of the reduced workforce due to Covid-19.
  - It's important to meet our young workers where they are in life and not expect them to meet us where we are.
  - Young people want an equal platform to express their views.
  - Some IBEW local unions lost workers to our non-union competition due to Covid-19. Many thought vaccinations were a true infringement of their rights.
  - Workplaces are fractured due to stressors related to Covid-19.

- Apprentice instructors and apprentices have trust issues with each other.
- Some IBEW local apprentices developed safe/clean spaces within their schools to accommodate students' needs and address their fears.
- In some cases, the trust necessary to cope with covid-19 has strengthened employee relationships.
- The pandemic has removed support systems for our younger workers. Parents and grandparents, the help with childcare in the past have now been lost to the pandemic.

Q&A: Can this body address sexual assault in the workplace? It does not appear as though many organizations have language addressing this issue.

### **Myth of Careless Worker**

10/26/2023

Brother Dave Trumble called the meeting to order.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

The Behavior vs Hazard Based Safety Programs were compared.

- Clearly, Hazard Based Safety Programs are best.
- It involves addressing hazards at their source.
- The question to raise should be: What in the work environment could cause harm?
- Behavior based programs can lead to under-reporting.
- Behavior based safety systems look for someone to blame instead of addressing the hazard.
- Behavior based systems do not protect against re-occurring incidences.
- Mistakes do not make workers careless.
- A question to consider might be to ask how the Behavior Based Safety Program affects accident investigation.

### **Construction Safety & Health Committee Meeting**

10/26/2023

Construction Committee called to order by Chair Keith Prendergast. Vice Chair and Recording Secretary Ken Morris was also present.

Attendees: Travis Parsons, Hector Navarro, Theodore Lancaster, Estefania Yanez-Ceballos, John Kelly, Allen Sloan, Tom Olivas, Richard Bond, Anastacia Burdette, Mike Costigan, Kenny Sanderson, Adam Hernandez, Scott Dornbush, Todd Kindred, Eric Bierbaum, Bob Stone, Mark McNichal, Jeff Salin, Scott Reineck, John Bodamer, Brian Smith, Gregory Stukert, Dale J Malecha, Scott M. Schaffer, JR Cohagan, Amado Moreno, Mike Wolf, Cheyenne Lucero, Donnie Lewis, Doug Rodriguez, Canada Bryant, Bryan Sanchez, Larry Spensor, Larry Becht, John Nimmo, Derrick D. Givens, David Frary, Myles Lembke, Justin Hubley, John Winkles, Brett Allio, Jarred Douglas, Pat Quinn, Raymond Tomsin, Denny Dobson, Ken Morris, Keith Prendergast

There were no meeting minutes to read from the previous meeting.

Suicide prevention in construction is today's subject.

- The brain can be more powerful than the person.
- Destigmatize the issue.
- Topics to discuss:
  - Construction ranks number 2 for suicidal deaths.
  - Several factors are risk factors:
    - Stress
    - Long hours
    - Travel
    - Relationships
    - Sleep disruptions
    - Instability
    - Drugs and alcohol
    - Bullying, hazing, harassment
    - Prejudice, discrimination
    - Golden handcuffs
- Suicide prevention matters: Anyone can help someone; Be direct.

### **Industrial Safety & Health Committee Meeting**

10/26/2023

Chairperson: Terry Harris

Vice Chair: Ron Miller

Recorded by: Ron Miller

Meeting called to order by Chairperson Terry Harris at 1:31p.m.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

Attendee introductions

Terry Harris read the meeting minutes from the previous meeting MMS to approve the minutes as read.

Old Business:

- Terry commented that fall protection is still the #1 cited OSHA violation. (Thirteen years in a row!). The remaining top 10 OSHA citations of 2023 are:
  - Haz Comm
  - Ladder Violations
  - Scaffolding Violations
  - Powered Industrial Trucks
  - LOTO
  - Respiratory Protection
  - Fall Protection (training)
  - PPE
  - Machine Guarding
- Discussed an accident where an employee fell 14 feet from a scaffold platform due to scaffold equipment failure. Fall protection was not required.
- Terry gave an update on the UTV accident discussed during the spring meeting.

New Business

- Terry shared another UTV accident that occurred in August of 2023 where a passenger of a UTV was ejected from the vehicle and died at the scene because of his injuries. Like the UTV accident shared at the spring meeting, the deceased occupant was not wearing seat belts.
  - Terry related these incidents to a Safety Rule Book rule that requires the use of passenger restraint systems on all vehicles so equipped used on company property.
  - Members that choose not to follow certain Safety Rule Book Rules water down the overall effectiveness of the entire Safety Rule book.
- Joe Grabinski related the importance of taking stories and information shared at these meetings back to our plants and worksites.
- Joe talked about a fall from a four-foot stepladder where the person was paralyzed from the waist down for the rest of his life.
- Terry related the importance of taking safety home with us.
- Joe encouraged us to bring back any LOTO issues/problems so they can be included in our feedback to the NSC for the upcoming proposed revision of the OSHA LOTO standard.
- A brother shared a story about an accident that occurred with an auger that was being operated without proper machine guarding.
- Terry commented that we are usually safe and injury free when doing high risk or seldom done tasks where we circle the wagons and do very thorough pre-job briefs.
  - It's usually when we are doing routine, repetitive, mind-not-on-task jobs where injuries occur.
- Joe mentioned the value of ROSHI; Return on Safety Health Investment
- Talked about criminal charges against companies for injuries involving known employer negligence.
- Terry thanked everyone for attending the meeting and for sharing their stories.
- Discussed how the NSC Labor Division meetings and stories shared recharge us and reinvigorate us to go back and fight the good safety fight.

The meeting adjourned at 2:35 p.m.

### **Occupational/Environmental Safety & Health Committee Meeting**

10/26/2023

Chair Paul Chaney was present. Vice Chair Ralph Ortiz was absent.

Attendance: Charles Scantlebury, Aaron Robison, Mike Cockerham, David Lennihan, E. Giannopoulos, Mike Valladares, Lenny Dorosh, Paul Chaney

The meeting was called to order at 2:30 p.m.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

The previous meeting minutes were read and approved.

Discussion of old business items included:

- Silica, lead gas airport exposure and firefighting foam.

- Under new business there was a lengthy discussion on items.
  - Fire foam
  - Autonomous vehicles
  - A.I.
  - A.I. and robots
  - Fire foam and building standards.
  - A list of items was sent to all who were present.

The meeting was adjourned at 3:15 p.m.

### **Caucus Meetings**

10/26/2023

#### **IBEW Inside**

Brother Paul Cheney brought the meeting to order.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders. Homelessness was addressed. In expensive cities this problem is growing. We are seeing suffering in the cold months.

- Most areas of the country have the same problems.
- The closure of mental facilities may be adding to the problem.

Safety language in our contracts was brought up.

- Locals should work towards including some form of safety language in their contracts.
- Networking at the NSC could help other organizations develop safety protocol.

Mentoring programs work well; pairing a young apprentice with a journeyman to guide them through real life problems.

#### **IBEW Outside**

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

Items Discussed:

- Sewer contractor without shoring
- Shortage of help/retention of employees
- No field experience in supervisory role
- Not filling open shifts/running lean/expecting more from those who are there; unreasonable expectations
- Use of EV's for bucket trucks (New York)
- Manufacturing shortages, quality, coming without certain parts.
- Gas workers get induction on pipes due to extra load from electric vehicles. Solutions?
- Rubber glove defects
  - How does everyone wear gloves and sleeves?
- Solar field protection. 3 phase (recloser)? Single phase (fuses)?
- Suggestions:
- Longer caucus sessions in the future
- A stand-alone solar caucus since it could fill an entire session by itself

### **Common Misuses of Fall Protection Equipment**

10/26/2023

Speaker Frank Carbajal addressed the membership on ANSI Z359 vs. OSHA

- ANSI does not audit your jobsite.
- ANSI does dictate how equipment that we use shall be tested.
- Dual and twin SRL are different. A dual unit has a single arresting system. A twin has one on both legs of the SRL.
- A large SRL that does not have any arrest unit integrated in it, cannot be used on a leading edge.
- ANSI is now recommending tests be performed in excess of 300lbs.
- The process to implement change often takes more than a year.
- End users need to use the correct SRL and Class.
  - Class 1 or 2 can be used above the shoulder.
  - Class 2 is used below the shoulder.

### **Government, Labor Agencies & Standards Committee Meeting**

10/26/2023

Meeting was called to order by Brother Keith Prendergast

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

34 members were in attendance.

Our Labor Liaisons visited the session via a zoom meeting.

- Liaisons present: Jim Tuey, Paula Story, Meredith Post, Lisa Scalero, Brian Wood, Sandy Boudloche
- Previous meeting minutes were read and approved.
- Brian Wood talked about the new walk around rule.
  - A representative can participate that does not work for the contactor.
  - OSHA can still bar participants from being part of the process if they impede any part of the process.
- Jim Tuey talked about the future of heat stress standard.
  - 35 fatalities per year.
  - The current campaign encourages water, rest, and shade.
  - OSHA is in the process of developing a heat stress standard.
- Sandra Boudloche talked about the silica standard.
  - Kitchen countertops contain a good bit of silica.
  - Small shops have minimal safety protocols in place.
  - OSHA is still accepting public comment related to Table 1 in the standard.
- Meredith Post talked about the national emphasis program affecting warehousing.
  - Walking surfaces, motorized equipment, exits and more are currently being scrutinized.
  - Warehouse stores like Costco and Sam's club are seeing an uptick in accidents and injuries.
  - Most of the injuries are ergonomic injuries.
- Jim Tuey addressed what would happen in the event of a government shutdown.
- Sandra Boudloche talked about NIOSH and Respiratory Protection.

### **Electrical Hazards, PPD and Equitable Fit for All**

10/27/2023

Paul Chaney called the meeting to order.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

Derek Sang of Bulwark was the speaker:

- Please check and verify that all your labels on your FR clothing are correct and issued by the manufacturer.
- Ensure that your FR clothing is properly cared for.
  - Be careful not to use petroleum-based cleaners and steer clear out oxi-clean or products like that.
  - Launder until garment is clean, odor free. If it smells like fuel, it probably is still soaked with fuel.
- Ensure that your FR clothing is being worn in the correct way.
  - Undergarments should be made of a natural material such as cotton, wool, or silk.
  - Steer clear of rolling sleeves.
  - FR base layers are available.
  - Hoodies/sweatshirts that are not FR rated can be dangerous to the wearer.
- Check and ensure that your raingear is labeled correctly with correct applicable ANSI or ASTM labels.

Alli Bloodworth of Bulwark spoke next.

- Ali is a product designer that works to ensure that all workers have properly fitting FR clothing.
- Bulwark has over 60 different garments for women.
- ANSI Z5960 covers guidance for selection and fit of women clothing.
- Proper fitting PPE is very important.
- Life changing events can change the needs of our female workforce and the needed PPE for them.
- Women prefer to not hear distasteful remarks about ill-fitting work clothing.
- Improper fit of PPE is a hazard.
- The clothing for women needs to be made to properly fit a woman and allow for proper movement on the job.
- Check Bulwarks u-tube channel.

## **Transportation Safety & Health Committee Meeting**

10/27/2023

Meeting was not held, transportation caucus stood in its place. Minutes were not recorded. Attendees were primarily new to the committee. Committee time was used for introductions.

## **Membership Committee Meeting**

10/27/2023

Myles Lemke called the meeting to order.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

Minutes from the previous meeting were read and approved:

New business:

- Travis Parsons brought an idea to the body to expand membership.
  - Many attendees at the expo are not aware of the Labor Division. This is one avenue to explore.
  - Rhode Island presents an opportunity to engage with trades that are underrepresented by our division from that area.
- A proposal to engage all of our building trades through in-house efforts. Members need to talk with other organizations in their jurisdictions. Include public sector union members as much as possible as well.
- Common sense conversation with our local leadership will hopefully encourage our local unions to continue NSC membership.
- A question was raised about advertisement. Can we get the word out faster? The website had info about Minnesota 2 weeks ago, without info about New Orleans.
- Work needs to be done with the website.
- There is a push to advertise on social media as well.
- Spring content is being worked on hopefully the agenda and info about the location will be available much sooner.
- There are no inroads towards diversifying the membership.
  - A suggestion was made that we include diverse safety representatives when we talk about diversification at our home locals.
- Some locals are employing a different strategy; sending a few members to the expo only while sending 1 or 2 to the division meetings.

## **Closing Session**

10/27/2023

The meeting was called to order by Division Chair Paul Chaney.

Identification of emergency exits, appointed person to call 911, AED location and appointed emergency responders.

Formal minutes were not taken.

New Business:

- Division roles changed at this meeting. Chair: Bob Stone; Vice-Chair: Keith Prendergast; Secretary: Paul Chaney; Vice President for Labor: Travis Parsons per nominations committee.

The Labor Division Spring Meeting will be held March 7-9, 2024 in Providence, Rhode Island. [Registration is open now.](#)

Please email [divisions@nsc.org](mailto:divisions@nsc.org) if you have any questions. We look forward to seeing you there!