



Labor Division

2024 NSC Spring Labor Division Minutes

Serious Injury and Fall Prevention Pre-Session Workshop

Sept. 17, 2024

- Call to order by Keith Prendergast at 9:00am
- Full division present.
- Labor Division vice Chair Keith Prendergast welcomed all attendees and introduced our first speaker Mr. Perry Logan.
- Mr. Perry Logan of the NSC led a conversation about **Serious Injury and Fatality Prevention (SIF)**.
 - Since 1973 we have realized a reduction in work related injury rates.
 - Since 2010 we have seen a slight increase in work related deaths.
 - This increase is not across all industry; some industries have seen decreases while others have seen increases.
 - Things that kill people are not the same things that kill people.
 - Generally those states that have the lowest injury rates have the highest death rates.
 - Simon Caulkin said that what gets measured gets managed, even if it is pointless to measure and manage it.
 - The new SIF model outlines the *Plan, Do, Check, Act* model. Check the NSC website for an explanation.
 - Plan: Leadership commitment and organizational readiness.
 - Do: Assess and understand SIF risk.
 - Check: Analyze and verify risk controls.
 - Act: Continuously improve.
 - Mr. Logan stated, "We can't do everything, but we can do anything that we focus on".
 - Sif prevention metrics:
 - OSHA Recordable Injury Rates.
 - Severity Based Metrics.
 - High Risk Reduction Footprint.
 - Employee & Leadership Engagement.
 - We must know and understand the work that needs to be done for the model to work correctly.
 - A question and answer period began with great questions about the injury vs. death charts and union vs. non-union.
 - OSHA does provide that data point on their website.
 - The BLS does not.
 - After the question and answer session, the group began workshops using the SIF program.
- IBEW Local 84 of Georgia took time to speak about their safety program at their nuclear power plant.
 - The first presenter was Mr. Rich Merjuste.
 - Mr. Merjuste described his first experience at his site; he was called insubordinate for questioning a safety issue.

- A 'Tattle Tale System' is never going to work because union workers are not going to get their brother and sisters in trouble by reporting their shortcomings.
- The site now has a new program that enjoys a 'No Name, No Blame' mantra.
- Check the 'Iceberg Theory' regarding safety. The iceberg theory fails to see root cause (the ice that's under water).
- The speakers program promotes a no name, no blame observation opportunity. After several observations the employee is entered into a prize raffle.

Activators: Prompt behaviors to occur.

Consequences: determine whether the activator will influence behavior

- Accidents and injuries cost thousands of dollars, both direct costs and indirect costs.
- The bottom line is that on average each incident costs about \$120,000.
- At their site 199 at risk behaviors were prevented, saving over \$14,000,000.
- The site is spending part of that savings on reward programs for participating in the safety programs. The program does not reward non-reporting, but it does support participation.
- Adjourned

Committee Chair/Executive Committee meeting

Sept. 17, 2024

- Called to order at 11:00:05 am
- Members present: Ken Morris, Paul Chaney, Cheyanne Gomez, Keith Prendergast, Leslie Gorman, Tyler Coulas, Don Lewis, Mike Cockerham, Anastacia Burdette, Dave Zelasko, Leonard Dorosh, Myles Lemke, Denny Dobson, Terry Harris, Sarah Van Huis
- Acting Chair: Keith Prendergast
- Brother Keith Prendergast called the meeting to order at 11:05am and introduced Sarah Van Huis (NSC)
 - Sarah Van Huis identified the room that would be used for breakout meetings for the week.
 - Sarah outlined the events for the week, all of our breakouts and reception and awards luncheon are right near our current location.
 - Possible changes to (future) tee shirt raffles (exchange) were discussed. The process just takes too long.
 - Names on the tickets. First name, last initial.
 - Reduce the number of tickets.
 - Random number generators.
 - Have the raffle donations pre-packaged into a 'kit'.
 - No re-call of ticket numbers.
 - The recreation committee will resolve for next meeting.
 - Wednesday at 3:30 we will have a meeting of a Chairs/Vice-Chairs.
 - Registration is more than last fall, but about the same as last spring.
 - An effort will be made to modify the congress/expo pass. We currently are not able to attend some of the sessions/presentations because the labor division meetings are at the same time. Currently there are several issues that dictate the length, time and place where the meetings are held.
 - Sarah may be asking some of our members to help just a little to keep things moving smoothly moving forward.
 - Travis Parsons mentioned that the Labor Liaisons need to be here and the government knows how we feel about this issue.

- Adjourned

Labor Division Opening Session

Sept. 17, 2024

- Called to order at 12:00 noon, full membership present.
- Opening session was started by Brother Keith Prendergast.
- Brother Prendergast opened the meeting and call for first responders and issued evacuation instructions.
 - The membership held a moment of silence for all of deceased brothers and sisters.
 - Membership introductions were made and committee chairs and vice-chairs identified for our new attendees.

Labor Division Welcoming Committee

Sept. 17, 2024

- Ken Morris called the meeting to order at 1 p.m.
- Full membership present.
- Brother Morris opened the meeting and call for first responders and issued evacuation instructions.
- This meeting introduces the chairs and vice-chairs to the new members and provides an opportunity to explain what each committee does during their sessions.

Education Session #1: Job Hazard Analysis

Sept. 17, 2024

- Meeting called to order at 1:30 p.m.
- Full membership present
- JoAnn Dankert of the NSC was introduced to the membership.
 - Ms. Dankert provided an overview of effective job hazard analysis.
 - Several industries, including construction, apply JSA's at their jobsites.
 - JSA's can be used to:
 - ID hazards
 - Make employees Safety Conscious
 - Integrate safety into quality and production functions.
 - Conduct job safety observations.
 - Conduct incident investigations.
 - Improve profits.
 - There are shortcomings:
 - Too much time.
 - Tedious
 - How does it align with risk assessment?
 - Hazards can be missed.
 - Poor worker participation.
 - Poor use of the hierarchy of controls.

- Elimination of the hazard should always be our first objective.
- PPE should always be our last consideration.
- High priority:
 - Tasks that have a high rate of injury or illness
- Sometimes our JSA process contains too many steps, but we must be sure to identify hazards and observe the job task.
- Be specific about control measures, avoid statements like: 'use correct gloves'. Be specific; 'use cut resistant gloves'.
- Management must be involved.
- Employees should be engaged.
- JSA improvements
 - Make them electronic
 - Review of past JSA's
 - Embed the JSA into a work order
 - Use the JSA to restart work after a stoppage

Construction Safety and Health Committee

Sept. 17, 2024

- Keith Prendergast called the meeting to order at 2:45.
- 49 Attendees: Ken Morris, Keith Prendergast, Paul Hartgeriak, Ian Schroeder, J Cohagan, David Wysocki, Mike Costigau, David Donkin, Hector Hernandez, Samuel Solorio, Doug Rodriguez, Arturo Morfin, Cheyenne Gomez, Samuel Had..., Travis Parsons, Tarn Goelling, Eric Biernbaum, David Fray, John Winkles, Derrick Givens, John Hall, Scott Cantrell, Estefania Yanez, Salim Kinan, Steven Schul, Bradley Griffin, Jarvis White, Chris Bufka, Todd Kindred, Chad Eckman, Jon Scudieri, Scott Dornbush, Jon Chapman, Ken Sanderson, Paul Cheney, Jack Woodruff, Charles Cattlebury, Francesco Gambino, Mike Cockerham, Ty Lewis, Liliana Calderia, Paul Dodge, Anthony Lepore, Eric Schvette, David Lennihan, Allen Sloan, Myles Lemke, Hector Navarro, Josh Hubley
- Brother Prendergast opened the meeting and call for first responders and issued evacuation instructions.
- Previous meeting minutes were read and approved.
- Brother Prendergast ran an open forum meeting about AI, and how it can interact with our jobs and safety.
- A few important points were brought up, including:
 - AI can help with the creation of the JSA.
 - With any new tech, risk is sometimes involved, including privacy. It could even be used as a weapon against the labor movement.
 - For right now, AI is used primarily used by management/project management
 - AI could be used as a QC tool.
 - It could be used to track the progress of jobs.
 - It could be used to track manpower needs.
 - It could be used to track materials.
 - AI could be used to identify potential safety issues.
 - AI could be used to track tools and the tools use.
 - AI could be used to track the location, condition and usage of PPE.
 - It may very well be possible to use AI in our JATC's during training sessions.
 - AI could be used to monitor building codes and compliance.
- The NSC position is generally is that the tech can be used to enhance safety and health.

- Paul Cheney reports that AI 'dogs' are used after hours to track progress and up-date as built drawings on his jobsite.

Education Session #2: Hearing Loss Prevention

Sept. 17, 2024

- Keith Prendergast called the meeting to order at 3:45 p.m. and introduced Laurie Wells Au.D. of 3M.
- Full membership present.
- Ms. Wells wants to discuss the following:
 - Audibility – the quality of being able to be heard.
 - Attenuation – the ability to reduce noise
 - Advocacy – includes noise control, appropriate attenuation, hearings needs, and total worker/hearing health.
- If we experience hearing loss, we have experienced Metabolic Exhaustion (Gradual hearing loss).
- There are several things associated with hearing loss:
 - Cardiovascular disease
 - Sleep disturbance
 - Annoyance
 - Cognitive problems
 - Mental health, depression
 - And more
- In the workplace hearing loss causes
 - Communication issues
- Noise can be a stressor
- The same agency that regulates MPG (cars) regulates the Noise Reduction Rating (hearing)
- We want people to have noise attenuated to levels between 70 and 80 dB.

Opening Session & Keynote

Sept. 18, 2024

- Brother Keith Prendergast called the meeting to order at 8:45 a.m.
- Full membership present
- Brother Prendergast opened the meeting and call for first responders and issued evacuation instructions. Announcements made
- Brother Prendergast introduced the keynote speaker for today; Mandi Kime, Director of Safety for the AGC of Washington. Today's topic will be ***The Mental Health Crisis in the Workplace***.
 - We lose more people to suicide than drunk driving, falls or vehicle accidents.
 - Nearly 100,000 Americans die of substance abuse per year, up 781% since 1999.
 - In Washington State, last year there were 3 overdoses and 3 suicides on the job. One was found dead in a portable toilet.
 - In 2019 suicide is the 2nd leading cause of death in the age group ranging from 10 – 34.
 - Suicide is the 10th leading cause of death overall.
 - Actionable items (most inspiring or effective):
 - Offer training in mental health.
 - Promotion of your EAP and insurance offerings.
 - Promote mental health with a stand down or guest speaker.
 - Provide de-escalation or intervention resources for workers to respond to someone in crisis.
 - Provide mental health assessment resources. Mantherapy.org

- Talk about the importance of mental health routinely (toolbox talks, meetings, company communications).
- Written program on mental health resources.
- Posting mental health flyers and posters on the job.
- Coping vs Resilience
 - Coping – dealing with life’s inevitable disappointments in a healthy way.
 - Laugh
 - Music
 - Physical Activity
 - Resilience – bouncing back from difficult experiences. Keys to resilience:
 - Lower your standards.
 - Accept that life throws you curveballs.
 - Understand that the ‘suck’ is temporary.
 - Positive self-talk, make a list of positives about yourself.
 - Reflect on successes.
 - Reframe.
 - Self-care.

Troubled Worker Safety and Health Committee

Sept. 18, 2024

- Brother Dave Zelasko called the meeting to order at 10 a.m.
- Emergency procedures and issued evacuation instructions.
- Attendees: Tyler Coulis, Dave Zelasko, Ken Morris, Keith Prendergast, Travis Parsons, John Kelly, Myles Lemke, Jay Frazier, John Hall, Ken Sanderson, Tim Miller, and most of the labor division membership.
 - Previous meeting minutes were read and approved.
 - Dave asked the membership if they had any other questions of our local 103 brothers about their sobriety group.
 - Since Rhode Island meeting, about 4 other locals have started their own sobriety group.
 - One of the largest problems is housing for our members that have fallen on hard times do to sobriety issues.
 - Sober housing is covered by local 103’s group. It is repaid by the member after recovery begins, sometimes at a rate of only 25.00 per week.
 - Keith Prendergast will give access to the presentation (video) from the Rhode Island meeting.
 - Keith gave a brief recap of his presentation conducted at congress on Monday the 16th including the:
 - Sobriety program.
 - Sobriety culture.
 - Covid-19 and the opioid problems that went with it.
 - Construction is dangerous and is complicated by drugs and alcohol use.

Educational Session #3: Risk Assessment for New Technology

Sept. 18, 2024

- Brother Prendergast called the meeting to order at 11 a.m.

- Emergency procedures and issued evacuation instructions.
- Full membership present.
- Mr. Wheeler has over 40 years of IBEW membership experience, and his family has over 250 years of experience combined.
 - Safety is a shared responsibility
 - Management must lead by example.
 - Employees must be engaged.
 - Employees have a responsibility to their employees
 - Employees have a responsibility to themselves.
 - Employees have a responsibility to their families.
 - Employees have a responsibility to their employers.
 - Risk assessment should be performed before the job starts, during the job, when conditions change, all of the time.
 - Risk assessment happens at home, on our way to work, at work, and at all other times.
 - Risk assessments include:
 - Identifying tasks
 - Identify hazards
 - Assess risks
 - Assess potential severity of harm
 - Assess the probability of occurrence
 - Evaluate the risk
 - Risk = Likelihood + Severity
 - Today, new tech can help us in our risk assessments.
 - Robots/robotics
 - Internet
 - Fleet management (forward facing cameras help clear workers of accident responsibility)
 - Automated vehicles
 - Electric vehicles
 - Drones
 - Always follow the Hierarchy of Controls when considering your Job Hazard Analysis.

Ergonomics Safety and Health Committee: Avoiding Vibration Exposure

Sept. 18, 2024

- Called to order at 1:30 p.m.
- Attendees: Open and available to the entire membership.
- Brother Prendergast opened the meeting and call for first responders and issued evacuation instructions.
- Brothers Lenny Dorosh and Les Gorman read the previous meeting minutes and they were approved.
- Brother Dorosh defined ergonomics and vibration.
- Vibration could expose the whole body, hand or arm, or be a cross-over exposure.
- Injury Prevention
 - Use low vibration tools
 - Design work stations with ergonomics in mind
 - Use vibration resistant or impact gloves
 - Use tools with rubberized grips
 - Design an office work station with ergonomic concerns in mind.

- Select lighter weight tools

Educational Session #4: Worker Friendly Return to Work Programs

Sept. 18, 2024

- Brother Prendergast called the meeting to order at 2:30 p.m.
- Emergency procedures and issued evacuation instructions.
- Full membership present
- Brother Prendergast introduced Bryan Reich of WorkCare to discuss worker friendly return to work programs.
 - We are our Brothers/Sisters keeper.
 - To be a keeper means to guard, protect, and preserve.
 - Ergonomic injuries costs America billions of dollars every year.
 - Return to work includes:
 - Training
 - Fit for duty
 - First Aid
 - Comp plan
 - Ergonomic prevention coaching
 - Safety
 - We cannot only recognize the physical rehabilitation of employees
 - There is a clear connection between the mind and the body.
 - Mental and emotional health is connected to the body.
 - Stamp out the stigma of emotion problems
 - Be willing to talk
 - EAP programs need to be connected to return to work programs.
 - Substance abuse (Smoking, drinking, drugs) are unhealthy coping solutions.
 - EAP and Peer volunteer programs work!
 - Coping solutions for the keeper:
 - Healthy habits
 - Sleep.
 - Exercise.
 - Eat right and stay hydrated.
 - Take me time.
 - Practice gratitude.
 - Find purpose.
 - Have positive social connection.
 - Talk to and go to the doctor.
 - Practice mindfulness.
 - Several regions of the brain are involved in the pain process
 - Somatosensory cortex
 - Insular Cortex
 - Cingulate cortex
 - Thalamus
 - Amygdala
 - Hippocampus
 - Autonomic nervous system

- We should be sleeping 7 – 9 hours a day
- We should keep a sleep routine
- We need to enter into stage 3 and 4 sleep.
- We should consume half your body weight (in ounces) in water per day.
- Being hydrated brings the heart rate to the proper rate and lowers blood pressure.
- The first sign of de-hydration is fatigue.
- Hydration
 - Reduce sugar
 - Avoid energy drinks
 - Reduce alcohol
 - Avoid sports drinks
- MSD recovery requires about 20% more water.
- Skipping breakfast causes many mental errors.
- We need to be keepers for all:
 - Physical and MSD's.
 - Mental and emotional health.
 - Sleep, hydration and nutrition.
 - Advocate for programs.
 - Connect coworkers to information.
- The speaker began a wellness exercise.
 - Breath...in/out
 - Think about body parts and how they feel.
 - Open your eyes and feel relaxed.

Executive Committee

Sept. 18, 2024

- Brother Prendergast called the meeting to order at 3:30 p.m.
- Emergency procedures and issued evacuation instructions.
- The custodian cares for the account that pays for tees shirts, sympathy cards and flowers, and other things that the council (NSC) is not part of.
- A discussion/debate was held regarding what a good sum would be in the custodial fund, and how we would raise that money.
 - 50/50 raffles; passed.
 - Capping charitable donations with the balance going into our funds; tabled.
 - We will have a goal of maintaining a \$5000.00 balance.
 - Keith 3 will have financial trustees; passed
 - Cheyenne Gomez
 - Anastacia Burdette
 - Donnie Lewis
- A discussion/debate was held regarding the schedule for the fall meetings.
 - We will have a full schedule on Sunday, two days of expo/congress on Monday and Tuesday, and finally finish our meetings on Wednesday and Thursday; passed
 - We could possibly have a day pass for expo/congress; maybe?

Occupational Environmental Safety and Health Committee

Sept. 18, 2024

- Brother Paul Chaney called the meeting to order at 4:30 p.m. and called for first responders and announced evacuation plans.
- Attendees: 19 members; Ken Morris, Paul Cheney, Donnie Lewis, Francesco Gambino, Wenona Tyre, Marshal L., Anthony LePore, John Kelly, David Lennihan, A. Grannopoulos, Mike Cockerham, Jack Woodruff, Terry Harris, Karl Mager, Ron Miller, Eric Schuette, Steve Riley, Sean Doyle, Brett Allio
- Previous meeting minutes were read and approved.
- Brother Chaney called for a discussion on AI technology on our jobsites.
 - Is AI actually making our jobs safer or are they taking away jobs?
 - AI assistance makes it easier to write things.
 - The 'dog' is used during modeling (pre-fab), it helps with mapping and as-builts.
 - 'Dogs' are also used in other industries and the military.
 - AI can be used in new tech like self-driving vehicles.
 - AI should be brought up at our local bargaining tables (protection of jobs).
 - AI is programmable and can take jobs from humans.
 - AI is not empathetic.
 - AI is not creative.
 - AI cannot make judgment calls, has no common sense or contextual understanding.
 - AI is supposed to be a tool that augments humans.

Awards Committee

Sept. 19, 2024

- Ken Morris called the meeting to order at 8 a.m. and called for first responders and outlined the evacuation routes.
- Attendees: 10 members; Ken Morris, Myles Lemke, Eric Bierbaum, Keith Prendergast, Travis Parsons, Terry Harris, Dave Zelasko, Paul Chaney, Charles Scantlebury, Brett Allio
- Minutes from the previous meeting were read and approved.
- Old Business: None
- New Business: Awards for deserving recipients were discussed and approved for the Milwaukee meeting in the spring of 2025.
- Meeting was adjourned at 8:40am.

Educational Session #5: Going to Work Should not be a Grave Mistake

Sept. 19, 2024

- Brother Prendergast called the meeting to order at 8:45 a.m. and called for first responders and issued evacuation instructions and completed announcements for the day.
- At 9 a.m. Rena Harrington '*Going to Work Should Not Be a Mistake*' was introduced.
- Miss Harrington reviewed recent accidents and fatalities that occurred on the job.

Program Planning Committee

Sept. 19, 2024

- Brother Chaney called the meeting to order at 9:30 a.m. and call for first responders and issued evacuation instructions.
- Attendees: Full membership
- The purpose of this committee meeting is to draw ideas for our next meeting from the full membership.
 - More time for the Congress and Expo was discussed.
 - Could we have a donation from our sponsors to the selected charity instead of the raffling of local union shirts?
 - Could we have a speaker to discuss ADA opportunities?
 - Could we have an MSHA speaker?
 - Terry Harris called for a HOP (Human Operational Performance) session.
 - Paul Cheney suggested that we have a workplace violence theme for the next meeting.
 - Paul Cheney suggested that leadership is making every effort to accommodate the membership and their wants and needs during future meetings.

Governmental, Labor Agencies and Standards Committee

Sept. 19, 2024

- Brother Prendergast called the meeting to order at 10 a.m.
- The full membership was invited to participate.
- First responders and evacuation routes were identified.
- Previous minutes were read and approved.
- Keith introduced the local (Orlando) OSHA compliance specialist and Area Director.
 - The OSHA offices are being realigned and will be known by states or cities.
 - The Orlando office, like most other offices, pay special attention to the focus four.
 - An area of concern in Florida is trenching and excavation.
 - Many companies have a lack of a positive safety culture.
 - The speakers addressed how they prioritize calls.
 - Orlando recognizes Heat as a National Emphasis Program.
 - With a heat index greater than 80, the compliance team is required to inquire about the contractor's heat program.
 - Orlando is currently fully staffed but that is only because it is a new office that only covers three counties.
 - All offices appear to be short on industrial hygienists
 - State run programs must be a least as effective as federal OSHA.
 - Any tool that is being used as a crane can be classified as a crane and may require special training.
 - OSHA's funding is low and that does affect staffing levels across the country.