Message from Cheryl Ambrose
Health, Safety and Environmental Administrator

With January and February already in the rearview mirror for 2018, we turn our attention to the anticipation of warmer weather and a renewed sense of hope and optimism that comes with the passing of winter and the emergence of spring. So many topics have the ability to divide us these days, but the safety and health of our members should serve to unite us around a common purpose. The recently finalized UA Standard for Safety is one of the cornerstones of the UA's “Built on Excellence” along with quality and productivity. It renews the conversation around safety, raising the bar beyond compliance and centering it around people.

“The UA Standard for Safety is driven from the UA’s core value in which we believe that every worker has a right to go home from the job in the same shape as when he or she arrived at the workplace. Within this core value, the UA is committed to protecting the safety and health of our members, our contractors, project owners, and the communities in which we work.”

The Standard for Safety is the UA's commitment in which we strive to create a mindset intolerant of unsafe working conditions or on-the-job injury, no matter the frequency or severity. In other words, it is never okay for brothers or sisters to go to work only to be injured performing the critical work we do. It is about taking a stand for excellence as the only acceptable outcome.

The Standard for Safety is value-based and people-centered, where people are not to be viewed as a problem to be fixed, but as a solution to be harnessed. Let’s talk about what this means. People should be asked what they need in order to be able to work safely versus just being told what to do. We must foster an environment where people are willing to speak up, and when they do, we need to listen intently to their feedback. Then we can begin to tap into their capacity as problem solvers as a way to understand and learn what’s really going on.

Safety is not the absence of accidents, but it’s really the presence of capacity. The target we currently use is to measure the absence of negatives. We need to adjust the target where safety is the presence of capacity in the workplace to realize events that are injury-free. So rather than counting negatives, let's count the presence of positive capacities. What is
it that people are doing to create success on a daily basis and what is it that they bring to the job in order to create that success? What are their skills and their capabilities? Is there a better, less risky way to perform the task? Measure and celebrate those positive capacities rather than only judging success by focusing on the negatives, or the absence thereof.

What if I told you that workers will work as safely as they need to, without being too safe, in order to be productive? Some people may be upset and even offended by this but if we are honest, this is closer to reality and a true statement. Here’s another way of looking at this. Think about it in terms of driving. How do you know that you are safe enough while you are driving? Rules, skill, confidence, the type of car you drive? Is it when you make it to work without getting into an accident?

Did you break the speed limit or not use your turn signal when changing lanes, but still arrive safely? Replace the word driving with working. When you’re working, how do you know you are safe enough? It’s easy to see safety as an outcome when there is no accident. “No accident” equals “must be safe.”

The reality is that when we are driving or working, we are constantly managing risk in real time as it happens. People are amazingly good at this . . . until they are not. That is when the event happens and we then become crystal clear on the outcome. Before the event, there is a gray area between when it is clear that something is 100% safe and when something is 100% unsafe, where the uncertain interpretation of safe work occurs. Within the gray area is mostly where we work and this is where people are managing risk in real time every day. We want to begin asking those capacity questions during the successful work, not after the event occurs, in order that we can model successful work.

The finer details of safety may not always be agreed upon by everyone, but safety as a core value is not just something that we do or implement, it must be something we believe. It requires courage to have a questioning attitude to change the conversation around safety.

To obtain copies of the UA Standard for Safety brochure:

Business Managers - Please contact Jamie Deasel (jamied@uanet.org) 410-269-2000 x5002

Training Coordinators/Directors - Please contact Dianne Lash at the UA Bookstore (diannel@uanet.org) 301-218-1241

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UA Trainers and Members Contribute to New Program to Raise Awareness and Prevent Hearing Loss

Every day construction workers, including our members, are exposed to noise levels on the job that can damage their hearing. In fact, hearing loss is one of the most common work-related illnesses in the U.S. and among construction workers. One study from CPWR-The Center for Construction Research and Training, found that about three out of every four construction workers are exposed to hazardous noise level—noise levels above the National Institute for Occupational Safety and Health (NIOSH) recommended exposure level. According to NIOSH, as many as half of construction workers have some job-related hearing loss and they lose their hearing at a younger age than the general population. This is a critical issue because hearing loss can interfere with communications on the job, make it difficult to hear warning signals, impact your sense of balance (increasing the risk for a fall), and negatively impact your quality of life off the job.

The good news is hearing loss can be prevented. Our trainers and members have been working on a multi-trade effort with CPWR to understand what information and resources are needed to raise awareness of the risk and find solutions. With the help of 15 of our trainers, 1,467 members responded to a survey fielded during training classes in late 2016. Members recognized that noise was as an important issue with 27% saying they have to shout “always” or “most of the time” to be heard on the job, and a third self-reporting that they already suffer from some level of hearing loss. Findings from the UA’s and other unions’ survey results underscored the need for more ongoing training on the hazard, and a related survey of trainers identified gaps in available noise training resources.

The findings from these surveys resulted in the new, comprehensive Construction Noise and Hearing Loss Prevention Training Program for use in classroom, hands-on, and on-the-job training opportunities. The program, which can be downloaded from
CPWR’s website – Preventing Hearing Loss at [https://www.cpwr.com/research/r2p-p2r-work-preventing-hearing-loss](https://www.cpwr.com/research/r2p-p2r-work-preventing-hearing-loss), includes:

- A 1-hour comprehensive training module that can be used for the OSHA 30-hour health hazard training requirement.
- A 30-minute version that can be used for the OSHA 10-hour health hazard requirement.
- A series of 10-15 minute exercises to reinforce what was learned. These exercises can be used in classroom settings, in a hands-on training situation, or when the member returns to the jobsite.

The program includes the use of sound level meter apps, ways members can self-assess their hearing, real life stories from construction workers who suffer from hearing loss, and steps for effective use of hearing protection and other protective measures.

We encourage everyone to take a look at these materials, work them into training programs—or at a minimum share the handouts.

Protect your hearing—something as simple as hearing a warning call from a co-worker could save your life or the life of co-workers.

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It’s common for construction workers to have the hearing of workers twice their age.

25 YEAR-OLD  equal hearing  50 YEAR-OLD
(construction worker) (average non-noise exposed worker)

Is it too loud at work? Talk to your employer about quieter tools and machinery.

[https://www.cdc.gov/noise/research/health/](https://www.cdc.gov/noise/research/health/)
Safety Week 2018: The Power of Safe Choices

Save the Date – May 7-11, 2018

Safety unites us all. It motivates us across the industry, at job sites in U.S. and Canada, and drives our choices and actions every single day.

Being safe every day on every job crosses competitive boundaries while aligning with the UA Standard for Safety and Standard for Excellence. The industry bands together every year in early May for Safety Week to celebrate each of our workers and the safety measures we must all take to build a stronger, safer industry and stronger, safer communities.

The Power of Safe Choices

Every day, we are faced with choices, decisions large and small, that set the stage for safety. While some of those choices may be second nature, like buckling seat belts, double-checking harnesses or wearing the right gloves on the job, others require practice before becoming habit. We must empower ourselves and each other to choose safety, time and time again—when we head to work at the beginning of the day, while we’re on-site and until we arrive back home, safe again. We commit ourselves to safety because it’s not just our personal safety that we hold in our hands: The choices we make—the ones we recognize and those we don’t—impact our co-workers, our community and our family and friends. This year, Safety Week organizers call on every worker across every position in every company across the industry to join in.

Be A Leader In Safety. Join in Celebrating Safety Week 2018!

Safety Week is a chance to remind everyone of the enormous responsibility we take every day to be safe. The following ideas are designed to help bring this year’s campaign, “The Power of Safe Choices” to life across job sites, training centers and in the community.

Although safety is a topic that goes beyond one week, Safety Week is a great opportunity to remind our members about the little things that can keep everyone safe.

- Participate in Safety Week activities or events with our signatory contractors wherever possible. Invite leadership to attend.
- Use social media to communicate messages during each day of Safety Week.
- Consider focusing on a specific topic each day of Safety Week. These can be covered in morning team meetings or through special activities.
- Share photos of activities with contractors and at local training centers for inclusion in UA publications. Send to Cheryl Ambrose at cambrose@uanet.org.

Here are some examples for topic ideas for Safety Week 2018: The Power of Safe Choices.

- **Monday – Fall Protection (OSHA’s National Safety Stand-Down to Prevent Falls in Construction)**
  - working safely at heights
  - proper use of personal fall arrest equipment
  - inspection of personal fall arrest equipment

- **Tuesday – Caught-in-between or Struck-by**
  - trenching safety
  - crane and rigging
  - tool and machine guarding

- **Wednesday – Manual Material Handling**
  - safe lifting techniques
  - preventing strains and sprains

- **Thursday – Electrical Safety**
  - lockout/tagout
  - arc flash safety
  - electrical shock safety

- **Friday – Safety Leaders - Member Recognition**
  - Who are your safety champions/heroes?
  - Why safety matters to you
  - What steps you take to make sure you are safe every day
  - What you do to make sure colleagues are safe every day
  - How you and your family work together to stay safe every day

“Together, we can and we will create a safer, stronger industry—for ourselves, our colleagues, our families and our friends. That is . . . the power of safe choices.”

– www.constructionsafetyweek.com

Stop Falls Stand-Down

- Plan a toolbox talk or other safety activity
- Take a break to talk about how to prevent falls
- Provide training for all workers

www.osha.gov/StopFallsStandDown  #StandDown4Safety • (800) 321-OSHA (6742)
Former Hanford Worker Overcomes Silent Killer

UA Local 598 Member Survives Lung Cancer, Looks to his Wife and the Future

By Trish Quinn, Director of Energy/Employees’ Programs, CPWR - The Center for Construction Research and Training

Roger Tool sat beside his wife, Ellen, still able to hold her hand as if they were as inseparable as the day they met. They were just a month shy of their 49th anniversary and already looking to “sail way past” their 50th so they could “enjoy all the milestones with their kids and their grandkids.” But these years of enjoyment, of well-earned retirement, almost never happened. And if it weren’t for discovering a lung cancer that was silently preparing to invade his lungs and spread through his body, Roger Tool may have left his wife to experience these joys without him.

A pipefitter from UA Local 598 in Pasco, WA, Tool spent a quarter of a century working in the active areas on one of the most dangerous sites in the country: the U.S. Department of Energy’s Hanford Reservation. It was one of the original World War II sites, built in 1942 to produce plutonium. Even though nuclear weapons production ended decades ago, Hanford’s nuclear waste is still being disposed of and will be for decades to come. When Tool worked there back in the 1970s, he and his co-workers “knew hardly nothing” about the materials to which they were exposed. Radiation. Asbestos. Beryllium. “I was up to my elbows in chemicals year round,” Tool explained. “There was even a pint jar of Mercury that you’d take out and play with ’cause you didn’t know anything different about it.”

The scan detected suspicious nodules in his lungs. Tool returned for a three-month follow-up scan that found a change in the nodules. “I felt good,” Tool explained. “I had no symptoms of anything.” Little did he know, those nodules were lung cancer. Tool went in for surgery to remove a cancer known for its tendency to show no symptoms until it’s too late. “Had Roger not done the screening,” Ellen said, “this would have grown. This would have impacted his life. This would have taken his life.”

When he heard through his union hall about the Building Trades National Medical Screening Program (BTMed) offering a free medical exam to any construction worker who worked on a DOE site, Tool took advantage of the “thorough” exam. He received a chest x-ray, a beryllium test, and a hearing test. At the time, everything checked out alright. Years later as part of their Early Lung Cancer Detection program, BTMed began offering free CT Scans to participants who were determined to have the highest risk of lung cancer. Tool met the eligibility criteria and accepted the invitation even though he felt healthy. This time, however, everything didn’t check out.

The scan detected suspicious nodules in his lungs. Tool returned for a three-month follow-up scan that found a change in the nodules. “I felt good,” Tool explained. “I had no symptoms of anything.” Little did he know, those nodules were lung cancer.

Tears formed in Ellen’s eyes as she imagined the future that was almost
stripped from them. “This is going to give us a lot more years to enjoy our retirement and the fun things we want to do.” Ellen looked to her husband. “To enjoy each other. To travel. Just to,” she smiled, “enjoy life.” Roger nodded. Because he understood that his health isn’t just about him. It’s about the people he loves. His friends. His children. His grandchildren. And his wife of almost 50 years. This is what he’s thankful for. This is what he gets to enjoy.

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If you have worked at one of the covered DOE/AEC Sites listed and would like to receive a free comprehensive medical exam, please contact:

Building Trades Medical Screening Program
1-800-866-9663
www.btmed.org

If you worked at one of these sites and meet the criteria, you may also be eligible to receive a free CT Scan.
NEW Changes to OSHA Outreach Training Program

On January 1, 2018, OSHA revised the Outreach Training Program Requirements. These new requirements will be effective April 1, 2018, however, these changes should be implemented immediately.

The revised OSHA Outreach Training Program Requirements and the industry-specific procedures including construction are located on the OSHA website. [https://www.osha.gov/dte/outreach/index.html](https://www.osha.gov/dte/outreach/index.html)

The main training revisions that will impact your trainers are:

- A decrease from 2 hours to 1 hour in the mandatory “Introduction to OSHA” topic. OSHA DTE will provide additional guidance regarding the revised 1-hour Introduction to OSHA module shortly.
- An increase from 1.25 hours to 1.5 hours in the Focus Four Hazards – Falls topic.

Please ensure instructors review the Construction Industry Procedures, particularly Section IIIC – Update Requirement. It includes a major change on the OSHA 510 and renewal timeframe for all OSHA Outreach Trainers. See the major points summarized below:

- If a trainer's authorization expires, he/she will have a 90-day grace period in which to take the OSHA 502 update. During the 90-day grace period, the trainer cannot conduct Outreach Training courses (10 and 30 hour) until he/she has completed the OSHA 502 update.
- If the trainer does not renew their authorization within the 90-day grace period, they must retake the OSHA 500 course. They will no longer have up to ten (10) years to retake the OSHA 502. They also must have completed the OSHA 510 Standards course within the last seven (7) years or they will be required to take the OSHA 510 before retaking the OSHA 500 in order to re-establish their authorization to conduct Outreach courses (10 and 30 hour).
- If the trainer has been authorized for many years and has never completed the OSHA 510, in other words they were “grandfathered in,” they will not be required to take the OSHA 510 course unless they allow their authorization to expire and lapse past the 90-day grace period.

If you have any questions regarding the new changes, contact Cheryl Ambrose at cambrose@uanet.org or 410-269-2071.

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2018 Regional OSHA Courses Available
Ann Arbor, MI GLRTC

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<td>OSHA 510 OSHA Standards for the Construction Industry</td>
<td>August 6-9</td>
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<td>*UA2151</td>
<td>OSHA 500 Outreach Trainer Course for the Construction Industry</td>
<td>April 9-13</td>
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<td>*UA2151</td>
<td>OSHA 500 Outreach Trainer Course for the Construction Industry</td>
<td>November 12-16</td>
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*Prerequisite(s) required

2018 ITP OSHA Courses Available
Ann Arbor, MI

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*Prerequisite(s) required
UA Training Program Awarded Reciprocity by Department of Energy

The Department of Energy (DOE) Office of Enterprise Assessments (EA) National Training Center’s (NTC) Health and Safety Training Reciprocity Program provides an independent evaluation of select training programs at participating DOE sites. If the criteria is met, all DOE sites are required to accept the training as conducted by certified DOE providers with the addition of site-specific “gap training” as appropriate.

The UA’s training program was evaluated in January 2018. The training program was certified by DOE NTC and granted reciprocity for our Confined Space in Construction when taught by instructors utilizing the CPWR Confined Space training curriculum. Below is an excerpt from the certification letter received on February 15, 2018.

*The NTC hereby certifies and grants reciprocity for Confined Space (Construction) conducted by the United Association of Plumbers, Fitters, Welders, and Service Techs. This certification verifies that the evaluated training program contains all of the essential elements endorsed by EA and is valid until revoked by the NTC.*

Going forward, this means members who are trained in Confined Space for Construction utilizing CPWR curriculum through their JATC will not be required to take additional DOE-approved training on the same subject before working in confined spaces at DOE sites. Additional training courses are slated for reciprocity review in 2018.

The UA Confined Space for Construction trainer course (UA 2153) is a 40-hour course taught at the UA Instructor Training Program (ITP) by CPWR. Please contact the UA Registrar’s Office (cathym@uanet.org) to enroll in the course. Please contact Cheryl Ambrose (cambrose@uanet.org) with questions about DOE NTC Reciprocity or to schedule a course with CPWR instructors at your local.

UA Instructors Attend 2018 MCAA Safety Directors’ Conference in San Diego

The 2018 MCAA Safety Directors’ Conference was held in sunny San Diego, CA January 23 – 25, 2018 at the Marriott Marquis San Diego Marina Hotel. The conference had its largest attendance on record, which included 34 UA OSHA instructors. Keynote speakers included MCAA President Greg Fuller, New York Times bestselling author Neil Pasricha, and President of The Learning Factory, Inc., Regina McMichael. Numerous educational sessions were presented on topics including power tool safety technology, measuring mechanical tool ergonomics, workplace violence in construction, safe bolting, 2018 NFPA 70E, and working with job-site personalities.

Tom Chapdelaine LU 455, St. Paul, MN presents Safe Bolting during a breakout session.
Foundations for Safety Leadership (FSL) Course Teaches Members Valuable Leadership Skills

Last August, UA trainers from around the country were introduced to the new Foundations for Safety Leadership (FSL) course so that they could begin providing members with the skills they need to be effective safety leaders when serving in leadership roles on jobsites. The program, which is an OSHA 30-hour elective module, was developed by CPWR-The Center for Construction Research and Training with input from a broad cross-section of union trainers, contractors, and other construction industry stakeholders. The course focuses on skills that are critical but until now have not been a focus of the OSHA 30 training. These skills include:

- Leading by example
- Engaging and empowering workers
- Actively listening and practicing 3-way communication
- Developing workers through teaching, coaching, and feedback
- Recognize crew members for going above and beyond for safety

The scenarios use real-life situations to introduce the skills and the benefits of putting them into action. Earlier this year, new resources were added to this program including three new scenarios, a train-the-trainer presentation and instructor guide, a worksheet to create your own scenario, FSL handbook and personal assessment and action plan, and six leadership skill toolbox talks. We are encouraging use of this program as an OSHA 30-hour training course or a stand-alone course. To access the free materials, go to http://www.cpwr.com-foundations-safety-leadership-fsl.

CPWR Introduces “Construction Personal Protective Equipment for the Female Workforce”

As the result of a recent request made by the NABTU Apprenticeship and Training Committee, CPWR has compiled available information on personal protective equipment designed to fit women. Follow the link below to access the list.

Excerpt from CPWR.com

In 2015, women accounted for only 2.2% of production occupations in construction, which is one-sixth the level of “all other industries.” One of the challenges facing women in the construction industry is finding personal protective equipment (PPE) that fits properly. This is a serious issue because PPE that does not fit properly will not adequately protect against occupational hazards and may increase the risk for illnesses, injuries and death. For example, oversized protective clothing can lead to tripping hazards, and loose-fitting gloves could get caught in machinery and result in a serious hand injury. Poorly fitted fall protection harnesses may lead to other injuries or may not be effective in the event of a fall.

Although OSHA Construction Standards for PPE do not require employers to ensure that the PPE provided fits each employee, doing so will ensure their employees, including female employees, are protected.

The following list of examples of commercially-available PPE has been compiled to help employers and women in the trades find PPE that accommodates female anthropometry. Download a PDF version of the list here.


https://www.osha.gov/doc/topics/women/ppe.html