

THE IRONWORKER

AUGUST 2019



UNITED RIGGERS AND ERECTORS:

GROWING A CULTURE OF SAFETY,
QUALITY AND EXPERTISE IN RIGGING

IN THIS ISSUE

Project Safety Success • 6
Be That One Guy • 35

Members and Locals Make a Difference • 28
Creating New Safety Opportunities • 41

THE IRONWORKER

VOLUME 119 | AUGUST 2019 | NUMBER 7

FEATURES

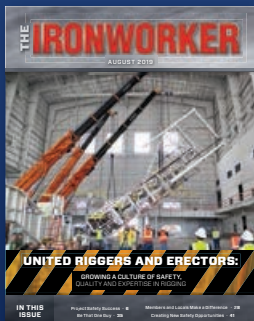
- 6 Project Safety Success
- 28 Members and Local Unions Making a Difference
- 35 Be That One Guy
- 39 Hacking the TRIF
- 41 Providing More Safety Opportunities for Our Members
- 58 In Memoriam to our Fallen Brothers

DEPARTMENTS

- 48 Departmental Reports
- 54 Organizing News
- 56 IMPACT RAB Quarterly Report
- 65 Lifetime Members
- 66 Official Monthly Record



ORGANIZED. SKILLED. PROFESSIONAL.



On the Cover

For more than 50 years, United Riggers & Erectors, Inc. (URE), has become a household name to the local unions in the Southern California construction industry, as well as to some of the largest construction customers in the United States. URE, an offshoot of Dearborn Machinery Movers out of Dearborn, Michigan, was founded in Santa Fe Springs, California, in 1966 by then-17-year union ironworker, Joseph D. Kruss. The company started as a modest union ironworker rigging outfit performing odd jobs around Southern California using the one forklift the company owned.

EDITOR: Scott Malley, 1750 New York Ave., NW, Washington, DC 20006 | ASSISTANT to the EDITOR: Nancy Folks

THE IRONWORKER ISSN:0021163X Published monthly, except for a combined summer issue, for \$15.00 per year by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, 1750 New York Ave., NW, Washington, DC 20006. Preferred periodicals postage paid at Washington, DC and additional mailing offices. Printed on union-made paper. Postmasters: Send change of address to Ironworker, 1750 New York Ave., NW, Washington, DC 20006. Canada Agreement Number 40009549.

OFFICIAL PUBLICATION OF THE **INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRON WORKERS**

1750 New York Avenue, NW, Suite 400
Washington, DC 20006
p (202) 383-4800 - iwmagazine@iawintl.org
ironworkers.org

INTERNATIONAL OFFICERS

- ERIC DEAN**
General President
1750 New York Avenue, NW
Suite 400
Washington, DC 20006
p (202) 383-4810 • f (202) 638-4856
- JOSEPH HUNT**
General President Emeritus
1750 New York Avenue, NW
Suite 400
Washington, DC 20006
p (202) 383-4845 • f (202) 638-4856
- WALTER WISE**
General President Emeritus
1750 New York Avenue, NW
Suite 400
Washington, DC 20006
p (703) 627-0401
- RON PIKSA**
General Secretary
1750 New York Avenue, NW
Suite 400
Washington, DC 20006
p (202) 383-4820 • f (202) 347-2319
- KENNETH "BILL" DEAN**
General Treasurer
1750 New York Avenue, NW
Suite 400
Washington, DC 20006
p (202) 383-4830 • f (202) 383-6483
- MARVIN RAGSDALE**
First General Vice President
3003 Dawn Drive
Suite 104
Georgetown, TX 78628
p (512) 868-5596 • f (512) 868-0823
- BERNARD EVERS JR.**
Second General Vice President
191 Old Colony Avenue
P.O. Box 96
S. Boston, MA 02127
p (617) 268-2382 • f (617) 268-1394
- STEPHEN SWEENEY**
Third General Vice President
P.O. Box 49
Westville, NJ 08093
p (856) 456-1156 • f (856) 456-1159
- KEVIN BRYNTON**
Fourth General Vice President
1434 Chemong Road North
Unit 12-13
Peterborough, Ontario K9J 6X2
Canada
p (705) 740-0890 • f (705) 748-3028
- ROBERT BOSKOVICH**
Fifth General Vice President
2700 South River Road
Suite 118
Des Plaines, IL 60018
p (847) 795-1710 • f (847) 795-1713
- DON ZAMPA**
Sixth General Vice President
1660 San Pablo Avenue
Suite C
Pinole, CA 94564
p (510) 724-9277 • f (510) 724-1345
- JAMES MAHONEY**
Seventh General Vice President
22 West 46th Street
4th Floor
New York, NY 10036
p (212) 302-1868 • f (212) 302-1914
- STEVE PENDERGRASS**
Eighth General Vice President
110 Main Street
Suite 100
Edmonds, WA 98020
p (425) 771-4766 • f (425) 771-4769
- WILLIAM WOODWARD**
Ninth General Vice President
Franklin Square Office Center,
8401 Claude Thomas Rd., Ste. #55,
Franklin, OH 45005
p (937) 746-0854 • f (937) 746-0873
- FRANK MARCO**
General Counsel
Gregorio Marco
2 N. LaSalle Street, Suite 1650
Chicago, IL 60602
p (312) 263-2343 • f (312) 263-2512
International Office
p (202) 383-4815 • f (202) 638-4866

INTERNATIONAL DEPARTMENTS

- Apprenticeship and Training**
p (202) 383-4870
- Computer Department**
p (202) 383-4887
f (202) 383-4895
- Davis Bacon Office**
p (202) 834-9855
f (202) 393-0273
- Department of Canadian Affairs**
p (780) 459-3389
f (780) 459-3308
- Department of Ornamental, Architectural & Miscellaneous Metals (DOAMM)**
p (847) 795-1710
f (847) 795-1713
- Department of Reinforcing Ironworkers**
p (866) 336-9163
f (386) 736-9618
- Ironworkers Political Action League**
p (202) 383-4803
- LU/DC Staff Retirement and Shopmen's Pension Fund**
p (844) 276-1288
f (630) 230-3966
- Magazine**
p (202) 383-4842
- Mailroom**
p (202) 383-4855
f (202) 638-1038
- Maintenance and Jurisdiction**
p (202) 383-4842
f (202) 347-1496
- Organizing**
p (202) 383-4851
f (202) 347-1496
- Safety**
p (847) 795-1714
(847) 795-1713
- Shop Department**
p (202) 383-4846
f (202) 783-3230



Canada's Federal Election: A Referendum on Union Rights

Ironworkers across Canada will go to the polls this October to choose their next government. Surveys have shown a close race, with untested Conservative and New Democratic Party leaders threatening to unseat the Liberal Government. Every party offers plenty of promises during election season, but actions are what matter. Looking at the Conservative Party's record from the last time they were in power is the best way to tell what kind of alternative they offer—and that record is disturbing.

Four years ago, Canadian labor was in a struggle with Prime Minister Stephen Harper's government. The Conservatives aggressively pushed a policy to weaken unions. Besides restricting federal employees' right to choose a union, Harper came after private-sector unions like ours with bill C-377. This bill was pitched as a way create transparency, but don't be fooled: it was a tool for anti-union interest groups to hobble organized labor and invade the privacy of union members.

Canadian law already guarantees every union member the right to information about union finances, and always has. Instead, C-377 would have forced unions to give outside groups access to the private transactions of our union. Some drafts of the bill even included sensitive information about members' health care. As ironworkers, we have a right to information about our union because we pay dues—it's nobody else's business. No other civic or business organization would have these requirements; the federal government would have singled out union members for special scrutiny.

We know what effect C-377 would have had because similar legislation exists in the United States. American unions must navigate a mass of red tape, submitting endless reports to the federal government for publication. This requires substantial staff time and money—dues money that would be better spent putting ironworkers to work. Harper's anti-union backers understood that C-377 would weigh down labor; that's why Conservatives pushed it.

We've seen a similar trend in the provinces. The Saskatchewan Party, a close ally of federal Conservatives, kicked union construction workers off public projects in their province and handed the jobs to nonunion contractors. Just this year, Progressive Conservatives came to power in Alberta and immediately rolled back the right of workers in that province to join a union. Anti-worker interests clearly have a strong hold in Conservative parties.

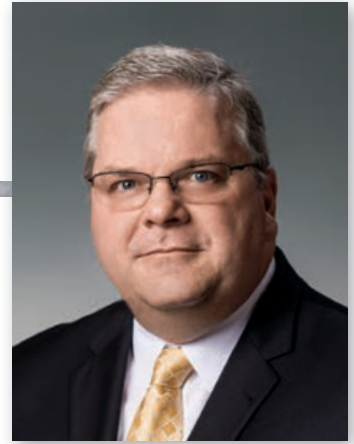
What became of the anti-union bill C-377? Moderate friends of labor in the Senate delayed it long enough to stop it from taking effect. One of this Liberal Government's first acts was repealing C-377 and restoring the privacy rights of Canadian trade unionists. This was an important victory and set the tone for this government's support of labor rights.

Conservative Leader Andrew Scheer has been asked repeatedly if he will attack unions in the tradition of Stephen Harper. He has refused to give us a straight answer. Given the Saskatchewan Party's record in Scheer's home province, it's not hard to imagine what his labor policy priorities are. When push comes to shove, we can expect Scheer's Conservatives to side with special business interests against regular working Canadians.

Attacks on unions and union workers are not what the federal government should focus on. The federal government should protect the rights of Canadian workers to join a union and put food on their table. Jobs should be at the forefront, but provincial governments have tied up billions in infrastructure funding provided by the current government. It's time for these obstructionist premiers to get out of the way so we can get to work.

History will tell us if the current Prime Minister can rise to his father's legacy and bring the country together. History will also tell if the New Democratic Party can continue the legacy of Tommy Douglas and Jack Layton as the advocate for working class Canadians in government. But history has already told us what's at risk if Conservatives form the next government.

Your vote is your own choice, and the first-past-the-post system means that the party of the pro-union candidate with the best chance of winning will depend on your particular riding. Keep your rights as a union ironworker in mind as you make that choice.



ERIC DEAN
General President

A handwritten signature in blue ink that reads "Eric Dean". The signature is written in a cursive, flowing style.

Eric Dean
General President, 1051885



SAVE OUR APPRENTICESHIPS

In July, our union sounded the alarm about a threat to American registered apprenticeships called Industry Recognized Apprenticeship Programs (IRAPs). IRAPs would undercut our apprenticeships by giving an unfair advantage to low-quality nonunion training programs, watering down certifications in the field and lowering safety standards. Ironworkers took action by submitting comments to the Department of Labor asking to keep IRAPs out of the construction industry. The response has been incredible.

As this magazine goes to press, ironworkers have blown past our union's old volunteer mobilization record several times over. Thousands of ironworkers in every state

have spoken up to our government, many for the first time. These ironworkers have told their personal stories of how registered apprenticeships changed their lives and how our training system serves the public interest. The message to politicians is clear: Hands off registered apprenticeships. IRAPs do not belong in construction.

Our work has just begun. Regular ironworkers will continue to lobby their elected officials against construction IRAPs over the coming months. In next year's election, we will hold politicians accountable for their record on apprenticeships.

Hats off to every ironworker who spoke up during the comment period. Everyone who did showed

a powerful commitment to defend our brothers and sisters against interference in our apprenticeships. Every candidate should know that we are driven, we are organized, and we vote!



Ironworkers write comments in Michigan.



Wisconsin ironworkers gather to write comments at Local 8 in Milwaukee.



Florida ironworkers write comments at Local 597 in Jacksonville.



Virginia ironworkers gather to write comments at Local 5.

PROJECT SAFETY PERFORMANCE

THROUGHOUT NORTH AMERICA

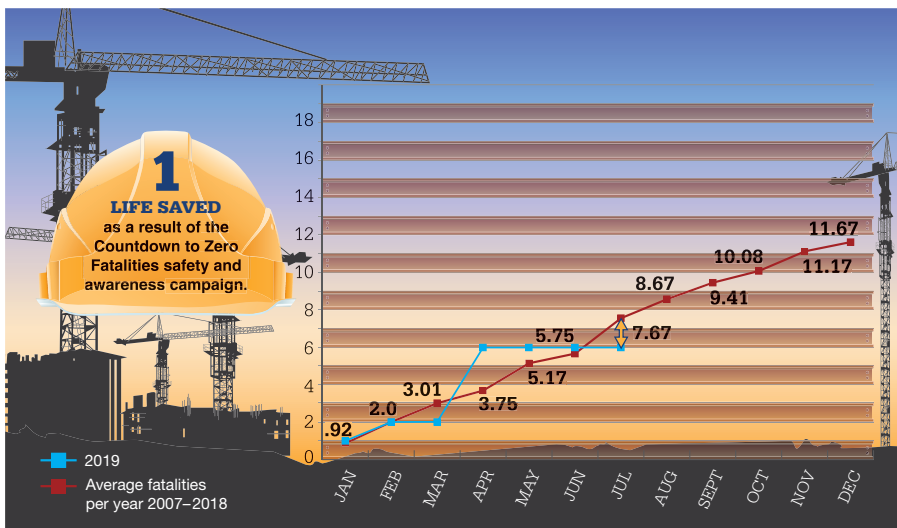
This special edition of The Ironworker is dedicated to recognizing some of the many ironworkers and contractors, who demonstrated outstanding safety performance and leadership on the jobsites throughout the United States and Canada. Additionally, many contractors and projects are featured that display the skill, productivity and safety performance worthy of national recognition. In January 2012, General President (Emeritus) Wise commissioned the 2012 Zero Incident Campaign to prevent jobsite incidents resulting in emotional, physical and financial hardships to our members and their families. Today, General President Eric Dean has continued the Iron Workers' commitment to achieving zero incidents in 2019. The safety and health department, National Training Fund and IMPACT work together to develop new programs, webinars and other forums to address safety and health issues affecting members and contractors.

The campaign slogan "See Something! Say Something!" has been labeled on materials that have been distributed to local unions and training facilities. The focus of the campaign is to target the deadly dozen hazardous



activities contributing to the highest percentage of fatalities and disabling injuries to members. Decade after decade, the Iron Workers, has observed incident trends and primary causation factors for fatalities stemming from specific hazards and activities and realize workplace fatalities have occurred from many other causes, however, the list on the back cover, represents the primary core of hazards and activities labeled the deadly dozen. The August edition is dedicated to the memory and in honor of the members who lost their lives on the jobsite from August 2018 through June 2019. Ironworkers take great pride in building North America's bridges, buildings and other structures, and deeply regret the loss of these members who are honored and memorialized. »

Today, General President Eric Dean has continued the Iron Workers' commitment to achieving zero incidents in 2019.





IN THE UNITED STATES AND CANADA

PROJECT. SAFETY. **SUCCESS.**

United Riggers and Erectors: Growing a Culture of Safety, Quality and Expertise in Rigging

For more than 50 years, United Riggers & Erectors, Inc. (URE), has become a household name to the local unions in the Southern California construction industry, as well as to some of the largest construction customers in the United States. URE, an offshoot of Dearborn Machinery Movers out of Dearborn, Michigan, was founded in Santa Fe Springs, California, in 1966 by then-17-year union ironworker, Joseph D. Kruss. The company started as a modest union ironworker rigging outfit performing odd jobs around Southern California using the one forklift the company owned. One forklift. But Kruss was never one to remain complacent. He remained vigilant in pursuing more lucrative ventures, surrounded himself with talented staff and sought out the best the Iron Workers (IW) had to offer in the way of skilled labor. He built strong ties with the Iron Workers and IW local unions and was instrumental in keeping



Lion's Lighthouse, Long Beach, California: United Riggers & Erectors, Inc. (URE) was chosen to rig, hoist and set the iconic "Lion's Lighthouse" in Long Beach, California. The 60-foot long, 55,000-pound lighthouse had to be hoisted using two hydraulic cranes in one of the most highly-trafficked areas of the Long Beach Harbor. The hoisting and rigging project presented several potential safety concerns including protection of the public, site security, traffic control (foot and vehicle), hoisting using multiple cranes, and struck-by and caught-in-between hazards. The URE crew on-site, led by Local 433 member, Thomas Larsen, expertly completed the project ahead of schedule, under budget and with no lost-time injuries. Other Local 433 ironworkers on-site included Otto Koetsier, John Cangey, Mike Montgomery and Bobby White, who contributed to the safe completion of the rigging project. The project officials recognized URE's expertise and efforts to protect the pedestrians and other property in the highly congested Long Beach harbor area.



the union strong in the Southern California area. Before his passing in 2014, Kruss hit the remarkable milestone of being a 70-year member of the Iron Workers.

Joe's two sons, Danny and Tom, have both been active in the company as well. After college, Danny Kruss took a position as safety director for URE and took the position very seriously. Because of Danny Kruss' efforts, URE saw a sharp drop in injuries year after year; URE's safety program was brought current at a time when safety was only beginning to be an



Three URE generations and Local 433 ironworkers, who continue to contribute to the many successes and outstanding safety performance, are current URE estimator and Local 433 ironworker, Frank Cangey; former URE foreman and retired Local 433 ironworker, Max Price; and former URE foreman and current Local 433 business agent, John Cangey. Decades of complex rigging experience have project owners and general contractors with the best skilled and safest ironworkers in the workplace. John Cangey followed in the footsteps of his father Frank Cangey and Max Price to be the next generation of rigging experts servicing the construction and industrial industry.

In response to the expertise and successful completion of two turnkey plastics recycling plant installations performed in Southern California, United Riggers & Erectors received a special letter of commendation by Hovel Babikian, current professor of civil engineering at California State Polytechnic University, Pomona and owner's representatives in Southern California. The following are some of the excerpts from the letter of commendation to URE.



May 21, 2019
Dear Ironworker Magazine

Over the past decade, United Riggers & Erectors has been instrumental in serving the recycling industry in two world class projects in Southern California. The first, Carbonlite Industries, was a 250,000-square-foot tenant improvement in Riverside, California, and the second, Planet Earth, was a 305,000-square-foot improvement in Vernon, California. In both instances, URE's executive management, superintendents and staff impressively executed the scope of work with an exceptional level of professionalism, high attention to detail and above-board industry safety performance.

For URE, these two projects required expert preconstruction planning and scope of work execution. The work performed included a multifaceted network of skilled URE staff and vendors with specialties in concrete, steel, mechanical and electrical installation, project management and rigging and erection of large-scale, heavy civil components. Most importantly, the scope of work outcomes for both projects did not record a single safety incident. In fact, URE was instrumental in educating client management and other vendors of the required level of employee and public safety throughout the duration of their work. Each building component had a safety protocol and tag-out procedures that ensured and achieved the highest level of adherence to construction safety excellence.

As the construction industry looks to model front-runners in the profession, they can look to URE for both leadership and mentorship. URE's safety processes are solid templates for the minimization and hopeful extinction of jobsite safety incidents. Teamwork is at their core and their mission is to serve their clients with a standard of care that is expected and emulated through their work ethic. They are highly respected by their employees and are considered a top tier company to work for. They have been proactive in their communication and have always exercised a fairness principal to their billable work while maintaining a high level of accountability and project disclosure from mobilization through final occupancy. They are simply a great company to work for. We congratulate URE's industry model and look forward to a long and continued working relationship.

Sincerely,

Hovel Babikian

*PE Professor of Civil Engineering,
Consulting Engineer and Owner's Representative*

Special thanks and recognition to Brian Kelley for his many years of management service at URE and helping the Kruss family and Local 433 members continue the legacy of specialized rigging and outstanding safety performance.

area of focus in the industry. He worked for URE from 1986 until his unfortunate passing in 1994 from brain cancer. Tom Kruss started in the field in 1983 as an ironworker apprentice and soon proved not only his willingness to go above and beyond the call of duty, but more importantly proved his intelligence in the construction industry. Soon after turning out, he earned a position as foreman and pushed URE crews all over Southern California. Today, Tom Kruss is an officer of URE and remains an active member of Local 433.

Over the years, URE has grown its customer base through its reputation for safety, productivity and quality. URE has completed projects for 3M, Boeing, JPL, Northrop-Grumman, Disney, Universal Studios, Knott's Berry Farm, the city of Los Angeles, the city of Anaheim, CarbonLite, rPlanet Earth and Kaiser Permanente, to name a few. But throughout all of the growth and change, one constant remains, the family-owned business mentality. Many of URE's





On the cover: Qantas hangar vertical stabilizer: United Riggers & Erectors, Inc. (URE) was selected to perform assembly and erection of a vertical stabilizer at the QANTAS Hangar at Los Angeles International Airport (LAX). The four-month duration project presented various safety hazards ranging from limited headroom to protection of existing structures to lifts using multiple cranes. URE's crew on-site planned and performed the project with rigging expertise while keeping safety in the forefront of everyone's minds. Sean Kelley, from the project engineering and safety department for URE, works closely with company personnel (office and field ironworkers) to develop and implement safety policies and procedures to protect ironworkers from workplace injuries. Kelley also works closely with project safety authorities and general contractors to adhere to contract safety requirements to perform work. The project was completed ahead of schedule, under budget and with no lost-time accidents. Supervised by (now) Local 433 Business Agent John Cangey, the union ironworkers working on the project included Blaine Davidson, Kurt Bragg, Tony Gapinski, Kevin DeDeaux, Chris Harper, Mark McDonnell, Tom Peters, Reynaldo Navarro, Rick Kay, Steve Rodriguez, Thomas Gapinski, Bobby White, Justin Sixbery, Kenneth Flees, Kevin Shanholtzer, Marc Gilliland, Patrick Lundstrom, Victor Acosta, Daniel Peña, David Moreno, James Kelley, James O'Brien, Jesus Preciado, Jonathan Martinez, Joshua Contreras, Luis Padron, Robert Jacobsen, Samuel Graham, Travis Vallo and Zachary Humber.

office and field employees are second and third generations working for the company.

With the everchanging construction industry nationwide, URE's safety performance has surpassed many competitors in the heavy rigging and hauling industry. Joe Kruss was one of the great founders of the Iron Workers' contractor industry and the future of URE is as bright as ever.



Conexant rigging of coal box: United Riggers & Erectors, Inc. (URE) was awarded a project to perform rigging, hoisting and setting of assorted nitrogen equipment at a plant in Southern California. The largest unit, a 90-foot long, 175,000-pound coal box was rigged, hoisted and set onto existing anchorage using one hydraulic crane and one conventional crane. The project lasted more than two years and posed a multitude of potential safety hazards including protection of functioning equipment within the plant, LOTO protocol, hoisting using multiple cranes, and struck-by and caught-in-between hazards. The URE and Local 433 crew on-site, led by John Ketchersid and Frank Cangey, expertly set the equipment and completed the project ahead of schedule, under budget and with no lost-time injuries. Other Local 433 ironworkers, Billy Hughes and Mike Montgomery, were instrumental in the successful completion of the hoisting project.

With the everchanging construction industry nationwide, URE's safety performance has surpassed many competitors in the heavy rigging and hauling industry.



Joe Kruss, founder of United Riggers & Erectors.



Joe Kruss at URE's headquarters.

United Riggers & Erectors, an offshoot of Dearborn Machinery Movers out of Dearborn, Michigan, was founded in Santa Fe Springs, California, in 1966 by then-17-year union ironworker, Joseph D. Kruss.

Rebar International and Local 86 Achieve 20,120 Work Hours with Zero Recordable Incidents

Rebar International, a Women Business Enterprise (WBE) since 1983 and headquartered in Edgewood, Washington, is managed by Jodie Yount, president; Jamie Odren, VP/CFO; Jennifer Yount, secretary/treasurer; Kevin Stillman, superintendent; and Dave Otey, Iron Workers' member, Local 229 (San Diego) and corporate safety director. Work at the Sound Transit Light Rail Tunnel in Seattle was completed with 20,120 work-hours with zero incidents. The project consisted of 120 tons of walers and struts, 420 tons of beams and slabs, 1,295 tons of invert and lid Slabs, 1,100 tons of walls, 75 tons of columns, and 50 tons of miscellaneous change order work. Local 86 members placed over 100,000 square feet of mesh, over-the-top rebar mat where rebar spacing was greater than six inches square to provide a safe walking surface.

Under Otey's supervision, Rebar International, Inc., has implemented two daily jobsite inspections per day. First is the prejob inspection, which is a continuous

living document, performed by foremen/competent persons, prior to meeting with ironworkers. The second takes place at the daily tailgate, where the daily prejob site inspection is reviewed by foremen/competent persons, as well as daily fall protection training and inspection, tailgate and sign-in and sign-out, and safety site and personnel work day completion. Daily job

hazard analysis (JHAs) were completed for each job assignment at the beginning of each shift. While working near the leading edges of the upper slab, static lines to the struts had to be applied to allow ironworkers, as well as, other trades to work in a safe manner. JHAs also included hazards associated with specific tasks, like overhead loads and pinch and crush points, and solutions to eliminate and control hazards, like paneling walls and beams.



Inverted slab installation by Local 86 member.



Vertical curtain wall installation by Local 86 members.

The general contractor at the Sound Transit Light Rail Tunnel was Walsh Construction; Rebar International installed over 3,060 tons of reinforcing steel with no recordable incidents. Congratulations to the Local 86 members and Rebar International team, Jodie Yount, Jamie Odren, Jennifer Yount, owners; Kevin Stillman, project manager; Jason Maddox, superintendent; Ian Heiter, general foreman; Shawn Christensen, foreman; Brandon Croka, lead apprentice; Dave Otey, regional safety manager; and Jennifer Yount, safety representative.



Jodie Yount, Jamie Odren and Jennifer Yount.

CIMS Limited: Progressing Safety and Business Development with the Iron Workers

In 1991, CIMS began serving the pulp and paper sector. CEO John McLaughlin joined the company in 1994 and shortly after became the majority owner. As a journeyman boilermaker himself, McLaughlin was keen to create and grow a dynamic company that would provide excellent employment for himself and his colleagues. The first long-term contract was won when he learned there was an emergency at a local work site and CIMS showed up on location, ready to work.

That determination and willingness has helped grow CIMS to five locations across Canada and one in the United States with over 1,200 employees. Since their beginnings in the pulp and paper industry, CIMS has diversified into construction and maintenance in oil and gas, pulp and paper, mining and smelting and chemical sectors. CIMS has expanded its capabilities in recent years to include self-performing greenfield, brownfield and maintenance-related ironwork services.

Patrick McGinley, chief operating officer for CIMS states, “As a Canadian-owned, union company, CIMS has enjoyed growth across North

America and across many sectors. That growth has included significant opportunity for the ironworker.”

“CIMS has benefitted greatly with the addition of several highly skilled, safety-focused ironworker superintendents supported by an experienced, engaged and productive ironworker workforce,” says McGinley. “With our growth into the structural erection sector, we understand our responsibilities for safety grow as well. It’s critical to our families and friends, and it’s critical to the future of CIMS and the Iron Workers, that we continue to work closely together, to send all of our folks home safe every day.” McGinley added, “It’s been a pleasure to work with the Iron Workers as we continue to develop our safety culture and our businesses together. If I had one

request, it would simply be to continue to work toward lowering the risk tolerance of the workforce. Our customers consistently recognize us for our outstanding safety leadership and performance. We are proud of our excellent safety record and work consistently to maintain and improve it.”

COMMITTED TO LEADERSHIP

‘Safety First’ is not viewed as a concept, but a strategic initiative. As a core value, CIMS’ commitment starts with senior management. The company accepts the responsibility of providing a safe and healthy workplace to everyone they employ and establishing and maintaining safe working practices through proper procedure and direction.



John McLaughlin, CEO, CIMS.

“At CIMS our work is always evolving; we start out with a specific work plan in mind and discuss all the risks and hazards. Then quite often something changes. We modify our plan, but we don’t always stop, pause and review the new hazards to make sure we carry out the task safely. We ask our employees to take a few seconds before they start each task and ask themselves: Would I put my family member in this situation?”

—John McLaughlin, CEO, CIMS

“We are always impressed with the professionalism of the ironworkers we have working at CIMS. They consistently show a dedication to safety and an unwavering commitment to high quality work.”

– Shelly Bidlock,
EHS manager,
Western Canada, CIMS



Shelly Bidlock, EHS manager, Western Canada, CIMS.

CIMS provides on-site, highly trained, certified safety supervisors familiar with all aspects of the work, whether it is a turnaround or a long-term project. Frontline supervision has always been the key to CIMS’ success. Everyone is ultimately a support group for that worker executing the work safely. Continuously improving safety processes and enhancing safety culture has empowered everyone at CIMS. They believe in a proactive approach, addressing trends and training requirements before incidents occur.

The key element of being proactive is:

- » Engaging the craft workforce and frontline supervision in safety observations and training
- » Utilizing and developing industry leading tools that CIMS believes will keep their people safe

Working with owners, other contractors and subcontractors to openly share ideas and results allows all project stakeholders to continuously improve safety results together. Safety is exciting

at CIMS and is at the foundation of their business.

Shea Linton, former superintendent with CIMS and member of Local 97 (Vancouver, British Columbia), provided insight from his time with CIMS. Linton states, “A team by definition is a group of individuals working together to achieve their goal. The Teck No. 2 Acid Plant, located in the community of Trail, British Columbia, was the biggest demonstration of this that I have experienced in my entire career. Our team safely and efficiently erected 1,200-plus

tons of structural steel, all while maintaining a world class level of quality and professionalism. To the entire Local 97 crew, I say thank you! What every one of you accomplished on this project is more than just another process support structure. You were able to demonstrate the limitless capability of ironworkers in one of the most challenging work environments I’ve encountered. You turned skepticism regarding our techniques and safety into confidence and excitement in the eyes of the client. This was a job that I left every day with an overwhelming sense of accomplishment. Thank you to CIMS for continuing to create these opportunities and supporting the growth of ironworkers in every way possible. It’s the union/employer/client relationships like these that will keep all of us in the forefront as we progress into the future of construction and maintenance.”

Justin Holbrook, 23-year member of Local 771 (Regina, Saskatchewan), has been employed with CIMS as a general superintendent for the past four years. He works at the Syncrude Mildred Lake facility located 440 kilometres (273 miles) northeast of Edmonton, Alberta. Syncrude Canada Ltd. was incorporated in 1964 and started

“It’s been a pleasure to work with the Iron Workers as we continue to develop our safety culture and our businesses together.”

– Patrick McGinley, chief operating officer, CIMS



Patrick McGinley, chief operating officer, CIMS.

operations in 1978. As one of Canada's largest and longest running oil sands operations, Syncrude's cumulative production exceeds 2.8 billion barrels of high quality crude oil. From 2013 through 2017, they contributed \$31.7 billion to Canada's economy through the payment of wages, royalties and taxes, and procurement of goods and services.

A facility of this magnitude requires continual maintenance, including major project expansions. CIMS employs between 15-80 ironworkers on staff for this work.

Shelly Bidlock, EHS manager, Western Canada with CIMS says, "Justin has been key at building ironworker relationships with clients and CIMS-traditionally being a boilermaker company, we did not really seek out ironwork opportunities before Justin joined our team." Bidlock says, "As one of 15 of our supervisor competency assessors across Canada, and a graduate of our Leadership Academy, Justin understands our dedication to safety. I have one goal: to keep our workers safe. Period. Justin shares that goal."



Canada Day, CIMS ironworker crew at Syncrude Canada (Fort McMurray, Alberta): John Campen, foreman; Sean Taje; Nic Hansen; Eamonn Petruk; Mike St. Cyr; Darrell Bichel; Robert LeRoy, general foreman; Brian Dunham; Kyle Pyska; and Jonathan Noel.



CIMS ironworker crew at Syncrude Canada (Fort McMurray, Alberta, Canada): Amanda Hue; Kelvin Shane; Nic Hansen; Gary Gales; Robert Wainwright; Steve Jessome; Donald Reid; Phil Leger; Arthur Moar; Mike Feller; and Yves Coulliard.

"The core group of supervision and ironworkers we have established here at Syncrude Base Plant is one of the biggest contributing factors to our successes. Our safety performance, quality of work, and production has not gone unnoticed, and in turn has led us to continued opportunities here on-site for the past three years."

– Justin Holbrook, general superintendent, CIMS

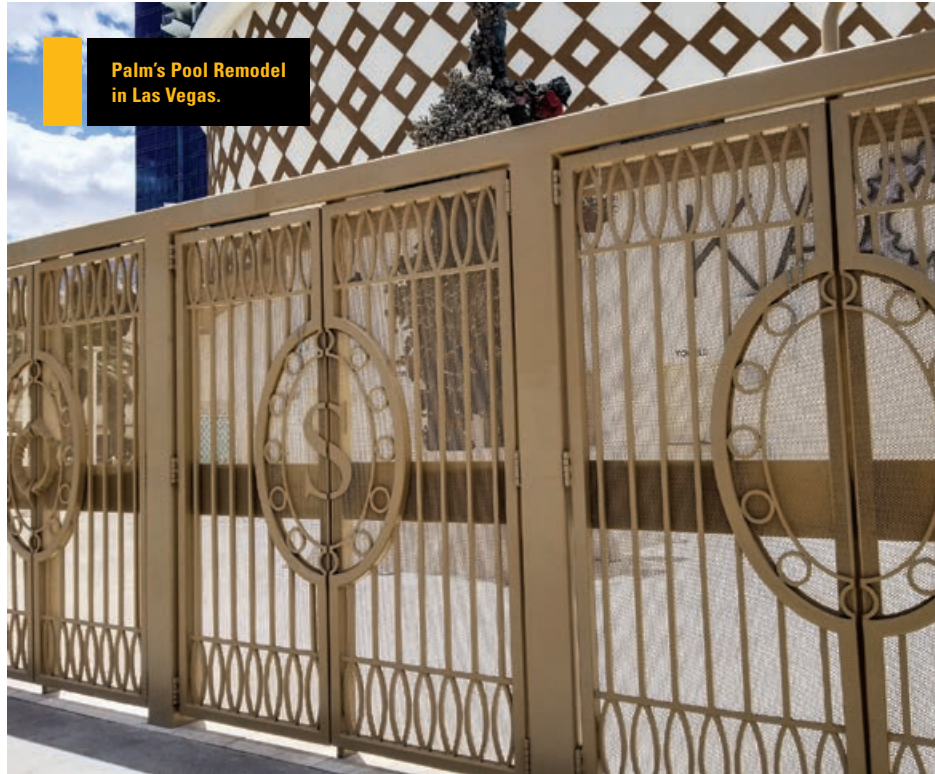


Justin Holbrook, general superintendent, CIMS.

Southwest Steel Remodels Palm's in Las Vegas

The wide variety of skill sets within Local 433 (Los Angeles) have helped Southwest Steel become one of the industry leaders in miscellaneous and ornamental metals industry. Using the wide variety of talents, available from all Iron Workers' locals, Southwest Steel has been able to complete projects ranging from structural steel to miscellaneous metals to ornamental/architectural metals. Southwest Steel has utilized Local 433, Local 377 (San Francisco), Local 378 (Oakland, Calif.), Local 229 (San Diego), Local 155 (Fresno, Calif.) and Local 118 (Sacramento) for projects in the states of California and Nevada on projects like Oracle Park Scoreboard Framing in San Francisco, Chase Center in San Francisco, Los Angeles Stadium and Entertainment District in Inglewood, California, LAX Terminal 7 in Los Angeles, Metropolis Tower 2 and Tower 3 in Los Angeles, Resorts World in Las Vegas, Henderson Data Center in Las Vegas and the Forum Convention Center in Las Vegas.

No project exemplified the wide range of talents more than the Palm's Pool Remodel in Las Vegas. With a tight deadline and opening ceremony fast approaching, Southwest Steel along with the general contractor, McCarthy Building Companies, relied heavily on the skill set of the members of Local 433. In a mix of work containing miscellaneous and ornamental metals, Southwest Steel furnished and installed entrance trellises, stainless steel handrailings and the signature entrance gates. Due to the high visibility of the installations, quality and craftsmanship were extremely important to the general contractor and owner of the project. The members of Local 433 showed great attention to detail and provided a complete and extremely aesthetic product. With the fast approaching deadline, the Southwest Steel team worked tirelessly to exceed expectations. The job finished on schedule, on budget and most importantly, with zero safety issues and no lost-time incidents. Southwest Steel used many members of Local 433 including Randy Miller, Brandon Helm, Chris Barrow, Lee Chavez, Jason Hayes, Nathan Fleenor, Ken Babenco, Amalia "Sofie" Diaz, Jimmy Addison, Chris Biegel, Robert Rancher, Mike McGann, Boyde Holiday and Leonard Tursi, who put



forth a tremendous amount of effort to ensure the project was done on a tight schedule and with diligence in regard to safety.

Southwest Steel would not be able to remain as one of the leaders in this field without of the professional work and expertise of the Iron Workers. The ability of the union to provide skilled craftpersons, capable of completing work including structural steel, steel stairs, miscellaneous metals and ornamental/architectural metals, has allowed Southwest Steel the ability to meet the many needs of general contractors and owners alike.



Local 433 members complete Palm's Pool Remodel.

Project Safety Achievements at JE Dunn

JE Dunn Construction Company and Local 10 (Kansas City, Mo.) do it again. Faced with unique and often complex designs, the duo continues to deliver the highest quality and safest projects regardless of demands. What started out as a small, family-owned contracting company in Kansas City in 1924 has grown to one of the largest general contractors with offices all around the United States. Today, JE Dunn continues to positively impact and inspire communities through its buildings and structures.

JE Dunn and Local 10 established a partnership to improve safety performance. Representatives of Local 10, Dave Coleman, business manager, Daniel Roach, business agent and Brian Garrett, president, work closely with the JE Dunn team to deliver the most skilled ironworkers and meet any project demands.

Vern Orpin has taken a proactive approach to jobsite safety and established periodic safety meetings with all trade employees for JE Dunn. Walking side by side with union ironworkers has played a factor in making this all possible—together, as proven, safe builders. “It is a reflection of our philosophy of best people and the right culture and how leadership through partnership allows for safety excellence to repeat itself,” says Vern Orpin, Midwest regional field operations director.

The Cerner Campus project, built and erected by JE Dunn and Local 10 ironworkers, is a building comprised of 3,500 tons of steel, 305 pieces of architectural precast,



Part of the JE Dunn Team: Justin Jarrell, IW foreman; Brad Kiel, IW, GF foreman; Kyle Arnold, IW foreman; Vern Orpin, regional director of field operations; DJ Polletta, IW superintendent; Justin Smallwood, IW GF foreman; Cassie Morrison, PM; Zach Wolski, IW foreman; and Collin Werths, IW foreman.

which included approximately 20% tuck panels. The JE Dunn team spent many hours planning for safety before strategically placing each piece in its unique orientation. The team used various engineering pick points, along with placement inserts in the decks, to make the impossible possible; set the tuck panels in a safe and productive way. Concurrently, JE Dunn ironworkers also installed the miscellaneous steel package. The work was performed with high results, meeting safety excellence expectations with 44,000 safe work



Cerner project tuck panels.



Cerner project main campus.

hours, project completion ahead of schedule and under budget. A true one Dunn effort with the use of skilled union ironworkers.

The Aquatics project is the design of the main arch beams 11 inches by 55 inches by 200 feet of curvature from ends to center and weighed 42,100 pounds. It required a tandem pick for five main beams using 180T and 200T cranes. The work involved equipment from JE Dunn’s logistics team, Blue Hat Crane, and JE Dunn ironworker personnel: DJ Polletta, superintendent; Brad Kiel, general foreman; Merle Grafe,



gang foreman; and Blake Carolan, self-perform PM.

Noteworthy items, include:

- » Incident-free project
- » 114 cross braces, 937 total steel pieces
- » Large amount of temporary bracing while tripping from horizontal to vertical orientation
- » Beams connect to angled concrete buttresses with a 5-inch diameter pin
- » Sections could not be connected in air due to internal splice plates hidden in final construction

Lansing Correctional facility involved over 350 tons of steel, precast of 640 modules, 520 hollow core and 621 walls. In total, the team worked 20,000 safe work hours with the leadership of Brad Kiel, general foreman; Marle Grafe, precast foreman; Manny Lopez, miscellaneous steel foreman; and James Myers, rebar foreman. The team is most recognized for their outstanding planning and execution putting work in place with no lost-time incidents, ahead of schedule and in budget. The project hit all marks around operational excellence.

“We are seeing the Iron Workers lead with safety at the forefront of each task that they perform. These men and women are truly leading the construction industries safety culture. The individuals have embraced our safety motto, ‘Everyone. Everywhere. All the Time.’ They understand what it means to send every team member home injury-free at the end of the day,” says JE Dunn Safety Manager Joey Smith. Special thanks to JE Dunn and Local 10 for their efforts to form a partnership to raise the standard for safety performance.



Lansing Correctional Facility.

Taking the Risk Out of Roller Coaster Manufacturing

By Sarah Ripplinger

When minor workplace injuries were adding up to lost work time and increased premiums, Dynamic Attractions knew it was time to make a change. Today, the company hasn’t had a lost-time injury in nearly five years.

When Dean Murphy first joined Dynamic Attractions, the company was eager to improve its safety record. Formerly called Dynamic Structures, it designs, manufactures and installs roller coasters and other attractions around the world. While the company’s attractions have always been popular, back in 2005, behind-the-scenes excess costs were adding up.

“It could cost five times a worker’s salary to replace them if they get injured,” says WorkSafeBC Occupational Safety Officer Paul Bergin. “Employers also lose an integral part of their workforce.”

In 2005, Dynamic’s workplace safety record was costing the business just over 7% of its payroll in insurance premiums. Insurance premiums are calculated based on a company’s experience rating, which takes into consideration its claim costs for the past three years, the size of the business, and how it compares to other businesses in the same industry.

“Not only were we paying a lot in premiums, I knew we could do better to protect our workers by taking additional steps to prevent injuries,” explains Vice President of Corporate Safety Dean Murphy, who works out of Dynamic’s Port Coquitlam location.

HIGH STAKES FOR SAFETY

At Dynamic, there is no shortage of potential hazards that need to be kept in check. “The combination of manufacturing and construction activities in our plants requires that our employees be familiar with numerous types of hazards and their control methods,” explains Sasan Tahvili, safety coordinator at the Port Coquitlam location. Work for the company can involve materials handling, mobile equipment, welding, grinding, power tools and electrical equipment. Workers need to be protected from everyday hazards, such as slips and trips, and also be trained in protecting themselves from hazardous materials or exposures, such as welding fumes.

“We also have a range of education and experience levels among our British Columbia team of around 100 fabricators, welders, ironworkers and millwrights, along with 240 designers, draftspersons, engineers and support personnel.”

GETTING SAFETY ON THE RIGHT TRACK

In 2005, the company was part of WorkSafeBC’s Focus Firms Program—a program designed to reduce workplace injuries and improve health and safety infrastructure. Along with aligning the company’s health and safety program with the Workers Compensation Act, Dynamic revamped the orientation package for new hires and added a WHMIS training program on handling hazardous products to the onboarding process. Workers now complete a physical demands analysis with a registered kinesiology technician at the time of hiring to establish a baseline of their physical abilities and limitations.

Dynamic makes sure that workers are informed of what to do should a safety incident occur. All workers sign a return-to-work agreement so that they know to report any and all injuries immediately, and how to work with the safety department on return-to-work



opportunities. The return-to-work program accommodates injured workers wherever possible, so that they can stay active and productive at work while they recover. This is not just good business, recovering at work can help a person’s health and well-being too.

AN EYE FOR DETAILS

“Another extremely important long-term initiative that we implemented involves the delivery of weekly toolbox meetings with each shift every Monday,” says Murphy. “This gives the safety department the opportunity to communicate hazards, provide safe work recommendations and training and identify and mitigate safety-related issues with workers.”

Management also keeps a close eye on the numbers. When Murphy noticed eye injuries were frequent, he investigated. The injuries were often a result of individuals who required prescription glasses not wearing protective eyewear. Murphy found a solution through the Occupational Vision Plan, now eyesafe, which provides prescription safety eyewear at cost. Since 2006, Dynamic has provided 291 pairs of prescription safety glasses to workers.

Now, because of its low workplace injury rates, Dynamic will receive a 48.5% discount on insurance premiums in 2019. Instead of 7% of its payroll going to insurance, Dynamic now only pays 1.17%.

“Our workers know that their well-being in the workplace is just as important as the safety of the attractions they build.”

– Dean Murphy, vice president, corporate safety, Dynamic Attractions

UTILIZING THE JOINT COMMITTEE

Having established a solid occupational health and safety (OHS) program and drastically reducing premiums, you might think Dynamic was done learning about health and safety. But when the company was given the chance to participate in WorkSafeBC's Program and Committee Evaluation (PACE) Initiative in 2018, Dynamic saw it as yet another opportunity to build on its safety program.

Through the PACE Initiative, a WorkSafeBC safety officer evaluates a workplace's OHS program and the effectiveness of its joint health and safety committee or representative. A joint committee brings together representatives from the employer and workers to identify and help resolve health and safety issues in the workplace. Workplaces with between nine and 20 workers have a worker health and safety representative instead of a committee.

In addition to evaluating the committee, the officer will also engage with the company's senior leadership to strengthen the OHS program and committee roles. In working with officer Paul Bergin, Dynamic did uncover some more low-risk safety gaps in legal requirements, which the company is working to address.

"Working with WorkSafeBC on initiatives like PACE gives us an opportunity to learn new ways to improve the safety of our operations," says Murphy. "No matter how good you think your safety program is, there is always room for improvement."

LEADERSHIP IS KEY

As of December 2018, Dynamic has experienced almost five years without an employee missing work due to a workplace injury, which represents approximately 2 million hours on the job. To get here, Murphy didn't just overhaul the health and safety program, he got buy-in from the company's senior management to make sure the changes stick.



Today, he says, "Dynamic Attractions' senior management recognizes that we needed to go above and beyond what is required in Workers Compensation Act regulations."

Jeryl Merryweather, a WorkSafeBC manager in Prevention Field Services, says there is a great deal of evidence that employers are more likely to decrease workplace incidents and injuries when there is buy-in from senior leadership:

"Leadership's commitment to OHS influences the workplace culture, and ensures that middle management and workers are also engaged in the development, implementation and maintenance of managing safety."

Ideally, involvement from leaders would extend to joint committee meetings, adds Bergin. Their presence at committee meetings adds legitimacy to the committee's role. It also helps leadership stay informed about and involved in OHS policies and practices, along with any issues that may bubble to the surface.

"Safety is now ingrained in our workplace culture," Murphy affirms. "Our workers know that their well-being in the workplace is just as important as the safety of the attractions they build. This way, everyone can enjoy the rides."

This article, originally published in WorkSafe Magazine (January/February 2019), has been used with permission (© Workers' Compensation Board).

To subscribe to WorkSafe Magazine, visit worksafemagazine.com.

TSI Corporations Makes Safety a Function of Company Operations

TSI Corporations is a locally-owned business headquartered in Upper Marlboro, Maryland, that includes offices and a fabrication plant. Victor “Vic” Cornellier is the chairman of the board for TSI with over 50 years of industry experience who has successfully grown his company to employ over 175 ironworkers with two field superintendents. TSI was established in 1977, specializing in the design, engineering and installation of building envelope glass systems, ornamental metals and aluminum metal panels. Cornellier has contributed to many successes of employers and the Iron Workers by serving as president of the Ironworkers Employers Association of Washington, D.C., trustee on the welfare and pension plans for Iron Workers Local 5 (Washington, D.C.) and a member of the IMPACT board of trustees.

TSI has completed over 600 projects in the greater Washington D.C., and Baltimore areas with target markets of Class A office, health care/hospitals, higher education, sports facilities, mixed-use



The Conrad Hotel, City Center, Washington, D.C.

communities and exterior renovations. Over the past five years, the company focus has been on design-assist projects within these sectors, accounting for nearly 90% of their projects.

Recognized for nearly 20 years as one of Glass Magazine’s Top 50 Glaziers and Engineering News Record’s Top 400 Contractors, TSI Corporations has grown

to become one of the largest local building envelope/glass and glazing companies in the Baltimore and Washington, D.C. area. Their market-focused organization is structured to help fulfill their mission to become the best specialist in the design, engineering and installation of architectural metals and glass curtain wall and achieve a true understanding of clients, their businesses and their visions, providing unrivaled results and customer satisfaction. The TSI fabrication facility includes a 65,000-square-foot plant for aluminum metal fabrication, steel fabrication and window system fabrication. Fabrication capabilities include ornamental metals and steel fabrication, aluminum metal panels and stick-built curtain wall.

TSI is a company committed to protecting employees, clients and the general public on all their



Vic Cornellier, board chairman & CEO, TSI Corporations.



The Conrad Hotel ironworkers at the Turner safety lunch: Turner Construction awarded TSI with a safety luncheon to highlight TSI's safety program and commend TSI for promoting and committing to a safe work culture. The ironworkers employed by TSI on the Conrad Hotel project clocked over 39,000 hours. Those who help instill the safe work culture at TSI are the executive officers, Victor Cornellier, Peter Cornellier, Mike Current and Thomas Cornellier. Those on the site who promoted and implemented the safety plan were George Lewis, safety director; Paul Welch, superintendent; Donnie Powell, general foreman; and Mike Callahan, project manager. The Conrad Hotel project incorporated unitized curtain wall installation, mostly radius unitized curtain wall and panels (specialty), curve main entry portal doors, storefront, interior finishes, custom fabricated radius stainless steel fire exit doors, installation of custom stainless-steel bar surround on rooftop and fabrication and installation of perforated curved metal panels (luxury penthouse level). The safety measures taken at the Conrad Hotel were highlighted in a TSI safety training video produced by Irondog Productions. Ironworkers at the lunch were Alfred Kirkwood, Neil Vaughn, Christopher Coates, Gairy Lynton, Stephen Miles, Reginald Coffey, Jamie Newton, John Hamilton, Charles Wynn, Eric Rodriguez, Jason Brown, Erik Thomas, Eric Skovron, Donnie Powell, Desmond Pierce, Bradley Nesselrodt and Michael Varnadore.

projects—a company value of great importance. The TSI goal is zero incidents on a daily basis. The planning process and reduction of incidents is TSI's measure of success. The following guiding principles are evidence of the TSI philosophy and will help increase future success:

1. Senior management is responsible to support and monitor the safety, health and risk management process.
2. The line organization is responsible and accountable to lead and implement the safety, health and risk management process.
3. Supervision shall possess the skills and commensurate with project responsibilities including a priority of safety on a daily basis.
4. All employees must comply with safety, health and risk management requirements.
5. TSI will work toward continuous safety improvement.
6. TSI will foster a culture that aligns safety, health and risk management with the other business objectives.



Special thanks to Vic Cornellier for his decades of trustee service to the Ironworkers National Training Fund, IMPACT, Iron Workers' local unions and many others to advance the ironworking industry with safety, strength and productivity.

Luis Jaimes, Otto Solis, Herminio Fausto, Margarito Castro, Alejandro DeLaTorre, Felipe Flores and Joel Ruvalcaba.



Pacific Steel Group (PSG) Ironworkers Go Full Throttle on Safety Performance

Pacific Steel Group, founded in 2014 by industry veterans, CEO Eric Benson and President Jon Scurlock, along with the operations team, brought together their expertise and knowledge to form a fully independent fabricator and installer of reinforcing steel. With an emphasis on safety, Pacific Steel Group has

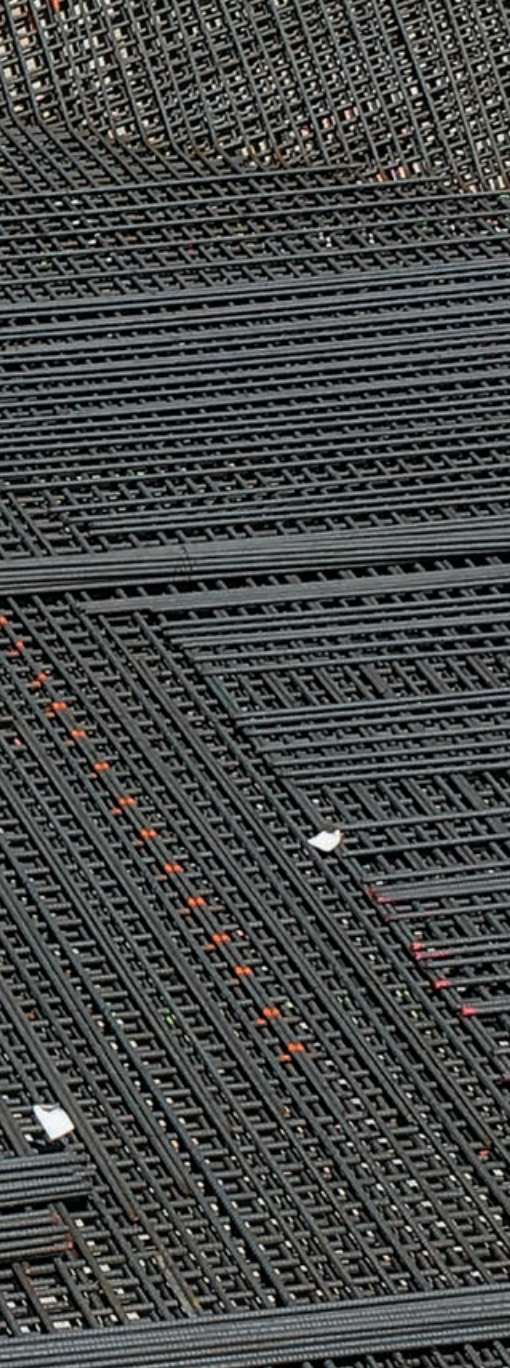
formed a team that collaboratively use their talent to build office buildings, high-rise residential towers, parking structures, health care facilities and infrastructure.

Pacific Steel Group has an excellent safety record, but continuously strives for improvement for the benefit of workers both in the fabrication

facilities and in the field, achieved through a joint effort by the safety and risk departments, operations and highly qualified foremen who take the lead in the field.

Pacific Steel Group (PSG) ironworkers are going full throttle at the Century Plaza Retrofit and New Century Plaza Residential Towers





Los Angeles Division with awards: Jose R. Garcia, Rex Kamoss and Jesus Valdez.

project in Century City, California, an exciting multi-use project featuring luxury condominiums, fine dining, exclusive retail shops and more. PSG ironworkers are actively placing what will be in excess of 20,000 tons of steel upon completion. General foreman Rex Kamoss is leading a sizeable crew, who are not only taking the placement of steel seriously, but most importantly,

their personal safety and the safety of all ironworkers and other trades on this highly complex job. Pacific Steel Group recently paid special recognition to a number of highly skilled foremen for their attention to safety on their respective projects. The entire PSG team is extremely proud of these men for their fine example of leadership and emphasis on safety!



Bay Area Division: Jorge Chipres, Amner Gomez and Taylor Shores.



New Century Plaza Residential Towers in Century City, California.



San Diego Division with awards: Jose Celis, Luis "Jr." Gonzalez and Seth Gilleon.

SME Steel: Reaching Superior Heights in Safety

SME Steel is one of the largest fabricators/erectors of structural steel in the United States with over 400,000 square feet of fabrication facilities located in West Jordan, Utah, and Pocatello, Idaho, producing approximately 20,000 shop hours per week. Their shops utilize the most up-to-date, sophisticated equipment available in the industry. Supporting the structural fabrication shops are two miscellaneous steel facilities located in Phoenix and Las Vegas. This unique combination of products and services allows SME to provide the capacity to fabricate and ship in excess of 2,000 tons of structural steel per week working normal hours.

SME Steel maintains its own erection crews and on average has over 350 ironworkers on projects at any given time to ensure shipping, sequencing and fabrication are all in line with the requirements of the erection crews. Safety is a critical focus in all aspects of SME operations. SME works as an integral team member to facilitate budget management and design assistance

in addition to offering value engineering to clients as part of the service package.

On Jan. 12, 2016, the National Football League (NFL) approved Los Angeles Rams owner and chairman E. Stanley Kroenke's plans for the world's largest stadium complex in NFL history. Subsequently, Kroenke announced the joint venture of Turner | AECOM Hunt as construction manager of the open-air, ETFE roof-covered stadium and surrounding development: LA Stadium & Entertainment District at Hollywood Park (LASED). Later that year, SME Steel, Southwest Steel and CoreBrace joined the design assist and construction team with the focus of structural steel for the bowl. The massive and complex master plan project encompasses 298 acres. The 3.1 million-square-foot centerpiece stadium rises from a depth of 100-feet below grade to a towering 130-feet above grade for an impressive total of 230 feet from field to rooftop and is the future home of the Los Angeles Rams and Los Angeles Chargers. The

stadium features 70,000 open-air seating, which expands to 100,000. Adding to the impressive project is a 6,000-seat performance venue, 780,000 square feet of office space (with state-of-the-art event, conference and meeting space), 890,000 square feet of retail space, 300 hotel rooms, 2,500 modern residences, and approximately 25 acres of public parks, open space, pedestrian walkways and bicycle paths. The iconic destination and gathering spot for the world is already slated to host Super Bowl LVI in 2022, College Football Playoff National Championship in 2023, and the Opening and Closing Ceremonies of the 2028 Olympics.

SME understands safety is dependent on multiple factors; however, considerable research demonstrates that organizational leaders play a critical role in influencing attitudes, actions, culture and shared visions at all levels within the workplace. Dive in a little deeper and the research shows transformational leadership appears to be the catalyst for excellence in safety. By definition,

SME Mission Statement

To deliver excellence in Division 5 steel products and services with the highest quality, the fairest price and on schedule while employing the strictest safety standards. These SME Steel core values guide our long-term strategies and short-term actions to unlock human and element potential as we help build the skylines where the world comes together to work, live and play.

transformational leaders model high standards of moral conduct; provide inspirational motivation both above and below their sphere of influence; convey a clear and positive vision of the future state of the company; provide intellectual stimulation to encourage employees to be creative, take initiative and challenge norms; offer individualized consideration recognizing the unique skill sets and needs of employees; and, above all, demonstrate genuine concern for the welfare of all.

Long before the first pick of the first column, daily constructability and logistics meetings occurred weekly with SME Steel and Southwest Steel, the entire construction team and the design team. The meetings would last 8-10 hours each day going over every aspect of the job with the end goal of not only successfully building the job, but also building it safely. Bill Deiter, project executive and team captain for bowl structures and enclosure, AECOM Hunt, led these interactive constructability, logistics and erection safety big-room meetings with a determined and focused mindset, which he successfully integrated into every single person in the meetings. The planning effort focused on each trade partner's area of responsibility to enable increased efficiency while working out every conceivable challenge in the virtual world before it



General contractors AECOM Hunt and Turner on LA Stadium.



Los Angeles Stadium and Entertainment District.

had any kind of an impact on the construction progress. Throughout every detail, Deiter consistently asked, "How do we build this and how do we build it safely? We looked at ways we could minimize critical picks and created a heightened level of scrutiny during the preplanning process for those that were unavoidable."

General contractor, Turner | AECOM Hunt JV, manages up to 3,000 workers on-site daily and the total number of worker hours has surpassed 10 million. Michael Marchesano, VP director of field operations, Turner Construction, holds ultimate responsibility for field operations on the project. He has carefully created and influentially gathered a team of transformational leaders. Stan Evans, safety director, Turner Construction, oversees all of safety for the mammoth project. "Teamwork, coordination and total buy-in for zero tolerance is what makes this project a safety success," says Evans.

According to the Bureau of Labor Statistics, industry-standard Recordable Incident Rate (RIR) for construction is 3.1 and structural steel is 4.9. With an RIR of

0.51 overall and 0.52 for structural steel, these are impressive enough numbers for the world to pause and take note. So, how did Marchesano, Evans and every trade partner* come together to achieve this greatness? In a nutshell: transformational leadership. "There's a lot of pride," says Marchesano. "[You] look at the magnitude of what we're building. That really brings everybody's spirits up. Myself, personally, I just love coming to work every single day because of the change and the people we're working with."

"It's all about building relationships. Without construction partners and construction employees, there are no projects," shares Evans. Nothing is small on this project and task preplanning is critical to the success of each day's work. For example, in August 2018, crews breathlessly watched as the first piece of the canopy was skillfully hoisted into position. This 2.2-million-pound

*Turner Construction refers to its subcontractors as trade partners and makes a concerted effort to treat them as such.

Raising gang hoists
topping-out beam.



critical pick required one of the world's largest cranes.

Construction never stops on the project; crews are working around the clock, seven days a week. What does a typical day look like for Marchesano? "I get here at 4 in the morning. I have [done that] my entire career, for several reasons. It's a sign of respect to the workers. This is a tremendous team that is here. That trailer is full of people here at 4 in the morning committed to this job. Every part of this job is full of challenges, but we look forward to them." Many hours later, Marchesano drives home with expected phone calls and emails to answer before sinking into the luxury of sleep.

Constructability seismic resistance elements on the master plan project include roughly 1,100 Core-Brace Buckling Restrained Braces (BRBs), 49 triple-friction pendulum bearings on the top of each blade column, four crossrail bearings, six articulated-spherical bearings and 36 lockup devices.

According to Evans, "We must maintain at least a two-month look

ahead to anticipate changes across multiple levels in multiple directions." The overall project safety team includes representatives from every trade with varying levels of participation. Evans adds that his team of highly-qualified safety employees, coupled with management support and the bonds they build together with all of their trade partners, makes the entire safety team's success possible. "The end games for each trade is different; however, they share the same goals. We have some of the best superintendents on this project," says Evans. "We are like a knife that's being sharpened every single day."

"When we leave here, I want the world to know this project created innovative ideas, one-of-a-kind design and things that have never been done before. Together we exceeded all expectations with a shared ownership of a unique project for the whole world to enjoy," states Evans. Ben Wright, general foreman, SME Steel, says, "Safety excellence is and has been implemented very well from foremen to apprentices.

Everyone follows the rules, watches out for each other and no one works alone." One memorable moment for Wright on the project came during the erection of Zone 3. "It was pitch black with a pick that required the maximum-allowable capacity of the crane." According to Wright, the detailed crane plan is the backbone for hoisting success. He adds, "It was impressive to see how much difficult iron went up in such a short time. Paul Breitenbach's, the area superintendent for SME Steel, leadership was outstanding on this project."

Tony Chavez, plumb-up foreman, SME Steel, defines excellence in safety as that which is achieved through evaluating task steps, equipment and a constant awareness of the environment. "I assess the work for each day before my crew arrives, so I am prepared and able to set the expectations for the day," says Chavez. "Our crews are cross-trained to jump in whenever and wherever needed. Training equals success equals no delays. We operate as a team." Another synergistic highlight of the project is the goal for continuous improvement. For example, when new safety products were brought to the job-site, feedback was requested from



the men and women who use them every day. Often, revised designed products were brought back two days later. “Protecting workers and creating a safety construction environment with constant, continuous improvement requires companies to go beyond minimum safety rules,” says Paul Velarde, superintendent, SME Steel.

What’s a typical shift for an ironworker on the LASED project? From the outside, it appears as organized chaos comprised of superintendents, general foremen, plumb-up foremen, 145 employees, two raising gangs, welding crews, yard gangs and safety crews who are monitoring shakeout, welding and rigging in multiple zones. From the inside, it’s a humming beehive filled with highly-skilled and dedicated workers. Every direction you look, there are multiple trades collaborating and working around one another. “I’m personally responsible for everyone who works for me. We are a team. We start the day together and end together,” says Jeff Torgerson, superintendent, SME Steel.

James Jones, superintendent, SME Steel, says, “It’s important to have a flexible mindset and be able to shift priorities at any given moment. There is constant change in any direction due to the size and complexity of this project. We all make a conscious decision to work safely together—a collective expectation for one another. Through this, we met critical milestones and celebrated successes together—as a team.”

Further inspiration and motivation came from the top. “The positive feedback from Turner | AECOM Hunt was constant. They expressed their satisfaction with our team approach with the SME Steel and Southwest Steel teams in terms of production and safety. They truly

treated us a trade partner,” says James Rivera, project safety manager, SME Steel. “Having such an outstanding safety record on this project is a testament to the effort put in by the SME Steel and Southwest Steel teams.”

With a project this scale and size, there were challenges along the way. The erection plan was as unique as the project. “For a long period of time, the project was treated as four separate buildings being erected at once. Each building (“zone”) had its own supervision team and structure led by Torgerson and Velarde; each with its own share of challenges. “The amount of planning that went into the truss erections was impressive—especially due to the fact that they were successfully erected per plan,” shares Breitenbach. “When it comes to safety success, SME and Southwest Steel achieved an unprecedentedly low incident rate. This is something we will always be proud of. The Local 433 ironworkers did an exceptional job representing all of us,” says Jason Vanderlip, project safety manager, Southwest Steel.

AECOM Hunt is known for building epic sports venues. “We get such a charge out of building iconic structures and coming back to enjoy them with our families. But if we can’t do it safely and send

everyone home to their families every night, there isn’t joy in the project anymore. We simply must build it safely,” says Deiter.

“Safety applies with equal force to the individual, to the employer, to the union, to the collaborating trades, to the contractor, to the owner, to the state, and, at the highest level, to the nation. The safety record on the LASED project is something every one of us can celebrate,” says Weldon Mann, VP safety, SME Steel.

Ultimately, the transformational leadership of the Kroenke Group and Turner | AECOM Hunt JV, along with the committed participation of every trade partner on the master plan project produced unprecedented and outstanding safety metrics on the project.



SME erects massive transfer trusses.



Massive stadium project utilizing teams from SME and Southwest Steel.



Mitchell Ponce, business agent, Local 433 and Richard Anderson, SME general foreman.

MEMBERS & LOCAL UNIONS

MAKING A DIFFERENCE

CELEBRATING WOMEN IN CONSTRUCTION SAFETY: LOCAL 433'S CELESTE CAMPBELL

Celeste Campbell, member of Local 433 (Los Angeles), comes from a rich history of medical field careers. Campbell is employed by Southwest Steel on the LA Stadium and Entertainment District project as a safety representative. Both of her parents work in the industry and likely expected her to choose the same. She started out with exactly this anticipation, but quickly knew it was not the right career path for her. After one semester of welding in college, she heard about the IPP Bootcamp through a fellow student. Campbell jumped in with both feet: “I feel like there is more I can contribute in a trade career versus pursuing a degree.” Campbell was driven to reassess what she wanted to do with her career in construction after the unexpected death of her friend and coworker due to a fall on a construction site. Safety moved to the front of anything else she was contemplating, with fall protection as the most important focus.

When the opportunity came for a position in construction safety with Southwest Steel on the new LA Stadium and Entertainment

District project, Campbell knew it was the perfect place for her. “Keeping everyone safe every day with our safety team and making sure they go home to their families is how I measure success. It’s humbling to be part of a group of men and women who help everyone go home safe every day.” Campbell’s motivation is to help people know the right equipment makes the difference. What’s it like to be a woman in steel? With only five women in her training class, Campbell is certainly a minority. However, when she began, there were 15 women in Local 433, where she apprenticed, and this number has now grown to more than 200. “You can’t expect everyone else to overcome challenges, men and women are equally responsible to get the work done,” says Campbell. “The Iron Workers have done an excellent job in their diversity program through increased awareness and their outreach to entice more women to join.” Southwest Steel looks forward to harnessing and increasing Campbell’s skill set through watching and mentoring



Celeste Campbell takes safety role on LA Stadium project with Southwest Steel.

her growth in understanding and responsibilities. “I know there is a little girl out there who wishes she could do this—help build America. I want her to know, she can do it,” shares Campbell.

What advice does Campbell have for women who may consider a role in construction safety? “If you have a goal, work hard. Look for opportunity. Get as many qualifications as possible – doesn’t matter if you are male or female. You can accomplish anything if you put your mind to it.” Celeste Campbell was one of the many women members who completed the Ironworker Safety Director Training Course at the Henderson, Nevada training facility in May 2019.

WASHINGTON OSHA HOSTS STAKEHOLDER MEETINGS AND PURSUES NEW REINFORCING STEEL AND POST-TENSIONING STANDARDS

General President Eric Dean received welcoming news from Anne Soiza, assistant director of labor and industries for the Washington State Division of Occupational Safety and Health (DOSH), confirming the state's decision to pursue new reinforcing steel standards. New safety standards are long overdue and protecting the members during reinforcing steel activities is part of the 2019 ZERO Incident campaign commissioned by General President Dean. DOSH is initiating the rulemaking in response to a petition from General Secretary Ronald Piksa and Executive Director of Safety and Health Steve Rank. A Preproposal Statement of Inquiry (CR-101) was filed on March 5, 2019 to announce the rulemaking. The Department of Labor intends to update the requirements for

reinforcing steel and post-tensioning activities outlined in Part O of the Chapter 296-155 WAC Standards for Construction Work titled, "Concrete, Concrete Forms, Shoring, and Masonry Construction." The rulemaking will include provisions of the American National Standards Institute's revised A10.9 (2013) titled, "Safety Requirements for Concrete and Masonry Work in 2018."

Steve Pendergrass, president of the Pacific Northwest District Council, was instrumental in arranging for local unions representatives throughout Washington and reinforcing steel contractors to participate in DOSH stakeholder meetings in Spokane, Washington, on May 30, 2019 and the following week on June 4, 2019 in Tukwila, Washington. Local union representatives and reinforcing steel contractors provided testimony in



New standards for post-tensioning activities.



Requirements for hoisting and rigging reinforcement assemblies.



support for DOSH's proposed new reinforcing steel and post-tensioning safety standards. Reinforcing steel stakeholders are pleased with the DOSH's decision to follow California OSHA's lead in adopting new safety standards for reinforcing steel and post-tensioning standards. The safety and health department provided testimony and supporting documentation to the Washington DOSH relating to fatality and incident trends.

RATIONAL FOR PURSUING NEW STANDARDS:

- The current OSHA standard written in 1971 is antiquated and only contains three references specifically pertaining to reinforcing steel and two for post tensioning.
- Common hazards during reinforcing steel installation and post-tensioning operations are not addressed in current standards.



Proposed standards prohibit unsafe site conditions.



Stability requirements for vertical and horizontal columns, walls and other reinforcing activities.

- Fatality and accident trends indicate a direct correlation between accident causation factors and lack of specific regulations.
- The usage of steel reinforced and post-tensioned poured in place concrete is expected to double.
- The stakeholder advisory process will produce the best safety standard and regulations through the cooperative efforts of OSHA, stakeholders and experts in the reinforcing steel and post-tensioning industry.

KEY SAFETY PROVISIONS PERTAINING TO PROPOSED REINFORCING STEEL AND POST-TENSIONING STANDARDS

1. Requirements for safe jobsite access and layout of reinforcing material and equipment
2. Written notifications prior to commencement of reinforcing steel activities
3. Stability requirements for vertical and horizontal columns, walls and other reinforcing assemblies
4. Requirements for impalement protection and custody of impalement covers
5. Requirements for hoisting and rigging reinforcement assemblies
6. Requirements for post-tensioning activities
7. Fall protection requirements
8. Requirements for formwork and false work stability
9. Training requirements

Washington state will be the second state-approved OSHA plan to adopt comprehensive reinforcing steel safety standards. The safety and health department will be working with other district councils to pursue the same safety standards with state OSHA plans in their jurisdiction.

GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA'S CANADIAN SAFETY ACHIEVEMENT AWARDS

For too long, jobs in the construction and maintenance sectors have been plagued by the perception of being dangerous occupations. The time has come to shake this conviction and highlight that working as a skilled trades professional is both safe and rewarding.

Through the hard work of clients, signatory employers and unions, safety in the maintenance industry has made tremendous progress over the past century, and is now the top priority in their operations.

To celebrate this accomplishment, and to recognize excellence in unionized maintenance on an annual basis, the GPMC/NMC created the Canadian safety achievement awards, known as CS2A. The third annual Canadian safety achievement awards was hosted by the General Presidents' Maintenance Committee for Canada on June 25, 2019 in Edmonton, Alberta.

Mike Malles, labor relations representative for the GPMC/NMC, performing the duties of master of ceremony stated, "The Canadian health and safety movement is one with a long history of many trials, tribulations and great triumphs. These experiences, both good and bad, have provided a foundation for change in the pursuit of ever progressing safety standards. At its heart, CS2A pays tribute to these historic lessons while showcasing recent contributions that influence and evolve health and safety performance today."

There are five prestigious awards, which cover all aspects of maintenance work:

GENERAL PRESIDENTS' SAFETY EXCELLENCE AWARD

The award celebrates top performing participants who achieve the lowest total recordable incident rating (TRIR) for their craft hour tier across all of their active GPMA and NMA projects.

TRIPARTITE ZERO (RECORDABLE) INJURY TURNAROUND AWARD

Turnaround and outage work presents a unique set of challenges for maintenance industry stakeholders. The award recognizes clients, signatory employers and local unions who execute high volumes of craft hours in short turnaround windows without a recordable injury.

365 DAILY MAINTENANCE AWARD

Industrial plants across the country often require year-round daily maintenance to ensure efficiency in their operations and the



CIMS Limited Partnership, headquartered in Port Coquitlam, British Columbia, Canada, was recognized with the William Warchow Safety Leadership and Innovation Award for their CIMS Leadership Academy program: Kristan Strate, HR manager; Amanda Poersch, corporate communications and professional development manager; Patrick McGinley, chief operating officer; and Shelly Bidlock, EHS manager, Western Canada.

safety of their personnel. The award showcases stakeholders who have executed long-term maintenance at industrial plants for 365 days or greater without having a recordable injury.

BUDROW TOZER MOST IMPROVED AWARD

In honor of Budrow Tozer, the long-serving chairman of the GPMC/NMC, whose leadership style exemplified continual improvement and instilled a culture of camaraderie, the award is granted to those organizations who achieve noteworthy improvements to their health and safety performance through effective teamwork.

WILLIAM WARCHOW SAFETY LEADERSHIP AND INNOVATION AWARD

In honor of William Warchow, one of the original GPMC/NMC pioneers and policymakers in the maintenance world, the award is granted to those organizations who effectively demonstrate leadership and positive impact in health and safety performance through the implementation or improvement of a safety program.

CIMS' LEADERSHIP ACADEMY PROGRAM TAKES TOP HONORS

At this year's celebration, CIMS Limited Partnership, headquartered in Port Coquitlam, British Columbia, was recognized with the William Warchow Safety Leadership and Innovation Award for their CIMS Leadership Academy program.

The CIMS Leadership Academy is a boot camp-style workshop where employees from all areas of the business are selected to attend to further develop their leadership competencies and supplement their understanding of CIMS' business cycle. The workshop generally takes place at a remote location and is delivered over a 10-day period. The initiative represents a significant investment on behalf of the company into the most important organizational asset; their people. The academy has served as a long-term transformative plan to train their employees, cultivate a culture of safety and actively solve problems facing the company.

The program is a complete win-win; where employees have the opportunity to further develop themselves as effective leaders, CIMS benefits from an engaged and talented workforce while clients reap the benefits from safe and productive labor on their jobsites.

THE TRI-LATERAL SAFETY ALLIANCE: ONE VOICE ON SAFETY

Dick Ward (retired), former general vice president of the Iron Workers, remains dedicated to the safety and health of members. Ward serves as safety director on the Tennessee Valley Authority projects. The Tri-Lateral Safety Alliance (TLSA) is a partnership among Tennessee Valley Authority (TVA), Tennessee Valley Trades and Labor Council (TVTLC) and TVA's partner contractors working together toward an environment in safety. The purpose of the TLSA is to serve in an advisory capacity to TVA, TVTLC and contractors in order to leverage safety and health improvements. The primary role of the TLSA is to make recommendations that serve, support and protect the safety and health of all employees working at TVA locations regardless of their employer.

Speaking with one voice on safety: When TVA made safety as it's number one core value, the safety program within TVA began to flourish and made all aspects of safety as its top priority.

—Dick Ward, chairman of TLSA

The 11-member alliance includes five representatives from TVA groups, three representatives from the TVTLC and three representatives from TVA's partner contractors. The TLSA functions through the advisory committee, the ownership subcommittee, the communications subcommittee, the training subcommittee, the rules and procedures

subcommittee and the special initiatives subcommittee.

GOALS OF THE TRI-LATERAL SAFETY ALLIANCE:

- Speak with one voice on safety
- Create an environment where employees openly communicate safety and health concerns
- Create a safe environment where questioning job safety is done without fear of retaliation or concern for loss of job
- Set standards and hold employees accountable
- Encourage individual ownership of safety

VALUES: WHAT THE TRI-LATERAL SAFETY ALLIANCE BELIEVES

- We are committed to developing and maintaining a safe workplace and workforce on TVA worksites
- We believe that safety is a personal value and that everyone must be committed to their own safety and the safety of their coworkers
- We believe all accidents are preventable and zero accidents is an achievable goal
- We believe that TVA can have an environment where unsafe work conditions and behaviors are eliminated
- We believe that working safely is an integral part of every activity

EXPECTATIONS: HOW THE TRI-LATERAL SAFETY ALLIANCE WILL MEET ITS GOALS

- All work will be planned with the health and safety of workers as the primary consideration

- Unsafe conditions and behaviors should be reported and corrected
- Reporting unsafe conditions is welcomed and retaliation for reporting will not be tolerated
- Every employee on a TVA worksite is authorized and expected to stop work on a task until an unsafe condition is corrected
- Understanding and following safety rules is a condition of employment
- Health and safety processes and procedures will be followed
- Health and safety principles and practices training will be provided
- Health and safety performance will be audited to ensure the requirements are met
- Safety performance will consistently be reviewed for improvement

The founding of the TLSA was a true collaborative effort. Several key TVA employees, labor council members and contractors played a major role in forming the alliance and establishing its functions and



Dick Ward, safety director and chairman of TLSA.



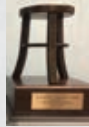
Karl Singer, retired chief nuclear officer and executive vice president.



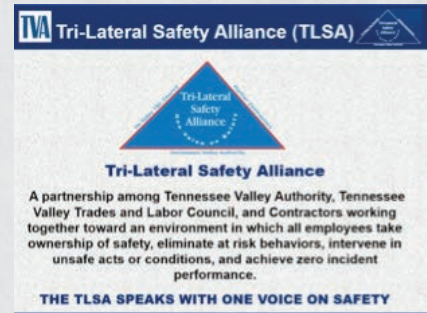
Brian Barker, retired vice president and program director, GUBMK Constructors.

protocols. Through hard work and their unified vision, these founding members, along with many other representatives from TVA, the union and TVA contract partners, helped set a new standard for safety at TVA, and helped make getting home safely the number one priority on each and every TVA jobsite.

As recognition for Dick Ward's contribution to the safety culture at TVA, a yearly award in his name is presented to two contractors who have exhibited the traits of the TLSA.



The great success of the TLSA can be defined by three words: WE—US—TOGETHER



LOCAL 22 AND LOCAL 103 MEMBERS AND SKANSKA MAKE I-CARE A SUCCESS

The Skanska USA Civil Midwest at the Duke Cayuga project has developed the I-Care approach as a way for ironworkers to help each other develop and maintain self-directed safe work behaviors. This is a peer-to-peer informal observation process. Ironworker crews are issued special I-Care observation cards. I-Care was developed by Mike Wells with Skanska and is about recognizing individuals by their peers for actively caring. The intent is not trying to catch someone doing something wrong, but to encourage safe acts by peer-to-peer recognition for safe acts.

I-Care is a small part of Skanska's people-based safety program. It is broken down into four parts, acting, coaching, thinking and seeing. When safe work acts and behaviors by individuals are observed, the worker will be recognized, and positive recognition of the act and behavior will be recorded on the card and submitted to supervision. Informal and impromptu observations during the course of a work shift can reveal safe behavior as well as unsafe behaviors. In many cases, I-Care

has not only improved workplace safety but has strengthened relationships with customers. Skanska experienced behavior-based safety partnerships with specific customers who have developed similar behavior-based safety observation programs internally.

As a commitment to providing a safe workplace through the I-Care, the Skanska Cayuga project issues stop work authority for any unsafe condition or acts observed by workers on the project. Workers are encouraged as part of I-Care to bring these safety issues to the Skanska safety team. Special thanks to

Mike Wells for his commitment to developing I-Care and working with Local 22 (Indianapolis, Ind.) and Local 103 (Evansville, Ind.) members to provide a safe workplace at the Cayuga project.



Aaron Briles, William Phillips, Beau Hobson, Jarrett Merkel, Preston Reese, Nick Doepp, Sam Bedsole, Heath Thomas, Zack Riley, Joe Parker, Austin Stephens, Cody Martin, Jason McDermott, Dalton James, Brock Ruffert, Mason Postlethweight, Bradley Wiesehan, Stanley Shoulders, Austin Wimberley and Eric Peake.

YOUR PERSONAL STOP WORK AUTHORITY

- You have personal authority to stop work and are expected to use it whenever you see something you believe to be unsafe.
- You are responsible for your own safety—don't do anything you believe to be unsafe.
- You have a responsibility for your coworker's safety, don't let them do anything unsafe.
- You are responsible for reporting all safety incidents to your supervisor, including injuries or accidents.
- You are expected to report all safety concerns to your supervisor and or the company's safety resources.

PROTECTING MEMBERS HEALTH USING THE VOLUNTARY AIR-SAMPLING PROGRAM

The voluntary air-sampling program is part of the 2019 ZERO Incident campaign, commissioned by General President Eric Dean, focused on identifying and preventing health hazards. The IMPACT board of trustees approved funding for the safety and health department to establish a voluntary industrial hygiene air-sampling program to all signatory shop and field contractors. The voluntary outreach program is designed to provide professional industrial hygiene services to help evaluate harmful exposures of welding fumes, metals, paints, solvents and other chemical compounds that become airborne during common shop and field operations. The safety and health department utilized the expertise of Jim Kegebein, and independent industrial hygienist, to work with contractors and members in accordance with the air-sampling program. Air-sample testing has been provided in shop fabrication

shops to monitor welding fumes, silica and other airborne contaminants to help determine action levels and workplace exposures.

When protecting members from airborne welding exposures during shop and field operations, several variables such as the base metals (mild steel, stainless steel and galvanized steel) that are being used must be taken into consideration. Other variables that affect welding fume exposures and levels are directly tied to the welding consumables

(welding rods and wire) and differences in outdoor and indoor environmental conditions.

The voluntary air-sampling program for evaluating welding fume exposures uses cartridges that will determine the action levels of the following airborne metals: aluminum, antimony, arsenic, barium, beryllium, cadmium, calcium, chromium, chromium vi, cobalt, copper, iron oxide, lead, magnesium, manganese, nickel, potassium, sodium, thallium, vanadium and zinc oxide.

GOALS OF THE VOLUNTARY AIR-SAMPLING PROGRAM

- Identification of potential airborne exposures
- Evaluation of the intensity and variability of airborne exposures
- Assessment of the potential risks
- Prioritization and control of exposures
- Identification of exposures for which additional information is needed
- Documentation of exposures and control efforts
- Maintenance of a historical record of exposures



Resources to upgrade welding shops.



Protecting shop members during welding operations.

IRON WORKERS' BE THAT ONE GUY:

DIVERSITY, HARASSMENT and RETENTION



Supporting women and minority workers is critical in the construction industry. Women account for fewer than 4% of the construction trades workforce. Recruiting and retaining women and minorities is the best way to address the problem of a critical shortage of construction workers now and into the future. In order to grow the number of women in the workforce, retain and build female membership, building trades unions and construction contractors have to address institutional problems of gender discrimination and jobsite mistreatment.

The Iron Workers' Be That One Guy (BTOG) program addresses

diversity matters and nondiscrimination rights in the workplace. Be That One Guy also highlights the safety issues surrounding bullying and harassment on construction jobsites and trains individual members and leadership to step up and intervene appropriately to address worksite discrimination and abuse like the safety issue it is. The program provides an overview of issues related to women in the trades, addressing diversity matters

Caress Pouncy, Local 63 (Chicago); Janet Dukic, Local 63 (Chicago); Zealla Flores, Local 397 (Tampa, Fla.); Vicki O'Leary, general organizer; Jazz "Japlan" Allen, Local 1 (Chicago); and Adriana Lopez, Local 63 (Chicago).

'Vicki O'Leary has worked very hard to build a program that will inspire our leaders and members to 'See Something! Say Something!' in the spirit of respect at the workplace—to create a culture of truly caring about one another.'

—Jeff Norris,
Canadian safety coordinator



Shop steward course, Local 712: top row-Stuart Forman; Greg Friesen; Ron Hume; Graham Devlin; Harry Toor; Robert Schuller; Ravinder Sadhra; Mark Norum; Albert Ingle; Lorie Swanky; Sukhi Lally; Carlos Henriquez; Alex Madorsky; Brice Elliott; Gursewak Sidhu; Bill Puar; Ryan Wailand; Samuel Oseghale; Richard Barton; Jason Li; and Patrick McLean. Middle row-Jeff Norris, Canadian safety coordinator; Ken Learmont, president, Local 712; Shawn Webster; George Gregor; Harminder Sidhu; Catlin Chandler; Jeannette Lindquist; Ramil Fuerte; Michael Galimpin; Rob Kurta; Villy Gounder; Sebastian Boreczek; and Catalin Fota, business manager, Local 712. Bottom row-Dave Betinazzi; Reneros Conciso; Doug Dickie; Cliff Davis; Craig Turner; Steven Potusek; Richard Rose; and Eric Bohne, general organizer.



Jeff Norris, Canadian safety coordinator facilitating the Be That One Guy Program at the Ironworkers Shop Steward Program, Local 712.

and nondiscrimination rights in the workplace.

BTOG is tailored to union leaders, contractors and construction workers. For union and contractor leaders, the program illustrates the contractor, union and membership partnership to help end harassment and discrimination, including best practices on complaint, investigation and resolution procedures.

The Iron Workers' Be That One Guy Initiative Training Program is being developed as a hands-on

training program for members, local unions, district councils and contractor management that illustrates best practices for bystander intervention on the jobsite to stop harassment as it happens. A pilot

training BTOG session was offered to 41 members of Local 712 (Vancouver, British Columbia) at the Ironworkers Shop Steward Program on Jan. 29–30, 2019 in Surrey, British Columbia.

“Our stewards are the extension of the local, therefore, representation, leadership and trust starts on the jobsite and the shop floor.”

—Eric Bohne, general organizer

BULLYING, HARRASSMENT GREATEST WORKPLACE HAZARD OF OUR GENERATION

Safety professionals shouldn't think it's just an HR issue

Written by Dave Rebbitt

Harassment and bullying have long lived in the shadows as something that happens to other people (usually women). It has usually been the purview of human resources.

In recent years that has been changing across Canada. Many thought gender discrimination, bullying and sexual harassment were stamped out in the 1970s and 1980s. It took the #MeToo movement to show us that people and workplaces have not changed all that much.

Some wonder why we never heard much about this topic in the decades before the #MeToo movement. The answer is both simple and disturbing. It has become standard practice for complainants to be given money to walk away. That sum of money usually comes with a nondisclosure agreement, and so they are silenced by the employer.

It appears that behind a wall of nondisclosure agreements and blame the victim mindset, bullying and harassment have flourished unchecked.

The #MeToo movement has been around for over a decade, and we have seen some changes in attitudes and a recognition that bullying and harassment are epidemic in the modern workplace. That is a statement that does take some convincing, but the evidence surrounds us.

For those of us in health and safety, this has been served up as the greatest workplace hazard of our generation. New Brunswick is the latest province to introduce legislation identifying harassment and bullying is a health and safety—a workplace—hazard. The latest legislation is not as prescriptive as some but does require that a code of practice is put into place.

The trend really started in 2012 when WorkSafeBC made policy changes to recognize that harassment could lead to a compensable mental injury. Saskatchewan went a step further in 2013, making it a duty of the employer to prevent harassment.

Ontario updated their legislation in 2016 and Alberta in 2018. In some provinces, the employer was required to prevent bullying harassment and it became a workplace hazard.

Alberta, in particular, gave supervisors a new duty under the OHS act to “ensure that none of the workers under the supervisor’s supervision are subjected to or participate in harassment or violence at the worksite.”

Heady stuff. Harassment and bullying is now illegal, a workplace hazard that must have specific procedures for dealing with reporting, investigations and prevention. Employers and supervisors who do not respond appropriately or make reasonable efforts to prevent bullying, harassment or workplace violence could be guilty of an offence.

Not the usual hazard

Harassment is often based on perspective and emotional reaction. That does not make it any less real. For years, based on the work of Peter Sandman, we have seen the fourth dimension of risk as the emotional response. Feelings and emotions matter.

We often see hazards as physical conditions, things that can be fixed through the application of physical controls. Bullying and harassment are a risk that hides in plain sight. It is a poison that can undermine everything the safety profession seeks to accomplish. It is a risk that requires a different approach that many are simply not equipped for.

Taking over from HR

Many safety people think that using the traditional reporting and investigation methodology will be fine with this new risk.

The problem with that is such reports do not trigger the necessary support or appropriate organizational action. HR has been doing a poor job of handling these cases for years. Without a more informed approach, safety professionals will not do much better.

When a person reports harassment, things like psychological first aid, worker safety and confidentiality are important. Does the organization have a plan to ensure a worker is safe, that they will be treated appropriately? How will the information be kept confidential? How will the formal complaint be put together?

Most organizations cannot answer all those questions. How will you gather the information to investigate? Should an internal investigation be conducted, or should an external investigator be brought in? How is the complainant involved in selecting the investigator? What instructions will be provided to the investigator?

Things seem complicated, but not so complicated as when there is a union involved. They become yet another active stakeholder in the process. The involvement of the union must be defined.

The health and safety committee may also need to be involved in the investigation, or investigations since a single complaint can spawn multiple investigations.

If this does not sound quick, that is because it isn’t. A traditional reporting and investigative approach will not serve you, or the company, well. Even once the investigation is complete, the complainant can take issue with any part of it, including that the investigator was not properly qualified or experienced.

New rights

Human rights legislation has always forbidden discrimination. Discrimination and harassment are closely tied together. Human rights commissions take some pains to draw the line and make clear that harassment is different from discrimination, although it may relate to discrimination on protected grounds under the human rights

legislation. Enforcing human rights is a lengthy process and well established.

We cannot say the same for the new environment around bullying and harassment. If this is a workplace hazard, then a worker can exercise their right to refuse work they believe is unsafe.

If you have work refusal, how will that be handled? How will the employer investigate the claim of a toxic workplace? Regulators even seem ill-equipped for these situations. How can you investigate feelings? How will you accommodate the complainant? How can an employer resolve the issue to make the workplace “safe?”

Of course, someone mistreated in the workplace and exercising their right to refuse is protected against discrimination or retaliatory action, whether the “hazard” is legitimate or not.

Workers have the right to refuse and the right to be protected from discrimination around this workplace hazard. That does not mean that such circumstances would not give rise to a human rights complaint.

What about findings?

Many focus on what happens if the investigation shows there was bullying or harassment. The organization must have a clear idea of how it would deal with bullies or harassers. The remedies can range from counseling, job transfer, demotion or even dismissal for cause.

The major problem is when an investigation shows no harassment. Based on my personal experience, very few investigations show there was no harassment or inappropriate behavior. People seldom complain for no reason.

A finding of no harassment does not mean things can simply go back to normal. Now you actually do have a toxic workplace. People do not feel comfortable and do not necessarily feel safe. Counseling would likely be required for more than just one person. A bullying or harassment complaint can traumatize a workplace.

Where there's one

Some reading this will think that it is not a problem in their company. Some think of a particular person who has the excuse that that is just the “way they are.”

There are always signs of trouble in the organization, precursors. Bullies and harassers tend to be in a supervisory position, but not always. In North America, we like to promote people with ambition, driven to get results. Those are the people that tend to get promoted over others. Those are also the people that tend to be bullies or harassers. Leadership is a rare thing and we

often mistake bullies for leaders because they get results. We often do not see the cost.

How can you tell that harassment may be a problem or that people may be bullied? The best indicator is a high turnover in a department or division. Transfer requests can also be an indicator. Victims take more sick days than other employees. Changes in performance are another indicator. Nothing kills a high performer more than harassment or bullying.

Big deal?

I said at the start that this is the greatest workplace hazard of our generation. Let's look at a few numbers. In 2017-18 the Ontario Ministry of Labour tagged workplace violence and harassment as their number one workplace safety violation with 11,662 violations. Fall protection came second with 9,658.

In the first year after the Ontario legislative change, the Ministry of Labour saw complaints double, to 2,133 harassment complaints. Inspectors issued 2,164 orders. Harassment accounted for over 5% of all 2017 lost time claims in Ontario.

Not convinced? Well, with a mental injury attributable to harassment, the costs can be significant. When a claim is made to workers' compensation, the determination of whether harassment occurred is not as important as determining if there is an injury and if that injury resulted from work.

In Alberta, the average cost for a lost-time claim in 2018 was \$10,548. Most claims for mental or psychological injury result in lost time. A claim for a psychological injury as the result of bullying or harassment would easily be more than \$50,000. That should get anyone's attention.

Over 100 years ago society decided debilitating workplace injuries were unacceptable. In 2019 that now includes psychological injuries resulting from bullying and harassment.



Dave Rebbitt is the president of Rarebit Consulting providing services across Western Canada. With almost 30 years in health and safety, Rebbitt has built numerous health, safety and environment management systems along with some innovative processes and even developed specialized PPE. He is an experienced speaker and writer on a wide variety of topics. He also develops and instructs courses at the University of Alberta OHS program. He can be reached through rarebit.ca.

HACKING THE

TRIF

By Rob McLean

Commonly used measurement lacking in 7 key areas

Hacking is breaking up a system into its smallest parts, analyzing the strengths and weaknesses of those parts to which changes are then made to achieve a certain goal. Although the term has been negatively branded as a criminal activity, such as when information databases get compromised, it is not that act of hacking that is evil—it's the goal and methods you use that determines the ethical nature of your hacking. With good intentions in mind, let's hack the TRIF.

TRIF stands for total recordable injury frequency, sometimes termed total recordable injury rate or simply total recordable rate. It's a ratio of injuries of a certain severity (termed recordable injuries) to hours worked.

This is how the TRIF is calculated:

$$\frac{(\# \text{ injuries} \times 200,000)}{\text{divided by } (\# \text{ hours worked})}$$

Why 200,000? Because 100 workers working a 40-hour work week each year is equal to roughly 200,000 hours. The result of the equation is to figure out how many workers would get injured for every 100 workers worth of full-time hours worked. So a TRIF of five means that if you theoretically had exactly 100 workers on a site working a 40-hour work week, you would have seen five recordable injuries in the year. If you wanted to do a quarterly TRIF, as some worksites do, you would take the injuries in any given quarter and replace 200,000 with 50,000 and the approximate number of hours worked.

History of the TRIF

The seeds of the TRIF were planted at the beginning of the 20th century with the United States Bureau of Labor's first full-scale survey of industrial accidents and hygiene. But they didn't have the clout at the time to standardize the collection of nationwide injury data until 1954.

It was at this time that the American Standard Method of Measuring and Recording Work Injury Experience was accepted. But it was not enforced by legislation and, as a result, few voluntarily reported on their injury statistics, and no one reported on what we term today as "first aids" and "medical aids," only on lost times and fatalities.

In 1970, the United States' Occupational Safety and Health Act (OSHA) was passed with the mandate of decreasing the economic cost of workplace injuries and illnesses. As a part of this legislative move, workplace injury and occupational disease statistics were to be tracked. Not safety statistics, loss statistics. And here we find a



significant turning point for why the TRIF is so widespread today (back then referred to as OSHA log 300). This was the most important statistic in North America. And people began to associate the TRIF as a measure of safety; they began to associate the TRIF as appropriate to be used as an internal managerial safety metric, as appropriate to be benchmarked from company to company, business division to business division. This was never the intention of the statisticians who chose the equation of the TRIF—it was a tool to benchmark different industries to assign priority to what industries were hurting the country the most and what industries were the highest priority for investigations. Using man-hours in the billions, they assigned their primary targets. And as American industry limped along in following this legislation, they were taught a habit they didn't fully understand.

What does the TRIF do well?

- It's simple. You only need two pieces of data: number of incidents and man-hours. Comparatively easy data to grab as a company's HR department would normally have total man-hours readily available and a very common piece of data for the safety department to have would be the number of injuries.

How to make safety stick

- It's standardized. It's the current standard used by OSHA. It's a common metric used in many vendor management databases and, although it depends on the client, often a businesses' TRIF is taken into consideration before doing business with them, especially in construction for contractors and subcontractors. It is the current dominating safety metric of choice in the U.S. as well as Canada.

What doesn't the TRIF do very well?

- Hours are all weighed equally in terms of risk. Some safety programs out there focus less of their resources on actual safety and more resources on tracking down every possible source of man-hours on a site in an effort to "water down" the number of recordable injuries they sustain.
- Possible conflict of interest. The person recording the TRIF in some businesses is often the one whose performance is measured on that key performance indicator (KPI). That's leaving the data vulnerable to temptation. Treatments can be re-interpreted, incident reporting can be discouraged and man-hours can be unethically acquired. (For example, hiring a bunch of "consultants" to flood your TRIF with low risk man-hours of people doing sedentary work of nefarious value).
- Benchmarking. It is an inaccurate benchmarking tool, unless you had identical sites working on identical projects with identical cultures of transparency and a comparable volume of hours, ideally around 1 million.
- It's not prescriptive. High TRIF? Bad. Low TRIF? Better, but the TRIF will never tell you how to get better. Only where you once were and where you were before that. Not where you're going and how to get there.
- It's a lagging indicator. You only find out your TRIF once things have happened, once hazardous energy has found its way through your controls and inflicted significant harm. It is a measure of yesterday's safety performance. How many of us go to the weatherman for yesterday's weather?
- Doesn't scale well. Small employers don't produce enough man-hours to create a TRIF with

appropriate volatility. Without enough man-hours, all it takes is a single recordable injury to jump your TRIF sky high, which will have you appearing culpably unsafe when what you really are is a small employer that values transparency.

- It is indirect. The TRIF measures injuries directly and a correlation is then drawn between injuries and safety to determine how safe a workplace is. But what if there are no injuries? What if there are injuries but they don't get reported? What if some are reported and some are not? How accurately can we measure safety in this uncertainty? What if I injected \$1 million into a site's safety infrastructure overnight? What would our TRIF be tomorrow morning? It would be the same.

I don't mean to vilify the TRIF; everything comes with its own package of pros and cons. It is still a metric that measures safety. Kind of. But to what degree of efficacy?

It's important to understand what the TRIF is and what the TRIF is not. The TRIF is the performance of the past. It's not the performance of today. The performance of today is up to you.



Rob McLean is a paramedic based in Calgary. When not tending to the sick and injured

or promoting health, safety and wellness in the workplace, he can be found making videos for his YouTube channel Paramedic Resource. He can be reached at pmedicresource@gmail.com, @PMedicResource on Twitter. Originally appeared in Canadian Occupational Safety (COS) magazine, March 13, 2017.

Henderson Nevada Training Facility Hosts Ironworker Safety Director Training Course

In May 2019, the Ironworker Safety Director Training Course (IWSBTC) was provided at the Ironworker Training Facility in Henderson, Nevada, where 68 members and contractor representatives completed the course. The IWSBTC is one of the programs designed to raise the standard of safety performance and to provide employment opportunities for ironworkers to become full-time safety directors for constructors. Since the inception of the course in July 2016, 503 members and contractor safety representatives have completed the course in Ann Arbor, Michigan; Houston; San Diego; Toronto; Philadelphia; Detroit; Indianapolis; and Henderson, Nevada. Based on course evaluations from participants' valuable feedback, the course has been expanded to five days (40 hours) of classroom instruction. The expanded course also includes a written examination of approximately 300 questions to document proficiency and knowledge of all participants.

The safety and health department received an overwhelming response from members and contractor safety personnel to enroll in the course. Iron Workers' members, with great knowledge and skill, want to be provided with the specialized course content to pursue a safety career with signatory contractors. Assuming the role of a corporate safety director and managing safety programs for several

projects requires some additional basic training and new skill sets. Several fundamental safety and health tasks must be routinely implemented to help recognize and avoid workplace hazards. Many safety responsibilities in the workplace are set forth by federal, state, local and contractual standards and requirements. The IWSBTC is offered at no charge to members or contractors who elect to sponsor an ironworker or employee to complete the course.

The following are the instructors and courses provided during the Ironworker Safety Director Training Course.

Jim Hutter, 3M Fall Protection—Fall Protection Systems (Active and Passive) and Calculations of Basic Lifeline Systems—Instruction on the use and installation of passive and active fall protection systems. A special segment will focus on basic load calculations for common horizontal lifeline systems and examples of typical designs for proper anchorage and terminus points.

Jim Stanley, FDR Safety LLC—Regulatory Compliance, Project Contracts and Safety Program Development—How to identify mandatory compliance standards of federal and state regulatory agencies and project contract safety specifications. How to articulate, negotiate and manage safety issues with project owners and controlling contractors. Techniques for working with steel fabricators to incorporate anchorage points for fall arrest systems and cable guardrail systems. Instruction on development, implementation and maintenance of

IRON WORKER



Ironworker women completing the Ironworker Safety Director Training Course: Tania Moughler, Gail Wyatt, Esther Satele-Ambrose, Jackie Abascal, Tashika Woods, Celeste Campbell, Julie Lynn, Gina Perdomo-Rothman, Jes Resinburg, Starr Gaworski and Jennifer Hose.

written safety and health programs for field and shop workplaces.

Jeff Norris, Canadian Safety Coordinator, Iron Workers—Safety Training and Determining Competent and Qualified Persons—Instruction will focus on employee training for workplace activities and designating competent and qualified personnel persons to perform common safety functions. Formats to provide company training and instruction, and how to verify safety training through

the Ironworker Apprentice Tracking System (ATS).

Jim Kegebein, Kegebein Consulting—Evaluating Workplace Health Issues and Exposures—How to determine workplace action levels and exposures to welding fumes, lead, asbestos, paints and solvents. Understanding the threshold value limit (TLV) for airborne metal and compounds, and methods to prevent skin absorption of chemicals. How to understand and use air-sampling tests as a representative

exposure to determine methods of employee protection.

Herb Strong, Haztek, Inc.—Development of Job Hazard Analysis, Site Safety Plans, Workplace Inspections—How to develop and use a job hazard analysis (JHA) and a site-specific safety plan. Sample JHA forms will be provided as a template for use and editing. How to develop and document a system for conducting workplace inspections to



identify unsafe acts and conditions in the workplace.

Wayne Creasap, The Association of Union Constructors—Safety Techniques For Managing Recordable/Reportable Incidents and Incident Management and Investigations—Understanding requirements for reporting workplace incidents and posting OSHA 300 Log Form in the workplace. Considerations for submitting incident information to project authorities during bidding process. How to manage workplace



investigations following an alleged complaint, OSHA (OH&S) investigation, or serious incident.

Dave Otey, Rebar International—Reinforcing Steel, Primary Hazards and Industry Best Practices—

Instruction on the hazards and best practices pertaining to reinforcing steel activities including rebar handling, hoisting and rigging rebar assemblies, column and wall stability and impalement protection.

Steve Rank, Safety and Health Department, Iron Workers—Steel Erection Safety Activities—

Instruction on contract safety specifications, written notices prior to erection, steel fabrication safety requirements, controlling contractor responsibilities, special training requirements, and important federal and state OSHA letters of clarification.

Cory Davis—Chief Executive Officer, Capital Construction Solutions—Construction Safety App—

Instruction on the use of an innovative safety app to help implement and document workplace safety programs, programmed inspections, employee instruction and photograph workplace hazards.

Bill Smith, Vice President of NBIS—Crane, Rigging and Equipment Operations—

How to ensure the crane assembly-disassembly director understands the specific responsibilities for his/her crew and recognizing requirements for qualified riggers and signal persons.

Vicki O’Leary, General Organizer, Safety and Diversity—Understanding the dynamics and responsibilities of safety and diversity in the workplace and the important roles of protecting members in the workplace.

One of the special highlights was having 11 women members complete the Ironworker Safety Director Training Course at the Henderson, Nevada, training facility. The Iron Workers appreciate the interest and effort of the women members to pursue the opportunity to help increase safety performance in the workplace and is pleased that several women completing previous IWSBTC’s have been employed by project owners and contractors as full-time safety personnel. Special thanks to Vicki O’Leary, general organizer, safety and diversity, for her efforts to promote and recruit women to pursue safety careers.





Local 29 (Portland, Ore.) fall protection training structure.



Pacific Northwest District Council Installs Fall Protection Training Structures at Training Facilities

One of the deadly dozen hazards Iron Workers' members face in the workplace is falls from heights. As part of the 2019 ZERO Fatality Incident campaign commissioned by General President Eric Dean, the IMPACT board of trustees approved funding to engineer and fabricate a two-story fall protection training structure as a prototype to provide specific training on the use and installation of fall arrest systems. The

safety and health department in conjunction with Lee Worley, executive director of the National Training Fund, are pleased to announce the Pacific Northwest District Council has installed fall protection training structures at the training facilities of Local 86 (Seattle), Local 14 (Spokane, Wash.) and Local 29 (Portland, Ore.). The engineered structure was first erected at the Ironworkers Local 84 (Houston) and Local 135

(Galveston, Tex.) training facility in Houston. The National Training Fund has distributed a set of engineered shop drawings and details to all apprentice training facilities as a prototype for erecting new structures or upgrading their current ones.

The fall protection training structures provide hands-on use of various types of fall arrest equipment. In addition to training on the



Local 14 (Spokane) fall protection training structure.

fall protection structure, apprentices are provided classroom instruction on the proper installation and use of fall arrest equipment that are commonly used in the workplace. It is important for members to recognize the proper use and application of fall arrest equipment and avoid a false sense of security if the equipment is used improperly.



New Local 84 and Local 135 fall protection training structure.

The above photo is the new fall protection training structure erected by Local 84 and Local 135 apprentices under the supervision of Greg Schultze, statewide director of training for the Texas Ironworkers Apprenticeship program. This

two-story structural mock-up is designed with oversized base plates with 12 anchor rods to ensure structural stability during repeated assembly and disassembly by apprentices. The structure is centered on a 24-foot-by-24-foot bay that includes four columns, eight perimeter beams and four interior field beams. Two of the columns are designed with column splices to replicate the erection of multitiered buildings and incorporate eight chevron braces to provide stability.



Structure features cantilevered members for stability training.

Pictured above is the second-floor framing plan that incorporates cantilevered members to teach apprentices safe erection practices and methods to maintain stability at all times. The cantilevered structure is stabilized by a set of turnbuckles at a 45-foot degree from the beam to the column. The turnbuckles are shackled to shop fabricated with lugs that are shop-welded to the top beam flanges and column webs for proper anchorage. The Local 84 and Local 135 apprentices are receiving training on the use of two common types of fall arrest systems used during the

steel erection process. One system is an overhead horizontal lifeline that is anchored to shop-welded tabs on the column faces. The other fall arrest system utilizes a set of manufactured stanchion posts in combination a high strength wire rope cable installed with forged, wire-rope clamps.



Retractable lanyard anchored to column lug.

The above photograph illustrates the apprentice using a retractable lanyard anchored to a shop-welded tab on the column face while working on the beam-to-column connection.

The structural mock-up that will be used for a variety of training including hands-on techniques for hoisting, rigging, structural steel assembly and the use of various types of fall arrest systems for moving point to point on the structure.

The National Training Fund has a complete set of engineered shop and detail drawings for reference and use by training centers to ensure all structures used for apprentice training have been engineered for stability and can withstand repeated assembly and disassembly by apprentices.



Local 86 (Seattle) fall protection training structure.

As part of the 2019 ZERO Fatality Incident campaign commissioned by General President Eric Dean, the IMPACT board of trustees approved funding to engineer and fabricate a two-story fall protection training structure as a prototype to provide specific training on the use and installation of fall arrest systems.

Ironworker Safety Supervisor Certification (ISSC) Program

Another safety initiative designed to help prevent workplace incidents and improve safety performance is the Ironworker Safety Supervisor Course (ISSC). The ISSC is being developed by safety and health department and the National Training Fund to address specific supervisor safety and health needs that are commonly encountered in the workplace.

Foremen and superintendents play a key role in executing company safety programs and they are considered management representatives by the Occupational Safety and Health Administration (OSHA). Additionally, many project owners are requiring contractors to have supervisors with documented safety training as part of the project safety requirements. The Iron Workers want to provide project owners, general contractors and contractors with the best ironworker safety supervisors to help prevent workplace incidents and achieve outstanding safety performance. The safety and health department has analyzed incident trends and causation factors that illustrate the need for supervisory safety training to be industry and task specific. Members and contractors must recognize the regulatory requirements, roles and responsibilities pertaining to supervisors in the workplace. In today's construction industry, the mandate for supervisors with safety training and qualifications is one of the most demanding needs that must be addressed to help prevent workplace incidents.

There are many organizations and safety consulting firms who

market supervisor safety training courses and certifications. While their efforts to create a safer workplace by offering general courses on supervisor training is appreciated, however, their courses are not developed to focus on any construction trade, particularly the ironworking industry. The safety and health department has received feedback from members and contractors regarding the need to address the specific needs that an ironworker safety supervisor can use in the field and shop. As a result, the Iron Workers and IMPACT are developing the ISSC to better serve members and contractors. The safety and health department will work closely with the National Training Fund to make the course

available at IACP-approved training facilities by July 2020.

The ISSC is an elective course that apprentices and journeymen can take and is designed as a competency-based and certification course for members and contractors to increase the safety knowledge of supervisors and meet owner safety requirements for supervisors on projects. An online study guide of 300 to 400 questions will be available to prepare participants for the test. A pilot program will be launched in the California District Council to gather feedback from apprentices, journeymen and employer representatives before implementation.

The Iron Workers are pleased to be working with the International Accreditation Services (IAS), which will be overseeing the program accreditation and certifications issuance. The IAS is considered one of the leading accreditation organizations, providing services to a variety of industries in more than 34 countries around the world. The National Training Fund is known for the best apprenticeship and journeymen upgrade program in the construction industry with top-of-the-line infrastructure. It's well equipped to provide cutting-edge safety training.



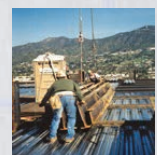
Supervisor responsibilities pertaining to open web steel joist erection.



IAS Accreditation of Program and Certification is exclusive to the Iron Workers.



IAS certifications recognized by project owners and general contractors.



Supervisor responsibilities loading erection floor.

Steve Rank



California District Council Safety Summit-Roundtable Meetings Bring Stakeholders to the Table

Don Zampa, president of the State of California and Vicinity District Council, and Dave McEuen, chairman of California Erectors, Inc., hosted the first California District Council-IMPACT Safety Summit-Roundtable meetings in northern and southern California on April 18, 2019 and May 8, 2019, respectively.

Zampa and McEuen are the IMPACT regional advisory board (RAB) cochairs who reached out to all California stakeholders including local unions, general contractor associations, signatory contractors, steel fabricators, signatory contractor associations and regulatory agency officials, to obtain their input on ways to improve safety performance in the workplace. As one of the strategies to engage stakeholder input on safety and health issues that must be resolved, the IMPACT RAB cochairs established several subcommittees to address specific safety and health topics with representatives from local unions, contractor and general contractors volunteering to serve and to provide information and recommendations. The IMPACT RAB cochairs also presented Safety Recognition Awards at the Safety Summit-Roundtable meetings to contractors achieving outstanding safety performance.

The primary goal of the Safety Summit Roundtable meetings was to share knowledge, experience and best practices to raise the standard for safety and health performance within the California District Council. Several safety and health issues, incident trends and regulatory issues were discussed to obtain valuable feedback from all meeting participants.

The California District Council-IMPACT Safety Summit-Roundtable meetings were a pilot program to evaluate participation by industry stakeholders. The Iron Workers' safety and health department will promote the Safety Summit-Roundtable meeting format to be used in other

district councils. The following are some of the primary agenda items for discussed.

- Review of current regulatory environment
- Cal/OSHA variances and letters of clarification
 - Update on new reinforcing steel standards
 - Update on steel erection standards
 - Crane assembly/disassembly
 - Cal/OSHA clarification letters
 - Construction personnel hoists

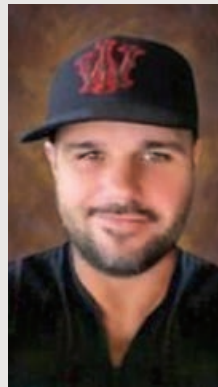
Review of current industry issues

- Project owner presentations
- Local union safety issues
- Contractor issues
- General contractor reports
- Concrete reinforcing steel institute

Resources available

- Safety Institute DCIW/CIEC
- Impact drug-free workplace program
- Voluntary air-sampling program

The meetings started with Don Zampa asking for a moment of silence in honor and remembrance of Brien Daunt, member of Local 433 (Los Angeles), who died on Saturday, Jan. 12, 2019, at age 45, from injuries sustained in an on-the-job accident.



Brien Daunt, Local 433 (Los Angeles)



Don Zampa, president of the State of California and Vicinity District Council, addresses stakeholders.



Richard Diaz with Architectural Unlimited received a recognition and award from Don Zampa and Dave McEuen. Architectural Unlimited was the winning contractor for the 2018 IMPACT Project of the Year Award for the Trans Bay Block 8 San Francisco Project. Local 377 and Local 433 members performed 40,000 work hours of curtain wall, rigging, glazing and stick-frame assemblies without any lost-time injuries.



Participants at Safety Summit-Roundtable meeting in Northern California.



Participants at Safety Summit-Roundtable meeting in southern California.



Those who worked with him have said he was one fireball of an ironworker. Daunt took great pride in being an ironworker and being a part of such strong brotherhood. He is survived by father, James Allen Daunt, his daughter, Kayla Daunt, and numerous aunts, uncles and cousins. Brother Daunt will be greatly missed by all who knew him.

Many representatives for local unions, contractors, and California OSHA personnel in northern and southern California, participated in discussions and volunteered to serve on safety subcommittees.

Russell McCrary is a member of Local 433 and the director of safety for Safety Institute of the District Council of Ironworkers/California Ironworkers Employers Council (DCIW/CIEC). McCrary led the discussion on several safety issues stemming from installation and use construction personnel hoists (CPH). The primary purpose of this California regulation is to provide safe access and egress to all construction personnel on the project. California has a current regulation that requires CPHs to be installed on buildings and structures that are designed at 60 feet or more in height. The regulation also required controlling contractors to install the CPHs when the building or structures reaches 36 feet in height. McCrary and Charlie Hernandez, business manager of Local 377 (San Francisco), are two of the volunteers who will serve on the subcommittee to address modifications to the existing CPH regulation. The IMPACT RAB cochaIRS established

a subcommittee to discuss the CPH issues and concerns in more detail with industry stakeholders.

Weldon Mann, vice president of safety for SME Steel based in Utah, discussed the need for fall protection manufactures to design fall protection equipment more suitable to ironworkers and the activities performed during the steel erection process. Mann is also a member of Local 378 (Oakland, Calif.). Mann is currently working with Tom Davies of the Herrick Corporation and Tony Hannan of Schuff Steel, to address new designs in fall protection equipment to help prevent excessive free-fall distance and laceration of equipment lanyards and cables. Mann orchestrated recent meetings with some of the top fall arrest equipment manufacturers to pursue new concepts for improving fall protection in the workplace. The IMPACT RAB cochaIRS established a subcommittee to discuss fall protection issues and concerns in more detail with industry stakeholders.

Len Welsh, former chief of the California Division of Occupational Safety and Health (DOSH) and consultant, provided stakeholders with a presentation on variances for Cal-OSHA standards. Much confusion exists on projects throughout California where project authorities were citing variances from Cal-OSHA standards, creating confusion with all construction trades on the project. Unfortunately, the confusion left many contractors and workers unclear on safety standards for many projects.

SAFETY & HEALTH DEPARTMENT REPORT

Continued

Welsh provided clarification on the term “DOSH variance” and explained the regulatory process that must be followed to obtain a variance from a DOSH standard. Welsh explained that obtaining a variance from a safety standard starts with a petition to the Occupational Safety and Health Standards Board. Board members must approve the petition and the variance process can take many months to complete before the variance is effective.

Dennis Anderson, vice president of field operation, Pacific Erectors, Inc., and Dorothy Ormsby Howard, ICSG, LLC, discussed the topic of project hazards from trade stacking and accelerated work schedules. The primary concern expressed by Anderson and Ormsby Howard, was falling object hazards when other trades are scheduled to work directly below the steel erection process. Despite a California OSHA 1710 Erection of Structures Safety standard that prohibits all construction activities to be performed below the steel erection process, this unsafe condition has occurred on many projects. With today’s fast-track projects and the high

demand for meeting stringent production schedules, steel erection contractors have reached out to controlling contractor representatives from the Construction Employers Association (CEA) and the Associated General Contractors (AGC) to avoid this situation on future projects. The IMPACT RAB cochairs established a subcommittee to discuss steel erection issues and concerns in more details.

Eric Berg, principal safety engineer for the DOSH research and standards occupational safety unit, provided an update on DOSH regulatory initiatives. Berg responded to many questions regarding the construction personnel hoist (CPH) concerns and discussed the DOSH Form-9 petition to revise the regulation. A copy of the Form-9 petition to the Occupational Safety and Health Standards Board was included in the meeting packet for stakeholders to review. Berg works closely with Larry McCune in the DOSH research and standards unit, to provide compliance advice letters to industry stakeholders for purposes of clarification. Important Cal-OSHA letters of clarification from Berg and McCune over the past 15



Chris Kirkham, Cal/OSHA research and standards health unit and Jim Kegebein, industrial hygienist, consultant.



Len Welsh, former chief of Cal-OSHA and consultant.



Russell McCrary, safety director for safety institute of DCIW/CIEC.



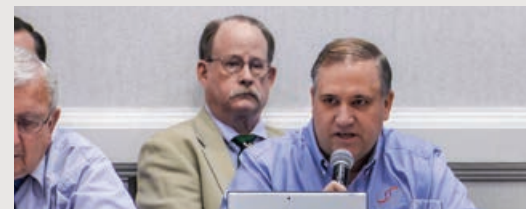
Dave McEuen, chairman, California Erectors, Inc., facilitates volunteers to subcommittees.



Rick Siefert with Level 10 Construction.



Eric Berg, principal safety engineer for Cal-OSHA.



Weldon Mann, vice president of safety, SME Steel.



Lyle Sieg with Harris Rebar.



Dorothy Ormsby Howard, ICSG, LLC.



Don Zampa, Dave McEuen and Erik Schmidli present a Safety Recognition Award to Rocco Lombardo with the Conco Companies. The Conco Companies and Local 509 (Los Angeles) shop members worked together to complete over 152,000 hours of work with an average of 68 employees at the reinforcing shop in Benicia, California, without any lost-time injuries.



Dennis Anderson, vice president of field operation, Pacific Erectors, Inc.

years were provided in the meeting packet. McCune also provided information on DOSH initiatives and topics of discussion with industry stakeholders. The IMPACT RAB cochairs established a subcommittee to discuss the CPH issues and concerns in more detail with industry stakeholders.

Chris Kirkham, principal engineer, Cal/OSHA research and standards health unit, provided a regulatory update on several Cal-OSHA health initiatives. One of the initiatives Cal-OSHA is pursuing is a lower permissible exposure limit (PEL) pertaining to manganese. Manganese is one of the many airborne metals produced during the welding process. Many stakeholders strive to provide a

safe workplace and want to protect employees during the welding process. However, there are many unanswered questions regarding common welding processes and the proposed DOSH language does not contemplate potential compliance issues that may arise. Jim Kegebein, industrial hygienist, consultant, provided an update on how employers can participate in the voluntary air-sampling program for airborne metals, fumes, paints and solvents—shop and field operations. This program, sponsored by IMPACT, helps employers to evaluate potential exposures by performing air-sampling tests in the shop and field. The IMPACT RAB cochairs established a subcommittee to discuss

SAFETY & HEALTH DEPARTMENT REPORT

Continued



Dave Otey, safety director for Rebar International, receives recognition and an award from Don Zampa and Dave McEuen. Members of Local 378 (Oakland, Calif.) and Local 377 (San Francisco), successfully completed the first quarter of 2019, (for all locations), without any recordable or lost-time workplace incidents. Rebar International and Iron Workers' members achieved this outstanding safety performance on highly congested and complex reinforcing steel projects that required great skill, planning and cooperation from all parties.



Brad Payne, operations manager and safety director, Doug Knopes, superintendent, with Plas-Tal Manufacturing. Don Zampa and McEuen presented a safety recognition award to Brad Payne, operations manager/safety director, and Doug Knopes, superintendent, with Plas-Tal Manufacturing, at the southern California meeting. Plas-Tal and Local 509 (Los Angeles) shop members have made significant changes in the shop using a labor-management safety committee and education via weekly and/or daily safety meetings to create change, resulting in no lost-time injuries in the past year.

industrial hygiene issues and concerns in more detail with industry stakeholders.

Lyle Sieg, vice president of safety for Harris Rebar, provided an update on the new California OSHA Reinforcing Steel and Post-Tensioning Standards. Sieg was one of the reinforcing steel stakeholders who helped to draft language for the California standard that became effective on Jan. 1, 2018. Sieg also represents the Concrete Reinforcing Steel Institute (CRSI) and discussed safety initiatives and programs to better illustrate the new reinforcing steel standards. The CRSI and Iron Workers have established an agreement to develop new safety training materials that illustrate the new standards on jobsite conditions. Dorothy Ormsby Howard, ICSG, LLC, provides consulting services to many reinforcing steel contractors and provided several issues that more attention and cooperation are needed to comply with the standards. The IMPACT RAB cochairs established a subcommittee to discuss reinforcing steel and post-tensioning issues and concerns in more detail with industry stakeholders.

Rick Siefert with Level 10 Construction, a general contractor in northern California, supported the use of the cone and bar system. The cone and bar system was first developed by Tom Davies, safety director for the Herrick Corporation, who explained the installation and use of this system. This system proposed by the Iron Workers and steel erection contractors serves to protect workers from fall

hazards by temporary floor openings created during the steel erection process. Siefert participates in the Construction Employers Association (CEA) Safety Committee and provided testimony on the many benefits of the cone and bar system on the erections floor where no other trades are allowed to access. Siefert was responsible for helping to facilitate a jobsite inspection with Cal-OSHA representatives on the use

of the cone and bar system on a Level 10 project in San Francisco. Cal-OSHA representatives from the DOSH research and standards unit, witnessed firsthand how the use of this system provides greater protection than typical plywood and solid wood planking. Russell McCrary, director of safety for the Safety Institute of the District Council of Ironworkers/California Ironworkers Employers Council (DCIW/CIEC), also provided important data on the millions of work hours using this system with any fall incidents. Davies, McCrary and Dick Zampa Jr., developed a video to illustrate the system at the University of Iron training facility in Benicia, California.



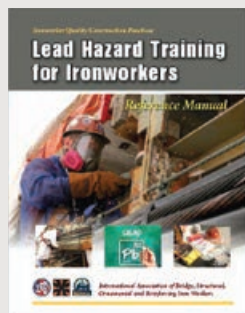
The Iron Workers' 2019 ZERO Incident campaign targets the deadly dozen serious hazards and we continue to challenge all members to "See Something! Say Something!" to recognize and avoid workplace health hazards. Jeff Norris, Vicki O'Leary and I will continue to

work with district councils, local unions, and IMPACT regional advisory boards to address workplace safety and health issues. Please contact me in the safety and health department at (847) 795-1714, Jeff Norris, Canadian safety coordinator at (780) 459-4498, or Vicki O'Leary, general organizer of safety/diversity at (202) 702-7828, if you have any questions pertaining to the safety initiatives and campaign for 2019.



Lead Training Saves Jobs for Ironworkers

Last December, Local 11 (Newark, N.J.) training coordinator Ed Mironski contacted the National Training Fund office requesting help in assisting their training center in getting certified with the state of New Jersey's lead training program. He explained that due to requirements recently mandated by the Port Authority of New York and New Jersey, licensing is now required to conduct any work or repairs on any superstructure or bridge that may have lead paint as a protective barrier. Jurisdictional reasons also played a part as other trades had already had an approved program and were waiting to be awarded the work on a project that had recently begun. The lead training the ironworkers received



through the training centers was not yet recognized by the bi-state agency, therefore, opening the door to other trades that have trained and received a LEAD license certified by the state agency to claim jurisdiction of our work.

At stake immediately was the work on the George Washington Bridge, where approximately 40 ironworker members were employed in the process of removing the cable covers to expose the connection

For information on the Iron Worker's lead program, please contact your local union training office.

points of the roadway cable to the suspension cable exposing lead paint that has been sealed for many years, and in some cases still not dried. As well as any future bridge or superstructure jobs, this one could open the door for another trade performing our work in the Port Authority of New York and New Jersey.

Local elected officials were helpful steering the coordinator to the New Jersey state government to meet the appropriate personnel to help the process of getting their training centers staff and curriculum approved. As soon as the application packet was received, the process began of gathering and completing documents.

Because the apprenticeship office had entered all of the courses in the apprentice tracking system database, retrieval of the records was easy.

The state requested training records for the local's instructors as well as the lead courses that they taught. Because the apprenticeship office had entered all of the courses in the apprentice tracking system database, retrieval of the records was easy. After all the records and information was gathered, a detailed cover letter was drafted by the National Training Fund office endorsing Local 11's training staff and lead program. After review, the port authority scheduled a site visit to approve the local's curriculum and trainer program. I'm proud to say that thanks to everyone involved Local 11's lead training program was approved by the port authority, and the local has scheduled classes to get their members the training needed to proceed with the work.

I wanted to share this information with you to stress that a lot of work goes into developing and delivering the training at your facilities, and how important it is for all of us to keep our training records up to date. For information on the Iron Worker's lead program, please contact your local union training office.

Outside and Shop Organizing Departments: United and Strong

Over the past three years, the outside organizing and shop departments have consistently found success working together on organizing efforts. Following the retirement of Dave Gornewicz, executive director of organizing, on June 1, 2019, General President Eric Dean decided to solidify the organizing partnership between the two departments by appointing Executive Director John Bielak to lead both the shop and the outside organizing departments.

Over the course of Gornewicz’s tenure as the head of outside organizing, Bielak and Gornewicz worked hand in hand on organizing and training efforts. Both departments planned, developed and led instruction for trainings at the annual Organizer’s Summit, as well as worked together to actively plan and develop strategies to support joint organizing drives.

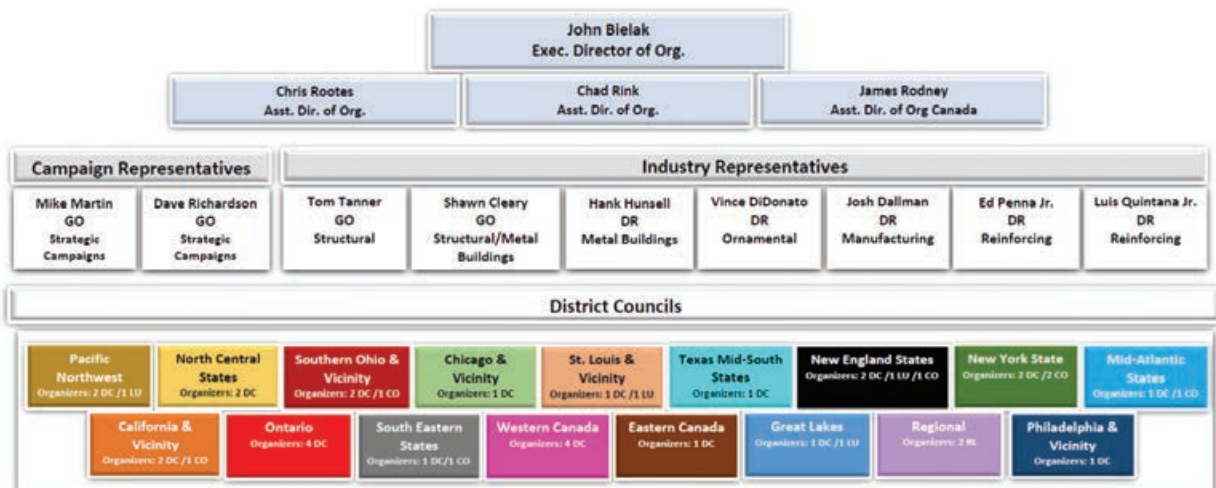
While the shop department and contract negotiations will still be handled separately, the merger of organizing activities for the two departments will streamline campaign and training efforts. Bielak’s vision for the department is to remove much of the administrative burden from the departments’ most experienced organizing leaders and give them the ability to get back to doing what they do best—organizing and recruiting!

To make that happen, one of Bielak’s first actions as leader of the department was to add two assistant directors to help with administrative responsibilities for the 40-plus organizers and researchers working on campaigns and recruiting efforts across the United States, Canada and Puerto Rico. General Organizer Chris Rootes will be joined by General Organizers James Rodney and Chad Rink as assistant directors for Canadian and shop organizing (respectively).

Bielak stated, “By combining our resources and revenues we will be better able to meet General President Dean’s mandate to organize all unrepresented ironworkers. This merger will give the Iron Workers the ability to strategically build membership and market share. We will utilize every tool in the toolbox and legal means to organize the unrepresented in the ironworker industry. Our team is confident that by working together at all levels our organizing abilities and opportunities will increase to meet the needs of our organization, our members and our contractors. Alongside us, we will be lifting up the lives of our future brothers and sisters in the industry as we bring them into our union family.”

To achieve that goal, General President Dean has also appointed four new district representatives to the

New Organizing Structure & Department Assignment





organizing department. Vince DiDonato (Local 112), Hank Hunsell (Local 392), Ed Penna Jr. (Local 405) and Luis Quintana, Jr. (Local 846) were organizers for their district councils. Each has been assigned to a specific segment of the industry and will work directly with district council presidents, department heads and district council organizers to expand recruiting and organizing efforts.

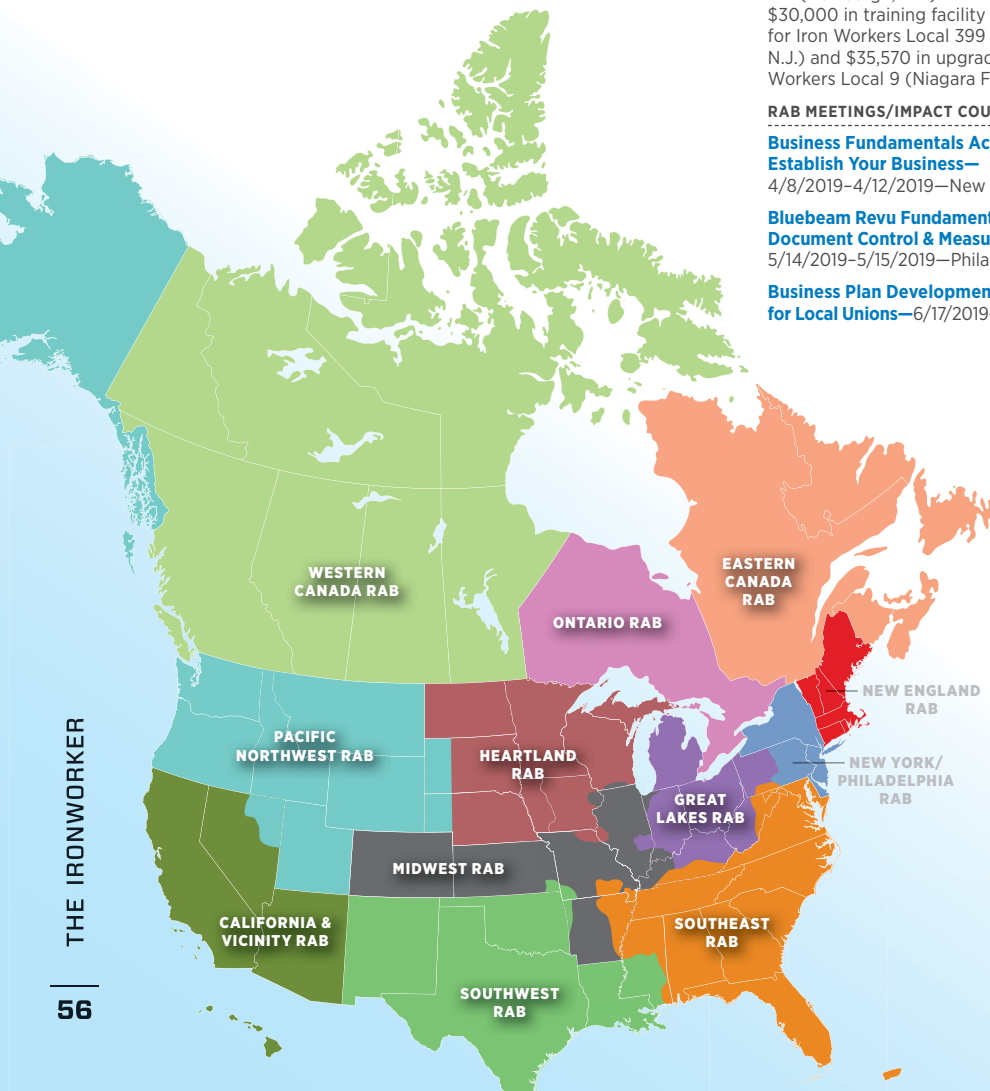
Bielak explains the new structure of the merged departments, “We will have two structural representatives; two reinforcing representatives and one

representative each for ornamental, manufacturing and metal buildings. Additionally, we will have two campaign representatives to continue to lend assistance for strategic organizing drives. Everyone will be working together with district council leadership and organizers to assist in meeting organizing and recruiting needs and improve market share across the United States, Canada and Puerto Rico.”

The shop is also being restructured to fit into the organizing plan. Josh Dallman, district representative, already appointed to the shop department, will now be assigned to lead the charge for organizing on the manufacturing side of the industry. We will be making more additions to our manufacturing team to grow our shop membership in the future.

We have had enormous success increasing shop membership through joint campaigns. We will continue to pursue and accomplish great things through these efforts and will be cross-training all staff so that no organizing opportunity is lost. One Union—One Department—One Goal: ORGANIZE!

“By combining our resources and revenues we will be better able to meet General President Dean’s mandate to organize all unrepresented ironworkers. This merger will give the Iron Workers the ability to strategically build membership and market share. We will utilize every tool in the toolbox and legal means to organize the unrepresented in the ironworker industry. Our team is confident that by working together at all levels our organizing abilities and opportunities will increase to meet the needs of our organization, our members and our contractors. Alongside us, we will be lifting up the lives of our future brothers and sisters in the industry as we bring them into our union family.”



NEW ENGLAND RAB

Total Quarterly Grant Expenditures: \$9,987

The RAB used \$3,286 of IMPACT grant funds to cover Off-the-Job Accident Program payments for April and May 2019. IMPACT invested \$2,941 in superintendent training for R. I. Welding & Fabricating Company.

RAB MEETINGS/IMPACT COURSES

Superintendent Training for Ironworkers—4/23/2019–4/25/2019—Worcester, Mass.

GREAT LAKES RAB

Total Quarterly Grant Expenditures: \$147,451

IMPACT paid \$17,452 for GTAW welding certifications at Iron Workers Local 549 (Wheeling, W. Va.). IMPACT allocated \$16,219 for training facility upgrades at Iron Workers Local 207 (Youngstown, Ohio). The RAB used \$10,451 of IMPACT grant funds to cover Off-the-Job Accident Program payments for April and May 2019.

RAB MEETINGS/IMPACT COURSES

Cash Management and Change Order Control: Techniques for Getting Paid—5/9/2019—Indianapolis

NEW YORK/ PHILADELPHIA RAB

Total Quarterly Grant Expenditures: \$224,961

IMPACT paid \$107,089 to build a new training facility for Iron Workers Local 417 (Newburgh, N.Y.). IMPACT invested \$30,000 in training facility upgrades for Iron Workers Local 399 (Camden, N.J.) and \$35,570 in upgrades for Iron Workers Local 9 (Niagara Falls, N.Y.).

RAB MEETINGS/IMPACT COURSES

Business Fundamentals Academy: Establish Your Business—4/8/2019–4/12/2019—New York

Bluebeam Revu Fundamentals and Document Control & Measurement—5/14/2019–5/15/2019—Philadelphia

Business Plan Development Workshop for Local Unions—6/17/2019—Pittsburgh

MIDWEST RAB

Total Quarterly Grant Expenditures: \$105,771

IMPACT paid \$12,645 to provide negotiation training for business managers and agents in Iron Workers District Council of St. Louis and Vicinity. IMPACT invested \$6,146 in curtain wall training for Iron Workers Local 392 (East St. Louis, Ill.). The RAB used \$20,618 of IMPACT grant funds to cover Off-the-Job Accident Program payments for April, May and June 2019.

RAB MEETINGS/IMPACT COURSES

Improving Communications Skills—4/10/2019–4/11/2019—Omaha, Neb.

Leadership Development Academy—4/30/2019–5/3/2019—Denver

SOUTHEAST RAB

Total Quarterly Grant Expenditures: \$49,211

IMPACT paid \$20,088 for training facility updates at Iron Workers Local 568 (Cumberland, Md.). IMPACT allocated \$3,468 for Basic Plus Training in Iron Workers District Council of Mid-Atlantic States. The RAB used \$15,092 of IMPACT grant funds to cover Off-the-Job Accident Program payments for April, May and June 2019.

RAB MEETINGS/IMPACT COURSES

Leadership Strategies: Motivating a Changing Workforce—5/16/2019—Cape Canaveral, Fla.

Superintendent Training for Ironworkers—6/11/2019–6/13/2019—Upper Marlboro, Md.

Getting Things Done® (GTD®) Workshop: Mastering Personal Productivity—6/25/2019—Ocean City, Md.

IMPACT issued the following grants*, convened the following meetings, and offered the following trainings during the second quarter of 2019.

*For a full listing of grant disbursements, contact the IMPACT office at (800) 545-4921.

SOUTHWEST RAB

Total Quarterly Grant Expenditures: \$50,334

IMPACT allocated \$6,300 for the Southwest Region Safety Assessment Program. The RAB used \$2,658 to cover Off-the-Job Accident Program payments for April and May 2019 and \$3,908 to cover Workers Assistance Program payments for March, April, May and June 2019.

RAB MEETINGS/IMPACT COURSES

Improving Communications Skills—6/11/2019–6/12/2019—Oklahoma City

HEARTLAND RAB

Total Quarterly Grant Expenditures: \$290,565

IMPACT invested \$7,477 in SafeStart, a new safety initiative at Iron Workers Local 8 (Milwaukee). IMPACT paid \$17,998 to add four welding booths, welders and wire feeders to the Iron Workers Local 21 (Omaha, Neb.) training center. The RAB used \$7,881 of IMPACT grant funds to cover Off-the-Job Accident Program payments for April and May 2019.

CALIFORNIA & VICINITY RAB

Total Quarterly Grant Expenditures: \$164,879

IMPACT invested \$43,000 in training facility upgrades at Iron Workers Local 378 (Oakland, Calif.). IMPACT paid \$48,679 to electronically record training certifications in the Iron Workers District Council of the State of California & Vicinity.

RAB MEETINGS/IMPACT COURSES

Ironworker Safety Director Training Course—5/13/2019–5/17/2019—Henderson, Nev.

PACIFIC NORTHWEST RAB

Total Quarterly Grant Expenditures: \$67,111

IMPACT allocated \$19,879 to upgrade welding machines at Iron Workers Local 732 (Pocatello, Idaho). The RAB used \$1,847 of IMPACT grant funds to cover Off-the-Job Accident Program payments for April and May 2019.

RAB MEETINGS/IMPACT COURSES

RAB Executive Committee Meeting—4/16/2019—Stevenson, Wash.

WESTERN CANADA RAB

Total Quarterly Grant Expenditures: C\$21,404

IMPACT paid \$7,217 for training and certification for Supreme Steel in the region. IMPACT invested \$8,484 in fall protection and Elevated Work Platform (EWP) training for Waiward Steel.

RAB MEETINGS/IMPACT COURSES

Bluebeam Revu Fundamentals and Document Control & Measurement—4/3/2019–4/4/2019—Acheson, Alberta.

RAB Executive Committee Meeting—6/12/2019—Kelowna, British Columbia

ONTARIO RAB

Total Quarterly Grant Expenditures: C\$86,535

IMPACT paid \$50,852 for a computer lab at Iron Workers Local 765 (Ottawa, Ontario). IMPACT allocated \$320 for first aid training in the region.

RAB MEETINGS/IMPACT COURSES

RAB Executive Committee Meeting—6/12/2019—Kelowna, British Columbia

EASTERN CANADA RAB

Total Quarterly Grant Expenditures: C\$19,406

IMPACT allocated \$6,580 for OSSA Fall Protection, OSSA Elevated Work Platform, OSSA Confined Space, OSSA Safety Training and forklift operator training at Iron Workers Local 842 (Saint John, New Brunswick).

RAB MEETINGS/IMPACT COURSES

RAB Executive Committee Meeting—6/12/2019—Kelowna, British Columbia

RAB CO-CHAIRS

NEW ENGLAND RAB

LABOR CO-CHAIR	BERNARD A. EVERS , Iron Workers District Council of New England States
MANAGEMENT CO-CHAIR	DAVID HUNT , Berlin Steel

NEW YORK/PHILADELPHIA RAB

LABOR CO-CHAIR	STEPHEN SWEENEY , Iron Workers District Council of Philadelphia and Vicinity
MANAGEMENT CO-CHAIR	JOSEPH MERLINO , BayShore Rebar, Inc.

GREAT LAKES RAB

LABOR CO-CHAIR	WILLIAM WOODWARD , Iron Workers Great Lakes District Council
MANAGEMENT CO-CHAIR	DARLAINE TAYLOR , Century Steel Erectors

MIDWEST RAB

LABOR CO-CHAIR	DAVID BEARD , Iron Workers District Council of St. Louis and Vicinity
MANAGEMENT CO-CHAIR	ROBERT HOOVER , Matrix North American Construction

SOUTHEAST RAB

LABOR CO-CHAIR	KENDALL MARTIN , Iron Workers District Council of Mid-Atlantic States
MANAGEMENT CO-CHAIR	VICTOR CORNELLIER , TSI/Exterior Wall Systems

SOUTHWEST RAB

LABOR CO-CHAIR	MARVIN RAGSDALE , Iron Workers District Council of Texas & Mid-South States
MANAGEMENT CO-CHAIR	DAVE BENNETT , Bennett Steel, Inc.

HEARTLAND RAB

LABOR CO-CHAIR	MICHAEL L. BAKER , Iron Workers District Council of North Central States
MANAGEMENT CO-CHAIR	PETER HAYES , Red Cedar Steel Erectors, Inc.

CALIFORNIA & VICINITY RAB

LABOR CO-CHAIR	DONALD ZAMPA , Iron Workers District Council of the State of California & Vicinity
MANAGEMENT CO-CHAIR	DAVID McEUEEN , California Erectors, Inc.

PACIFIC NORTHWEST RAB

LABOR CO-CHAIR	STEVE PENDERGRASS , Iron Workers District Council of Pacific Northwest
MANAGEMENT CO-CHAIR	JEFF ILENSTINE , Tri States Rebar, Inc.

WESTERN CANADA RAB

LABOR CO-CHAIR	DARRELL LABOUCAN , Iron Workers District Council of Western Canada
MANAGEMENT CO-CHAIR	ROSS FRASER , Supreme Group – East Region

ONTARIO RAB

LABOR CO-CHAIR	KEVIN BRYENTON , Iron Workers District Council of Ontario
MANAGEMENT CO-CHAIR	JACK MESLEY , Ontario Erectors Association, Inc.

EASTERN CANADA RAB

LABOR CO-CHAIR	TOM WOODFORD , Iron Workers District Council of Eastern Canada
MANAGEMENT CO-CHAIR	BRAD MacLEAN , Black & McDonald Limited

IN MEMORIAM AND HONOR OF MEMBERS WHO LOST THEIR LIVES IN THE WORKPLACE

The Iron Workers and their local unions, members and contractors are extremely saddened when a report of a workplace fatality occurs; this article is dedicated to the memory and in honor of members who lost their lives on the jobsite from August 2018 through June 2019. The Iron Workers (IW) take great pride in building North America's bridges, buildings and other structures. General President Eric Dean, General Secretary Ron Piksa and General Treasurer Bill Dean are committed to the safety and training departments in efforts to prevent workplace fatalities and disabling injuries. On many occasions, the IW general officers have been directly involved in meetings with the Occupational Safety and Health Administration (OSHA) and state-approved OSHA plans to address regulatory issues

affecting Iron Workers' members. Additionally, IW general officers participate in industry forums with project owners and contractors to address safety and health matters.



General President Eric Dean issues fatality notices to district councils, local unions and training facilities to express his heartfelt feelings when the Iron Workers suffer the loss of a member. As a follow-up to every fatality and disabling injury, the safety and health department, National Training Fund and IMPACT work together to develop any necessary programs or practices to help prevent reoccurrence. As you read the

following notices, remember the commitment to the 2019 ZERO Incident Campaign, recognize the deadly dozen hazards and adhere to the duty to 'See Something! Say Something!'



I AM DEEPLY SADDENED TO REPORT the death of 10 union brothers, killed while working on the job August 2018–June 2019. The fatality of an ironworker, who died from injuries sustained on the jobsite, should remind us of our pledge to Zero Incidents and Fatalities and that we are the best keepers of our brothers and sisters. The memory of our fallen brothers and sisters should inspire us daily to be aware and intervene when possible, to look out for each other and to “See Something! Say Something!” In honor of our deceased brothers, our commitment to prevent another tragedy and to eliminate jobsite fatalities and injuries must be steadfast and strong.

Eric Dean

IN MEMORIAM

Richard Paul Ham

May 4, 1961–Aug. 20, 2018



Richard Ham of Local 10 (Kansas City, Mo.) died on Aug. 20, 2018 from injuries sustained while working on the job.

Richard, known to his family and friends as “Rick,” was a loving father to his three children; Melanie, Jacob and Amanda. He was also a beloved

son, brother, grandfather and uncle.

Brother Ham was known for his contagious smile, bright blue eyes and signature wink. He was an avid outdoorsman with a love of hiking, camping and wood carving. He also enjoyed music and reading. Those who knew Ham the best, will remember his huge heart and willingness to help anyone that was in need. Brother Ham will be greatly missed by all who knew him.

Matthew Smith

Nov. 1, 1985–Sept. 20, 2018



Matthew Smith of Local 392 (East St. Louis, Ill.) died on Sept. 20, 2018 from injuries sustained while working on the job.

Matthew was beloved by his father, Rodney; grandparents, Earl and Linda; sister, Maria; and brothers Zack and Jordan.

Brother Smith was humble, supportive, kind and caring. He never hesitated to help anyone, in any way that he could. In his free time, he enjoyed riding motorcycles and four-wheelers. Matthew was loved by everyone he met and will be deeply missed.

Gregory Bosela

Jan. 21, 1986–Oct. 3, 2018



Gregory Bosela of Local 207 (Youngstown, Ohio) died on Oct. 3, 2018 from injuries sustained while working on the job.

Greg will be deeply missed by his wife, Erin; son, Drennan; daughter, Reese; parents, James and Kristi; siblings, JD, Spencer, Nora, Adrian,

Mackenzie, Kayla, Connor and Lydia; and many other loving family members and friends.

Brother Bosela loved his job and his family was proud that he was an ironworker with Local 207. Greg loved spending time with his family and friends. He could often be found helping with his son’s sport activities and working in the garage with his dad. Everything that Greg did was for his family.

David Bialas

Sept. 9, 1963–Oct. 9, 2018



David Bialas of Local 1 (Chicago, Ill.) died on Oct. 9, 2018 from injuries sustained while working on the job.

Brother Bialas will be deeply missed by his wife, Peggy; his five children, Luke, Cain, Rebecca, Cheryl and David; his parents, Gene and Joyce; sisters, Angie and Cathy and

many beloved nieces and nephews.

Dave was a devoted family man and loved spending all of his free time with his wife and children. He also enjoyed many outdoor activities such as hunting, farming with his dad and planting trees on his land. Dave was a great man who will be missed by all who knew him.

Brien Daunt

Dec. 4, 1973–Jan. 12, 2019



Brien Daunt of Local 433 (Los Angeles) died on Jan. 12, 2019 from injuries sustained while working on the job.

Brother Daunt will be deeply missed by his daughter, Kayla; his father, James; his mother, Linda; sisters, Candace and Tammy; and

many beloved aunts, uncles and cousins.

Brien took great pride in being an ironworker and loved being part of such a strong sister and brotherhood. Those who worked with him said he was one fireball of an ironworker. Brother Daunt will be greatly missed by all who knew him.

Daren McLaughlin

Sept. 1, 1966–Feb. 25, 2019



Daren McLaughlin of Local 623 (Baton Rouge, La.) died on Feb. 25, 2019 from injuries sustained while working on the job.

Brother McLaughlin was a loving father to his three children, Gracie, Bruce and Conner. He was a beloved son, brother, grandfather, uncle and cousin.

Daren loved everything about being an ironworker and took great pride in his work. In his free time, he enjoyed spending time with his family, especially the apple of his eye, his granddaughter, Dahlia. Brother McLaughlin will be greatly missed by all who knew him.

Michael Patterson

Jan. 6, 1962–April 22, 2019



Michael Patterson of Local 67 (Des Moines, Iowa) died on April 22, 2019 from injuries sustained while working on the job.

Brother Patterson was a loving husband to his wife, Natalie, a proud father to his three children, Conor, Jonnae and Lani. He was also a

beloved brother, uncle and friend.

Mike was a proud member of Local 67 and he took great pride in working side by side with his son, Conor, as an ironworker. He enjoyed spending time outdoors, hunting, fishing, boating with family and friends and golfing with his father-in-law. Mike's true love and passion was for his family and he showed that every day of his life.

Michael Byrer

Aug. 6, 1967–April 25, 2019



Michael Byrer of Local 853 (Chicago) died on April 25, 2019 from injuries sustained while working on the job in Indiana.

Michael is survived by his wife, Misty; his daughter, Mikayla; his father, William; his sister, Marci; his brother, Joshua; stepsister, Sarah;

and stepbrother, Jacob. Brother Byrer will be greatly missed by his family and friends.

IN MEMORIAM

Travis Corbet

March 13, 1986–April 27, 2019



Travis Corbet of Local 29, (Portland, Ore.) died on April 27, 2019 from injuries sustained while working on the job.

Brother Corbet will be deeply missed by the love of his life, his wife, Samantha. He was a loving son, brother, nephew and friend.

Travis was a proud member of Local 29. He served five years in the U.S. Marine Corps before becoming an ironworker. He loved being outdoors and enjoyed hunting and fishing. Travis was a great man who will be missed by all who knew him.

Andrew Yoder

Aug. 29, 1987–April 27, 2019



Andrew Yoder of Local 86 (Seattle) died on April 27, 2019 from injuries sustained while working on the job.

Brother Yoder was married to the love of his life and best friend, Andrea and was a proud dad to their two sons, ages 3 and 5. He was a

loving son, brother and uncle.

Andrew served as a staff sergeant in the U.S. Marine Corps. He was a passionate outdoorsman who enjoyed fishing, hiking and hunting. He was steadfast in his care for others, forged deep friendships and was committed to his family and friends and his faith.

Andrew cherished quality time with loved ones and enjoyed long hours walking and playing with family, particularly his two boys and his many nieces and nephews. He will be remembered warmly by all who knew him.

Reported fatalities for the period of August 2018 through June 2019.

REMEMBERING THE 61st ANNIVERSARY OF THE IRONWORKERS MEMORIAL SECOND NARROWS CROSSING

The Ironworkers Memorial Second Narrows Crossing is located at the Second (east) Narrows of Burrard Inlet in Vancouver, British Columbia, Canada.

On June 17, 1958, as a locomotive crane traveled from the north side of the new bridge carrying a 55-ton piece of steel to connect into the unfinished structure, two spans collapsed, with 79 workers plunging over 30 metres (100 feet) into the water. Eighteen were killed either instantly or shortly thereafter. A diver was also killed during search and rescue efforts, bringing the



In Memory, Ironworkers
Second Narrows Bridge.

IN MEMORIAM



Doug Parton, FST/BM, Local 97 (Vancouver, British Columbia); Lucien Lessard, member, Local 97; and Paul Beacom, president, Local 97; place a memorial wreath at the bridge site.



Lucien Lessard: Ironworker survivor shares his story of the fateful day, accompanied by daughters Christine and Patricia.

total fatalities for the collapse to 19. In a subsequent Royal Commission inquiry, the bridge collapse was attributed to miscalculation by bridge engineers. A temporary falsework supporting the fifth anchor span was deemed too light to bear the weight.

The 61st anniversary of the tragic event was memorialized with a ceremony hosted by Local 97 (Vancouver, British Columbia) at the bridge site.



IN MEMORY DAY OF MOURNING

The National Day of Mourning, held annually on April 28, is a day of observance and mourning for workers killed, injured or made ill by their job. The declaration of April

28 as the Day of Mourning began in Canada. In 1984, unions in Sudbury, Ontario, adopted the day as one to publicly acknowledge workplace injuries, illnesses and deaths.

The date of April 28 was chosen to reflect the anniversary of the day Ontario passed the Workers' Compensation Act in 1914 and was officially recognized by the Canadian federal government in 1991. The day of reflection has since spread to more than 100 countries around the world and has been adopted by the International Labour Organisation (ILO) and the International Trade Union Confederation (ITUC).

This year, Canada's Building Trades Unions (CBTU) marked the National Day of Mourning with an inaugural ceremony at the Workers Memorial in Major's Hill Park in Ottawa, Ontario, Canada. The CBTU are calling on the federal government to continue the steps



IN MEMORIAM

Ironworkers, their families, friends, building trades colleagues and dignitaries paid their respects to the men lost that fateful day. Lou Lessard, Local 97 (Vancouver, British Columbia), the only remaining ironworker survivor was in attendance along with his daughters, Patricia and Christine. Sadly, bridge collapse survivors Gary Poirier and Norm Atkinson both passed since the 60th Bridge Memorial ceremony.



Gary Poirier, Local 97, Feb. 1, 1940–Aug. 11, 2018 and Norm Atkinson, Local 97, May 2, 1920–Feb. 23, 2019.

“The fallen bridge made many orphans, widows. Parents lost their children and siblings lost brothers.” He says the tragedy also claimed the lives of the unborn children of the victims. “We will never know how many children did not grace this earth or who they would have become or how they would have contributed to the world around us.”

–Lucien Lessard, Local 97 survivor at the 60th anniversary ceremony.

they’ve taken, particularly to protect workers from the dangerous legacy of asbestos.

Canada is one of the most progressive, safest countries in the western world, and yet according to the Association of Workers Compensations Boards of Canada, nationally, every year approximately 1,000 workers die. Every day, nearly three workers die. Every year, workers suffer from 250,000 work-related injuries and diseases. Young workers continue to be more likely, than any other group, to be injured on the job.

Though the losses are staggering, it should be noted that unionized workplaces are up to three times safer than those that are not.

It is imperative industry works together to build on the legacy of those workers who expected to go

Guest speakers, Darrell LaBoucan, executive director of Canadian affairs, Iron Workers, and Rodger Cuzner, parliamentary secretary to the Minister of Employment, Workforce Development and Labour-Government of Canada.



home safely at the end of the day and weren’t able to go home to their families.

The industry also needs to build on the work that was done in banning asbestos and create a national registry identifying buildings that contain asbestos so that building

trades members can make an informed decision about where they work.

“Canada’s Building Trades Unions take time, today, to remember, acknowledge and offer our deepest gratitude to those who have been injured, fallen ill or lost their life while at work; for it has been



“We need to continue our commitment to safety and health and make safety one of our core values. And so today, on the National Day of Mourning—in over 100 countries worldwide, people will observe this day differently, whether in a ceremony, like this one...some will light candles or wear ribbons, or some will remember in their own, quiet way.”

—Darrell LaBoucan, executive director of Canadian affairs, Iron Workers

these people, who have been the catalyst for change,” said Arlene Dunn, director, Canada’s Building Trades Unions. “CBTU’s members build, maintain and renovate infrastructure across Canada, at times, working in industries that can be some of the most dangerous. But it is the work we do with government, employers and owners to recommit ourselves to safety; and through our commitment to excellence throughout our 175 training centres that we prepare our members with the skills and safety training to return home at the end of each and every day, that marks how far we’ve come.”



Jeff Norris, Canadian safety coordinator, Iron Workers; Lindsay Maskell, strategist and consultant, public affairs/government relations; Don Melvin, FST/BM, Local 765 (Ottawa, Ontario); Darrell LaBoucan, executive director of Canadian affairs, Iron Workers; James Hannah, FST/BM, Local 736 (Hamilton, Ontario); Martin Viger, FST/BM, Local 711 (Montreal, Quebec); and Bert Royer, Canadian director, IMPACT.



Canada Building Trades Monument.



Dunn was joined by Darrell LaBoucan, executive director of Canadian Affairs for the Iron Workers; Larry Rousseau, executive vice president of the Canadian Labour Congress; Rodger Cuzner, parliamentary secretary to the Minister of Employment, Workforce Development and Labour; and Laura Dudas, the deputy mayor of Ottawa; to mark the event which saw over 100 people gather to mark the day.



In remembrance, Iron Workers.

MONTHLY REPORT OF LIFETIME MEMBERS

Lifetime members are published in the magazine according to the application approval date. Members previously classified as Old Age or Disability Pensioners that were converted to Lifetime membership effective Jan. 1, 2007, will not be reprinted in the magazine.

MAY 2019

LOCAL	NAME	LOCAL	NAME	LOCAL	NAME
1	KUJAK, ALLEN R	46	GAGNON, MICHAEL G	396	PEMBERTON, GEORGE D
1	USINGER, WILLIAM H	55	WARD, EUGENE L	396	RUFF, GARY D
5	GRAY, DENNIS T	63	FITZPATRICK, THOMAS R	396	VOYLES, NORMAN E
5	REID, FRANKLIN	67	GEORGESEN, RANDEL L	397	CULLINS, RAYMOND E
7	MOORE, COLIN P	75	DAVIS, JAMES D	397	NESTER, STEPHEN M
7	ROCKE, HENRY	75	FLAVELL, JOHN A	416	RHOADES, JEFF T
7	RODEN, DANIEL M	75	NORRIS, THOMAS J	417	ROSE, IRVEN F
8	GEORGOULIS, ANDREAS	75	YURCIK, CURTIS F	433	CODD, MICHAEL F
8	SHEPARD, HAROLD R	86	BRECKENRIDGE, TOM E	451	COUNTS, STANFORD L
11	BARYIEWSKI, THEODORE A	86	LANE, RICK	512	HUDGEN, MIKE N
11	JELINSKI, FRANK J	86	RUDE, RANDALL	550	SAMMONS, OBLEE
11	MEDWAY, JOSEPH	118	BAK, ZBIGNIEW H	580	DAWSON, KENNETH C
12	KENT, TIMOTHY W	118	BERRY, MIKE J	704	BLEVINS, FRED N
15	MCGEE, NORRIS W	118	NATICAK, JOHN	704	BRAZELTON, CHARLES W
17	LIPSTREU, JEFFREY R	155	LUHMANN, DAN R	720	MERENIUK, RANDY
22	DAUGHERTY, JACK E	172	GREENE, CRAIG W	721	REID, GLEN
22	STRAW, JACK W	172	ROBINSON, JERRY L	725	BERARD, CECIL
25	BOYD, JAMES	207	AUGUSTINE, FRANK J	725	BRETON, MICHEL
25	GILMORE, MICHAEL D	378	MUELA, JAMES J	728	DELORME, KEN J
25	JENNINGS, WILLIAM B	383	DAY, JAMES S	732	HYNDMAN, BUSTER J
25	MC ALPINE, LEONARD H	387	DOWDY, JOHN A	751	HAYS, GUY R
25	WYATT, JEFFREY S	392	MC CARTHY, MARK	764	BAKER, MELVIN C
29	HAATIA, LONNY W	393	SPIVEY, RAY J	764	GUSHUE, RICHARD
29	ROWE, JEFFREY	395	CAMARENA, MICHAEL J	764	HOUSE, MORRIS
37	ADOIAN, LARRY L	396	CLAYTON, GARRY C	764	KEOUGH, LEONARD P
40	CHARLES, CARL C	396	DALTON, CHARLES H	764	MERCER, BILL B
40	CITTADINI, RODNEY J	396	FERNANDEZ, HECTOR R	782	REECE, DAYRL J
40	TOBIN, THOMAS J	396	HELLER, FERRIS W	787	SIMMONS, WALTER D



IRONWORKERS' JOBLINE

CONNECTING WORLD-CLASS UNION IRONWORKERS WITH UNION EMPLOYERS

FIND OUT WHICH LOCALS
NEED WORKERS, TYPE OF WORK,
AND WHO TO CONTACT:

ironworkers.org

OFFICIAL MONTHLY
RECORD

APPROVED DEATH CLAIMS FOR MAY 2019

L.U. NO.	MEMBER NUMBER	NAME	CLAIM NUMBER	AMOUNT
1	777628	REMBIS, ALLAN E.	111436	2,200.00
1	1141161	VAN CLEVE, ROGER D.	111469	2,200.00
1	1444432	VARGA, CONSTANCE J.	111468	1,750.00
3	784228	HAJOS, STEPHEN	111437	2,200.00
5	1292131	BURLEY, DAVID R.	111470	1,750.00
5	436205	WACHTER, ANDREW J.	111471	2,200.00
7	1491853	HAUGH, PAUL B.	111438	1,150.00
7	994863	O REGAN, ROBERT C.	111472	2,200.00
12	1325350	COOTWARE, SHAWN F.	111439	1,750.00
12	552657	FRITZ, HERBERT M.	111473	2,200.00
14	757083	STARKE, DAVID H.	111474	2,200.00
15	596499	FAHEY, JAMES	111440	2,200.00
15	661883	MAGOWAN, EDWARD W.	111475	2,200.00
21	391541	HODGE, FRANK J.	111476	2,200.00
22	424119	BEUKE, ROBERT L.	111477	2,200.00
22	731190	FRYE, LONNIE D.	111478	2,200.00
22	716647	HOWERY, MAURICE E.	111479	2,200.00
25	546453	BLAZEJEWSKI, CHESTER R.	111441	2,200.00
25	839523	CHIVAS, WILLIAM C.	111480	2,200.00
25	817297	HAMILTON, GARTH F.	111442	2,200.00
25	830995	OAKS, CHARLES W.	111444	2,000.00
25	583865	REED, JACK K.	111481	2,200.00
44	846742	LUCAS, FRANK D.	111482	2,200.00
44	574675	DWENS, LEROY G.	111445	2,200.00
48	574716	PITTS, DONALD L.	111484	2,200.00
48	767524	SCOTT, THOMAS B.	111483	2,200.00

L.U. NO.	MEMBER NUMBER	NAME	CLAIM NUMBER	AMOUNT
75	1246258	SIMPSON, BERNARD	111446	1,750.00
86	1102072	BURGOON, RAYMOND K.	111485	2,200.00
97	1381696	WHYTE, SYDNEY N.	111464	1,750.00
118	1516473	JONES, JOSHUA F.	111486	800.00
118	730427	LONG, KENNETH C.	111447	2,200.00
147	754609	BEAM, ALFRED D.	111448	2,200.00
197	739905	MC GUINNESS, EDWARD	111487	2,200.00
292	769031	MOLLETT, ARTHUR R.	111488	2,200.00
292	690500	SMITH, BEN N.	111489	2,200.00
377	653950	ROBBINS, ROBERT A.	111490	2,200.00
378	1225570	BAZEWICZ, RICHARD D.	111491	2,200.00
393	1027097	LOW, ERIC J.	111449	2,200.00
395	1262382	GRIFFIN, LARRY J.	111492	1,750.00
396	582014	YOUNT, ROBERT H.	111450	2,200.00
399	1500224	REILLY, KEVIN	111494	1,150.00
416	709395	AUCK, WARREN L.	111495	2,200.00
416	436253	DAVIS, ALVIN D.	111496	2,200.00
416	1528441	FAUSTO MARCIAL, HERMINO	111497	500.00
416	1156811	HEFLEY, BILLY L.	111451	2,200.00
416	1353324	PEREZ, RAFAEL	111452	1,750.00
417	908326	LONG, LEONARD E.	111453	2,200.00
433	1214789	HARTZOG, DANIEL S.	111454	1,750.00
433	694781	OLSON, DONALD P.	111455	2,200.00
444	448268	STEFANCI, ANTHONY	111498	2,200.00
470	404720	PRICKETT, GEORGE T.	111456	2,000.00
498	850821	DEETS, ROGER F.	111457	2,200.00

L.U. NO.	MEMBER NUMBER	NAME	CLAIM NUMBER	AMOUNT
580	819480	ZAWASKY, JOHN S.	111499	2,200.00
584	824890	HENSHALL, JERRY	111500	2,200.00
584	1222757	RAINEY, JEFFREY B.	111458	1,750.00
623	469066	FANT, CHARLIE K.	111459	2,200.00
623	670839	ROBERTS, CHARLES E.	111501	2,200.00
625	718887	DELA CRUZ, CONSTANCIO	111502	2,200.00
700	543578	MISEK, JOHN	111506	2,200.00
704	750361	KENNEDY, FLOYD E.	111503	2,200.00
712	1275043	MCGUIGAN, HUGH	111465	1,750.00
721	672318	DWYER, RAYMOND	111507	2,200.00
721	476100	ROMANO, FRED	111508	2,200.00
721	1275730	SPURRELL, GARY	111509	1,750.00
721	1313574	THOMPSON, CHARLES A.	111510	1,750.00
765	692921	BOUDRIAS, EDGAR	111466	2,200.00
771	1135878	GUNN, DONALD	111467	2,200.00
771	961062	MC AULEY, WILLIAM (DON)	111511	2,200.00
824	1204368	MC DOUGALL, JOIE C.	111460	2,000.00
853	723311	DAVILA, JOSE C.	111462	2,000.00
853	1148904	MILLS, CHARLES	111504	2,000.00
853	1103741	WORKMAN, CHARLES L.	111505	2,000.00

TOTAL DEATH BENEFITS PAID: 146,600.00

DISAPPROVED DEATH CLAIMS FOR MAY 2019 NONE

IRONWORKERS APPAREL AND GIFTS ONLINE

• IWSTORE.ORG •

Shop our latest
collection
of apparel and
accessories!

SEE
WHAT'S
NEW!



2019 PROJECT OF THE YEAR submissions will open on October 1st.

ARCHITECTURAL / ORNAMENTAL WINNER

WINNING PROJECT:
TRANS BAY BLOCK 8,
SAN FRANCISCO

Winning Contractor:



Winning Locals:

Iron Workers LU #377, San Francisco
Iron Workers LU #433, Los Angeles



BRIDGE / STRUCTURAL WINNER

WINNING PROJECT:
KY 152 Over Herrington Lake
Bridge Replacement

Winning Contractor:



Winning Locals:

Iron Workers LU #70, Louisville



INDUSTRIAL / RIGGING / MACHINERY MOVING WINNER

WINNING PROJECT:
Holt Dam Lock Gate Replacement

Winning Contractor:



Winning Local:

Iron Workers LU #92, Birmingham



REINFORCING WINNER

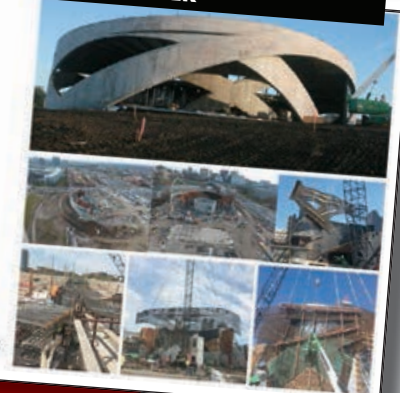
WINNING PROJECT:
National Veterans
Memorial Museum

Winning Contractor:



Winning Local:

Iron Workers LU #172, Columbus



METAL BUILDINGS WINNER

WINNING PROJECT:
Union Bank &
Trust Sports Complex

Winning Contractor:



Winning Locals:

Iron Workers LU # 21, Omaha



**Congratulations to the 2018 IMPACT Project of The Year winning contractors and their locals.
We look forward to seeing your amazing projects starting Oct 1st.**

The IMPACT Project of The Year Awards recognize contractors who achieve outstanding SAFETY performance. Contractors and their ironworkers complete countless, complex projects throughout the United States and Canada each year and truly deserve to be recognized nationally.



SUBMIT FOR ONE OF 6 CATEGORIES:

1. Architectural/Ornamental
2. Bridge/Structural
3. Fabrication
4. Industrial/Rigging/Machinery Moving
5. Reinforcing
6. Metal Buildings



The Project of The Year will re-open on October 1, 2019. (Projects must be completed within the calendar year Jan 1 - Dec 31, 2019.)

DEADLY DOZEN

ACTIVITIES AND HAZARDS OUTSIDE

1. Falls through unprotected or inadequate floor opening covers.
2. Collapse of unsecured open web steel joists.
3. Lack of fall protection and inadequate use of fall arrest equipment.
4. Falls during installation of floor and roof decking.
5. Material-handling injuries during steel erection and reinforcing steel activities.
6. Column collapse due to anchor bolt failure and/or insufficient concrete strength.
7. Structural collapse of unsupported reinforcing steel columns, walls and decks.
8. Struck-by injuries from falling objects, tools and materials.
9. Caught-between injuries during hoisting and rigging operations.
10. Impalement from unprotected reinforcing dowels or other vertical projections.
11. Electrical hazards and injuries from high-voltage power lines.
12. Heat illness and toxic exposure to chemicals and airborne contaminants.

DEADLY DOZEN

ACTIVITIES AND HAZARDS IN THE SHOP

1. Exposure to toxic welding fumes that create serious health hazards.
2. Striking hazards during material handling, loading and unloading trucks.
3. Dismemberment pertaining to machine guarding of shear presses, punch presses and other equipment.
4. Rigging failure and use of chains, slings, plate dogs and other rigging equipment.
5. Hazards pertaining to use of overhead rail cranes, gantry cranes and other cranes.
6. Hazards pertaining to use of forklifts and my jacks.
7. Exposure to toxic paints and chemicals through inhalation and skin absorption.
8. Exposures to airborne metals, dust and compounds during grinding and hot work operations.
9. Electrical hazards, de-energizing equipment and lockout tag-out systems.
10. Improper signals, communication and clearances.
11. Exposure to heat illness and dehydration.
12. Lack of protective eyewear, leathers, gloves, hearing conservation and other personal protective equipment.