In This Issue

- Safety Spot
- Apprenticeship Corner
- Do you know what a “Competent Person” is?
- Photos of your union brothers & sisters

You have just been Patronized by a Member of the Laborers’ International Union of North America

I am a Union Worker...I Spend Union wages Without the benefits of my Union this purchase might not have been possible. My Union negotiates fair wages, because low wages never brought prosperity to anybody. Many other Union members are also your customers. If we’re doing OK, you’re doing OK.

Think about it ...Unions Support Our Community!

CALL YOUR LOCAL UNION CENTER FOR CARDS
DISTRIBUTE CARDS WHEN PAYING BILLS
Do you know what a “Competent Person” is?

One of the most misused and misunderstood terms in construction is the term “competent person”. Due to the potential hazards in construction, especially in certain types of work, OSHA has seen fit to require contractors to assign a person the responsibility of overseeing these certain types of work.

OSHA refers to these individuals or monitors as “competent persons”. Pretty simple, right? NO! In OSHA’s construction standard, 29CFR 1926.32(f), OSHA defines a competent person as;

“one who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are un-sanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them.”

Being a competent person entails more than just having some experience in a particular field of work or taking a class that covers the OSHA requirements for that particular type of work, it means a person has to have knowledge about a the work AND the person MUST have authority to stop the work until things are fixed.

In 29CFR 1926.20(b), OSHA requires a competent person to make “frequent and regular inspections of the jobsites, materials, and equipment”. This means that a competent person needs to know:

(cont. on page 3)
Apprenticeship Corner
(cont. from page 2)

Just ponder these questions and ask if the answers impact our workforce’s productivity, morale, enthusiasm, retention, stability or sobriety…

- what percentage of union construction craft workers have few if any practical money management skills? (Less than 20%?)
- what percentage of union construction workers are in serious financial trouble? (More than 35%)?
- What percent are taken advantage of by credit card companies, auto dealers and similar? (More than 50%?)
- What percentage continues to add to debt burdens because they cannot manage the seasonal nature of construction?
- What percent are being ruined by the predatory “pay-day loan” industry where they can charge in excess of 500% interest?

Introduction to Transits (week 2 of the “A” series classes)

(cont. from page 2 “competent person”)

1) How to conduct inspections and keep good records of their results.
2) The hazards to look for and how to correct them.
3) The applicable OSHA construction standards as well as any other rules regulations that may apply to the particular type of work.
4) Extensive work experience in the particular type of work.

Let’s briefly look at these points. In bullet point number 1, inspections and records, do you know the critical things to check for? Do you know what to record from your inspection? Do you have a thorough checklist of these items? Remember this point; OSHA is pretty strict when it comes to record keeping.

In point number 2, OSHA not only requires an understanding of existing hazards, but also of POTENTIAL hazards associated with your particular type of work. Do you know the signs or indicators of potential hazards, furthermore, do you know how to compensate and correct these situations before they happen?

In point number 3, a competent person must know OSHA’s regulations that pertain to a particular work, but also, he/she must know any Manufacturers requirements, any Federal, State, or Local regulations, as well as Industry accepted practices or regulations. They also must know of any peripheral OSHA regulations that may become applicable due to a change in job sites.

(continues on page 4)
In point number 4, a competent person must have field experience in their particular field of work. Many companies will appoint a Foreman as their competent person, however not all Foreman have the necessary training or experience to qualify. Being a competent person is about knowledge and action. Because construction sites vary, hazards can present themselves in various ways, the competent person must realize that an existing or potential problem may not be catastrophic in nature at first, but could turn in to such without notice if it is left unchecked or uncorrected. Referring back to OSHA’s definition of a competent person, OSHA says that a competent person must take “prompt and corrective measures”, to correct a problem. A competent person cannot afford to be a procrastinator. If a problem presents itself, FIX IT!

Take a moment and think about this. Think about the person or persons that DIED or is permanently disabled because of your inaction, not to mention the financial load that you just put on your contractor.

A competent person MUST not only have experience and SOME training, but they should continue their training and they should insist on having the necessary time to complete the need inspections. THINK ABOUT IT!

Resources: OSHA.gov
Safetyresources.com
“Laborers Guide to Competent Persons” LHSFNA.org
“Competent Persons” by Philip L. Colleran CSP
Apprenticeship Corner

There is not one apprenticeship coordinator, instructor, or Business Manager that has not seen the new apprentice roll up with his shiny new pickup, boat, Harley etc.) as soon as the first paychecks come rolling in. We give a young person the opportunity to make thirty or fifty thousand dollars a year; with no instruction on how to manage the money, life or responsibility that goes with it.

This is injuring our workforce. They are struggling with this in a big way – and it really impacts relationships & marriages; parenting; drinking & drugs; work habits and productivity and a lot more. Thus, by the time many of them figure it out (if ever), they are in trouble facing years of difficulties in recovering financially.

Our objectives need to be making a personal difference for people. For this we will be rewarded with loyalty, commitment and all else that is a result of someone believing that someone else cares about them. If we find ways of reaching their heads and hearts, the rest will take care of itself.

Vincent Irvin
Statewide Apprenticeship Coordinator

Practicing asphalt laying techniques in the C-3 Asphalt class
SAFETY SPOT

Do you wear your PPE?

You may be asking yourself, what is PPE? PPE is the abbreviation for Personal Protective Equipment. This term applies to a wide range of work related task. Two of the more common types of PPE are, Hard Hats and Safety Glasses which are generally required on all construction sites. Other types of PPE that are fairly common, depending on your work might be, safety vest, respirators, steel toe boots, and face shields. The list goes on and on. But let’s take a closer look at hard hats. (We will examine other types of PPE in future issues of this Newsletter.)

OSHA’s General Industry standard that addresses hard hats is found at 1910.135. OSHA’s Construction standard addresses hard hats at 1926.100. Both of these standards state that head protection must meet ANSI (American national standards institute) standards. Hard hats purchased prior to July 5th, 1994, had to meet ANSI performance guidelines found at ANSI Z89.1-1969.

Hard hats purchased after July 5th, 1994, had to meet the updated performance standards found at ANSI Z89.1-1986. The Z89.1-1986 revision separated protective helmets into 2 types with 3 classifications. Z89.1-1986 Type I helmets have a full brim all the way around the helmet. Type II helmets have either a short brim (similar to a ball cap), or no brim at all.

Z89.1-1986 recognizes 3 classes of hard hats for electrical safety. These are class A, B, and C. Both type I and type II could have a class A, B, or C rating. Note the following characteristics of the class A, B, and C helmets.

Class A helmets are intended to reduce the force of an impact from falling objects as well as reducing the danger of shock from low-voltage electrical conductors. These helmets are tested at 2200 volts.

Class B helmets are similar to class A helmets; however, class B helmets are designed to reduce the danger of contact with high-voltage electrical conductors. These helmets are tested at 20,000 volts.

Class C helmets are intended to reduce the force of an impact from falling objects. However, they are not designed and tested to protect from electrical hazards.

*It should be noted that the test voltages of Class A and B helmets are not an indication of the voltage at which the wearer is protected against.*

(continues on next page)
All ANSI Z89.1-1986 hardhats (helmets) must be marked with the following information to indicate compliance with the Z89.1-1986 standard.

The manufactures name
The legend “ANSI Z89.1-1986”
A class designation of either A, B, or C

In 1997, ANSI published a revision to the Z89.1 standard. The revision eliminated the design designations of Type I and Type II helmets and gave them a new design designation.

**Type I** Z89.1-1997 helmets are now designed to provide protection strictly from blows to the top of the head. **Type II** Z89.1-1997 helmets are now designed to provide protection from blows to the top of the head as well impacts to the side of the head.

The revised Z89.1-1997 standard also changed the classification of the helmets. The new class designations are C, E, and G. Note the comparison:

- **Class C** helmets are the same as the old **Class C** Z89.1-1986 helmets.
- **Class E** helmets are the same as the old **Class B** Z89.1-1986 helmets.
- **Class G** helmets are the same as the old **Class A** Z89.1-1986 helmets.

Under the 1997 standard, hardhats must also contain user information, the manufacturers name, ANSI legend, class designation, the date of manufacture, as well as instructions on sizing, care, and service life guidelines.

In 2003, ANSI came out with another revision of the Z89.1 standard. Types and classes stayed the same; however, changes were made to the testing procedures, so as to bring them more in line with other national standards for testing and performance.

In January of 2009, ANSI once again made a revision to the Z89.1 standard. Some of the most notable changes made were 3 non-mandatory test procedures and explanations of the standard that made it easier to understand. The 3 test are as follows:

1. **“Reverse Donning Arrow”**
   - Helmets that are marked with the reverse donning arrow indicate that the helmet may be worn backwards.

2. **“Lower Temperature”**: Helmets that are marked with a “LT” symbol, indicates that the hard hat meets all testing requirements of the standard when pre-conditioned at -22°f.

3. **“High Visibility”**: Helmets marked with a “HV” symbol, indicates that the hard hat meets all the testing requirements of the standard for high visibility colors.

(cont. on next page)
A common misconception is that hard hats have a predetermined life and that they are no good or cannot be worn past the predetermined life. Neither ANSI nor OSHA has a standard stating this. ANSI indicates in the 1986 and 1997 standards that the life of a helmet can be affected by the maintenance and care of the helmet. Some manufacturers list a *useful service life* guideline which indicates a helmet should be replaced after 5 years of use and the suspension should be replaced annually.

ANSI and OSHA both state that a helmet should be inspected daily for dents, cracks, penetrations, and degradation.

Federal OSHA writes approximately 1000 citations each year for hard hat violations.

Take care of your hard hat and **WEAR IT!**
Those trainees completing 120 hours of training, at the training center or local union halls, will receive a $25 Speedway fuel card. We hope that you will take advantage of this offer to get the training you need, as well as some relief at the gas pump! *One card per trainee each season.

Successful completion of 60 hours in the current training season, at the training center or Local Union halls, will qualify you for our OLTC ball cap. *One cap per trainee each season.

Apprentice and Training Plan Exemption

To participants of the Ohio Laborers Training and Apprenticeship, in compliance with the Exemption from Reporting and Disclosure Requirements per 29 CFR part 2520 amending the original application for exemption dated March 28, 1980.

Name of Plan: Ohio Laborers Training and Apprenticeship Fund

Employer IS Number: 31-1739703

Plan Administrator:
Board of Trustee of the Ohio Laborers Training and Apprenticeship Fund

Information regarding existing classes can be found in the Curriculum Guide, including the course descriptions, and prerequisites. Copies of the Curriculum Guide will be mailed to you in the fall. If you do not receive one, contact the Training Center, or your Local Union Hall for a copy. New classes will be posted in the newsletter, and posted at the Union Halls.

To enroll in training classes, you must pick up an application at the Local Union Hall, from your participating Contractor, or call the Training Center office to have one mailed to you. Fill out the application, take it to your Local Union Hall for the Business Manager’s signature, and mail it to the training center.