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

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• Photos of your union brothers & sisters

ALL-NEW SKID STEER TRAINING COURSE (36-hour course)
What’s happening at the OLTC?

The Ohio Laborers’ Training Center now has three ANSI certified Instructors. In June of this year, Matt Flynn, Mike Beaver, and Alvin Murray took a written test and passing it which certifies them in the teaching of adult education which has been approved by ANSI. After having gone through extensive hands-on as well as classroom training in presentation skills over a three year period, all three Instructors passed a third-party accreditation review which entitled them to set for the ANSI certification test.

The OLTC currently has four more Instructors who will be able to take the ANSI certification test in June of 2015. We have every confidence that they will succeed as well.

Through the aggressive pursuit of a third-party accreditation for all Laborer Instructors across the United States and Canada, LIUNA Training was able to get the IAS (International Accreditation Service) to review LIUNA’s training material as well as the Instructor training programs. Having achieved the accreditation for their materials and programs, LIUNA Training then pursued ANSI accreditation and accomplished this as well.

Currently, only the Laborers International Union of North America is pursuing ANSI accreditation for their Instructors. What does that mean though for a laborer here in Ohio? It means that the Ohio Laborers’ Training Center is attempting to take every possible opportunity out there to actively engage every adult student in our Laborers’ Union that comes through our doors of education and give them every opportunity to learn with multiple methods of instructional tools.

Apprenticeship Corner

MENTORING

Who do you think serves as the "mentor" for each of your apprentices? Is it one of the guys on the work site? How are they being influenced on-the-job? How is the foreman interacting with them? Are the apprentices receiving little respect or patience? Perhaps given basic low skills tasks to perform? Are they encouraged to think? Challenged by the scope of work? Are they being treated fairly and given the opportunity to learn and develop so they not only become excellent Laborers’ but, equally important, becoming an active and engaged union members, too?

(cont. on page 3)
The answers to these questions are very important. The answers form the foundation upon which an apprentice’s career rests for the next 30 years. We sometimes get stuck in the mindset that the journey workers who take apprentices under their wings directly are the primary mentors. Our training and apprenticeship program doesn’t simply exist to teach a trade. In this day and age, when fewer and fewer applicants even understand what a union is, we must create value in their life by helping to shape the person.

Those of you who have taken classes through the Training Center, either at your Local or at the Center, have been given a laminated card for EACH class you took. Now, when you attend for the first time this season, we will take your picture and issue you a card, similar in appearance to a driver’s license, which will have your picture on it, as well as a Q.R. code and magnetic stripe on the back of it.

You or your employer can scan either code on the back and be able to see any of the classes that you have taken as well as when you took them. The Q.R. code reader is a free APP that can be downloaded on to a Smartphone or tablet. This will save the Training Center a lot of money over the years coming up, and make it much easier for you to be able to carry and present your proof of training to an employer or any other entity that may require proof of training to get on a job or perform a job.

We are currently in the process of being able to have the Apprentice coordinators as well as the Local Union halls gain access to certain information in our software program, so that they will be able to see if a particular person attended a class, and, if they passed the class.

Before the end of the training season, everything that pertains to the program will be fully functional. We hope that each of you will find this new format helpful.
The Training Center has added some new classes due to necessity. We now have a five day Skid Steer class for those of you who have little to no experience operating them.

We have added a class that is necessary to work in hospitals as well as other places that require the control and spread of dust, and water. The new class is called "Infectious Control Risk Assessment" (ICRA). The standard for this training is an 8hr. awareness class or a 24hr. core class. We have decided to offer a 36hr. class. Five of the OLTC Instructors have been trained by LIUNA, using LIUNA’s ICRA program.

For those of you working on the various pipeline projects around the state of Ohio, the OLTC has been doing Veriforce certification training for several years now, however, we have found it necessary to get some of our Instructors trained and certified to do Safeland training, MEA training, and this Spring 2015 we will be pursuing NCEER certification for several of the Instructors. Along with the Instructor credentials, these organizations will be visiting the Training Center to approve it as an “Approved Training Provider” of their material and program.

Speaking of Veriforce, those of you who acquired your training several years ago are going to have to renew your certifications in 2015. The Training Center will be scheduling renewal classes in the late Spring or early Summer. We will try to schedule these renewals at a time that will be beneficial to you the workers as well as the OLTC. Keep your eyes and ears open for the dates.

For your consideration, we are working on a 5 day Math class, a 3 day Respirator class, and a Mini Equipment class. At this point in time, the programs are not ready for release. Stay tuned!
Apprenticeship Corner (cont. from page 3)

It may be an error in judgment to think our journeymen and instructors as their only influencers. Everyone they come in contact with while in the program will have an impact on their success as skilled Laborer’s, and becoming loyal union members. You know the old sayings, "You get what you pay for," or, "What you put in is what you'll get out." If we, coordinators, journey workers, foremen, instructors, retirees, office staff and union leadership, treat them poorly their buy-in, loyalty and engagement will be impacted.

This is especially important with the age group of eighteen to twenty-six year olds, who more than likely doesn’t think the way we did coming up, and they certainly won't stay loyal the way we do - unless we give them plenty of reasons why they should.

In solidarity,

Vincent Irvin

Statewide Apprenticeship Coordinator
SAFETY SPOT

DO YOU WEAR YOUR PPE?

In the summer 2014 Newsletter, we examined Hard Hats. To continue on the subject of PPE, let’s cover the topic of eye protection.

Have you ever had a patch over one of your eyes? If you were sitting, you probably were able to adjust to seeing with only the one eye. However, if you were trying to walk, work, or exercise with only one eye, you would no doubt have some difficulty.

The human eye is naturally protected from foreign objects by your eye lid as well as being inset into the skull. However, these natural protections are not always enough.

Laborers perform a wide variety of work task every day which necessitates the need for protecting their eyes. They may start out the day with standard safety glasses and then have to do some burning, then grinding, maybe some chipping, or even working with some type of chemical. From this you can see that Laborers are exposed to flying particles from concrete, various types of dust, glass, metal, wood, as well as being exposed to smoke, sparks, and splashes from various liquids.

To help prevent eye injuries, various types of protective eye wear MUST be worn. Not only does OSHA require this, but the State of Ohio requires it as well (OAC 4123: 1-5-17 D). Like OSHA, the OAC mandates that the employer MUST provide the employee with the appropriate eye wear for the type of work being performed, AND, the eye wear MUST meet ANSI standards (Z 87.1 – 1989). Along with this requirement placed on the employer, is a requirement placed on the employee. That being that the employee SHALL WEAR the appropriate eyewear.

So what are the options for construction workers on the jobsite? The following pictures and picture descriptions are borrowed from the Ohio Bureau of Workers Compensation.

Cup Goggle: Cup goggles are designed to be worn where there is a danger of foreign particles striking the eyes from the sides, or from the top or bottom from work activities such as chipping, grinding, etc.

Dust Goggle: These are recommended for use in cement plants and compressed air operations where fine dust particles and powder, create severe eye hazards. Dust goggles also protect against the impact of flying particles from any direction.

Cover Goggle: This type of goggle is designed for use over prescription glasses, providing maximum protection against all types of foreign particles coming from any direction, when chipping, grinding, riveting, performing hand-tool and machine operations.

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**Flexible Mask Impact Goggle:** These guard the eyes from flying particles of all types that strike from any direction, providing protection during operations, such as chipping, cutting rivets, light grinding, on-hand or machine tool work, or any task where spark or explosion hazards are present.

**Burning and Welding goggle:** A special type of goggle designed for welding, cutting, burning, brazing and furnace operations, providing protection against injurious light rays, glare, flying sparks and scale.

**Flexible mask chemical goggle:** While this goggle looks similar to the cover goggle, these are specifically designed to offer protection against corrosive liquid splashes encountered in chemical process industries, but not from impacts of flying particles.

**Face Shield:** This is designed to protect the eyes and face from the hazards of sawing, chemical work, buffing, sanding, light grinding, etc. There are many types of face shields available. These shields do not fully comply with ANSI Z87.1-1989 requirements; therefore, you must also wear approved safety glasses.

**Welding helmets:** Designed to protect the eyes during welding operations from injurious light rays. You must make sure that the proper shade lens is installed in the helmet for the type of welding that is being performed.

**Safety glasses:** Safety glasses look and feel like an ordinary pair of spectacles, but the lenses are made of industrial specification safety glass or plastic, offering increased frontal protection from flying particles. In order for these glasses to be ANSI approved, they must have the label ANSI Z 87.1-1989 etched into the frame. Some of these models may require side shields to be installed.

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In order for any eyewear to protect as it is designed to, it must be properly fitted. It should be the responsibility of the person issuing the eyewear to make sure that the wearer has it fitted properly.

What about eyeglasses that a person wears every day? If you put side shields on them, would they be ok to wear on the job? While it is true that you can purchase street ware impact resistant lenses, they may not meet ANSI standards. Typically these glasses meet no thickness requirements. The impact test on these glasses involves dropping a ⅜ “diameter steel ball from a height of 50 inches, and as has already been mentioned, street frames typically do not meet the Z87.1 standard.

What about wearing contact lenses? While contact lenses might be necessary for the wearer they obviously won’t protect the eyes. When the work environment contains exposure hazards such as chemicals, vapors, splashes, radiant or intense heat, or a highly particulate atmosphere, consideration should be given as to restricting their use during work hours. This should be given consideration on a case by case, site specific basis, with OSHA guidelines being the determining factor.

So what happens if you do have an eye injury? This could be the result of getting dust in the eye or a chemical burn or even a severe injury to the eye ball. The natural impulse is to rub the eye. Don’t do that! Consider this for a moment, if dust is involved then you are grinding the dust into the eyeball scratching the lens which is going to irritate the eye further and create bigger problems for you.

The Red Cross recommends that the person that is going to check the injured persons eye, should wash his/hers hands before providing first aid. This may sound like common sense to you, but people don’t always think about hygiene when confronted with a sudden injury. Also, never use a toothpick, match stick, knife, magnet, or anything similar to these things with the intent to remove the object. If you have a cotton swab or something similar, wet it, (don’t use a dry cotton swab) and gently try to sweep the dust particle out. After words, flush the eye out with clean water.

If the dust cannot be removed, apply a pad of clean cloth or gauze over the eye and go see a doctor. In the case of burns from heat or chemicals, flush the eye with LARGE quantities of CLEAN water for at least 10 mins. Do not use any medication in the first aid treatment. Cover the eye with clean cloth or gauze and go see a doctor.

Don’t wait until you suffer an eye injury, to make the decision to wear the proper eye PPE. An eye is a terrible thing to waste!
Changes in the Kitchen

Due to the retirement of Theresa Newton (Kitchen Manager) and Olga Ellis (Baker), the Training Center has hired 2 new people to replace them. Jeanette Nichols and Molly Grosscup were chosen from a dozen applicants because of their experience in cooking. With the need for another position being filled on the kitchen staff, the Training Center has also hired James Wolford to help out with the demands of a busy training season.

Theresa Newton started at the Training Center on October 30, 1989. She was hired into the Kitchen and her primary assignment was the Salad Bar. She worked at that assignment for 7 years, and was then promoted to Kitchen Supervisor to which she still holds that level of responsibility. She likes gardening (Flowers), and has been featured in the Mt. Vernon newspaper for her creative talents. She also likes to jog, cook, and hunt ginseng. Theresa plans to keep on gardening after retirement.

Olga Ellis has announced her retirement effective December 31, 2014. Olga came to the Training Center on November 1, 1984 to work in Housekeeping (Dormitory). She worked in that department until 7 years ago when a position opened up in the Kitchen and she asked to transfer there. Her primary responsibility is the Salad Bar and desserts. Olga is looking forward to traveling and gardening after she retires. Olga and her husband enjoy fishing and camping and take several trips each year to camp and fish. She actually worked at the Training Center prior to 1984 on an as needed basis. She knew how to set “Type” from working at Kenyon College, and as the training center had an old Type Set Press, they would hire Olga to set Type and print books and handouts when necessary.

Jeanette Nichols came to work at the Training Center on September 2, 2014 in order to fill in an open position as a Kitchen staff member. She will be assisting with the preparations of each meal as well as ensuring the salad bar has all of the freshest and tastiest fixings, but not limited to engaging in other activities in the Kitchen. She graduated from Mt. Vernon, Ohio High School in 2005. Her hobbies include hiking and cooking.

Molly Grosscup came to work at the Training Center on September 22, 2014. Her primary responsibility is desserts as well as cooking. Her hobbies are cooking and baking. She graduated from East Knox High School in 2009, after which she went to the Columbus Culinary Institute at Bradford and completed and received an Associate Degree of Applied Science in Culinary Arts.

James Wolford started at the Training Center on December 8th, 2014 as a replacement for Olga Ellis. His experience in the kitchen extends over a span of 20 + years which included employment at facilities such as, but not limited to The Wine Cellar in Columbus, Kenyon University in Gambier, and the Bad Apple in Howard. Jim enjoys spending his free time with his kids, challenging his mind with reading and playing trivia games, staying fit with martial arts, and other various forms of entertainment.
Changes in the Instructing Staff

Ron W. Mayle Sr. has announced his retirement effective November 30, 2014. He was hired at the Training Center on October 25th, 2004. He was hired to teach the A-classes, and spent approximately 6 years teaching them. Along with the “A” classes, Ron taught the “C” classes, STP, OSHA 30, various equipment classes, as well as the field rigging, flagging and traffic control classes. He was approved by the Ohio Department of Health to teach the Asbestos Worker class and the Asbestos Worker Renewal class. Approximately 4 ½ years ago, Ron began teaching the “C” classes and this proved to be a smooth transition for him. Ron joined Local 1015, on November 22, 1989.

On November 17, 2014, the Training Center hired Dan Davis to replace Ron Mayle. Dan has been a member of Local 530 since 1993. His work experience includes an extensive amount of highway work, various types of demolition work, concrete work, environmental work as well as some pipeline work. Dan started coming to the Training Center shortly after he became a member of Local 530, and has stated that the training he received was instrumental in his obtaining the variety of work he has performed over the years. Dan will be teaching the “C” classes, as well as the various traffic control classes.
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 Trustees 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.