



**NSC LABOR DIVISION
2016 Fall MEETING SCHEDULE
October 13 - 16, 2016 – Labor Division
Anaheim Hilton, Anaheim, CT**

Thursday, October 13, 2016

Welcoming Committee Meeting

Attendees:

Joe Grabinski	Ron Miller	Ralph Ortiz
Michael Cichocki	Terry Shannon	Les Johnson
Kathy Bernstein	Twana McFann	Mark Johnson
Jeff Selin	Bob Stone	Dan Jones
Paul Chaney	Jennifer Tabor	Ken Morris
Myles Lembke	Ken Sanderson	

Chairman - Twana McFann

Vice Chair - Ken Morris

Recording Secretary – Tammy Washington

- Meeting was called to order at 8:40 p.m. by Chairman Twana McFann.
- Emergency Exits and Emergency Responders were identified.
- Minutes from the previous meeting were read and approved with no changes.

Announcements:

- None

Old Business:

- Choices accepted the check from Spring.
 - No response from them...

New Business:

- Orange Elks Lodge #1475 Fall recipient
- Steve and Marty to sell raffle tickets
- 2017 Spring donation candidate TBD – Due to unknown location of spring meeting

Soliciting candidates and will send to Welcoming committee for approval once location is determined, after the Fall 2016 meeting.

- Golf outing
 - Brainstorming to continue or not.
 - Motion made, seconded and passed to discontinue the Frank Rapp Memorial Golf outing and rename the welcoming reception as the Frank Rapp Memorial Welcoming Reception

which will include information about Frank J. Rapp and his legacy to the NSC Labor Division.

- To reach out to Mary Sansom for Frank Rapp information.

- Meeting Adjourned at 9:11 p.m.

Chair and Vice Chair Meeting

Attendees:

Joe Grabinski	Ron Miller	Ralph Ortiz	Michael Cichocki
Terry Shannon	Les Johnson	Kathy Bernstein	Twana McFann
Mark Johnson	Jeff Selin	Bob Stone	Dan Jones
Paul Chaney	Jennifer Tabor	Ken Morris	Myles Lembke
Ken Sanderson			

Chairman - Twana McFann

Vice Chair – Les Johnson

Recording Secretary – Joe Grabinski

- Meeting was called to order at 9:11 p.m. by Twana McFann
- Minutes from the spring meeting were read and approved with no changes.

Old Business:

None

New Business:

- Review updated Labor Division Officers
 - Charlie Sable out
 - Jennifer Tabor Community Service & Public S & H
 - Jennifer Tabor Ergo Chair, Les Vice Chair
 - Program planning open - filled
 - Transportation open– Mark Johnson to cover - filled
 - Troubled Worker Chair – Ken Sanderson – Vice Chair - filled
- Changes to Liaison responsibility
 - Lu’s role distributed to other liaisons
- Review agenda
 - Stated changes
- F16 Registration
 - Registration to Fall meeting cumbersome
 - Lots of complaints
- Introduction of Kathy Bernstein
 - Stated Bio
 - Labor background
 - NSC 2020 vision
 - Preventable deaths in our lifetime
 - Labor Division support for that vision
 - Advanced notice of presentation
 - Solicit support for session attendance

- NSC division transition
 - Training sessions to now be called “Educational” sessions.
 - No folders with archived info in this and future folders. NSC trying to go paperless. Info was sent electronically prior to the meetings.
 - We need accurate email addresses!!!
 - Losing some support services...TBD
 - One is minutes for Labor Division meeting.

Meeting adjourned at 9:54 p.m.

Friday, October 14th

Opening Division Meeting (124 attendees present)

- Meeting was called to order at 8:11 a.m. by Chairman Twana McFann
- Emergency Exits and first responders were identified.
- The Pledge of Allegiance was recited and a moment was taken recognizing our Canadian members.
- A moment of silence was held for our fallen Brothers and Sisters.
- Objective of the Division read.
- Recognize first time attendees
- Introductions

Discussions

- NSC new strategies mentioned
 - Solicit support
- Welcoming reception and recipient mentioned
 - Orange Elks Lodge #1475
 - Video shown
- Introduction of Kathy Bernstein
- Safety & Health magazine article read
 - Women’s issues – Jennifer Tabor
 - Certificate of appreciation awarded to Jennifer for taking a lead in the Women’s caucus
- Sponsors recognized – IBEW Local’s #18, #716, #2145 & Vendor -Westex
 - Importance of sponsorship mentioned.
- Handouts reviewed
 - Many documents emailed prior to meeting
 - Please update email addresses
- Agenda reviewed
 - Corrections noted
- Registration to Labor Division includes one-day expo pass
- Importance of networking

Meeting adjourned at 9:05 a.m.

Feedback Session Improving the Labor Division/Carrying the Labor Division into the NSC 20/20 Vision

This meeting is an open forum. Attendees are asked questions related to their overall thoughts of the Labor Division. The purpose of the feedback session is to gather information that can be used to better the program.

The meeting was called to order at 9:45 a.m. by Rick Irwin. Emergency Exits and first responders were identified.

Open Discussion

1. The group expressed several concerns with the registration process?

- a. Several attendees said that there were too many steps for the registration process and the multiple steps for booking a hotel were confusing.
- b. Many were told that the hotel was sold out, when there were really several rooms still available, just not listed under the Labor Division block.

2. Do you have suggestions for increasing attendance or acquiring sponsorships?

- a. Ask locals from host cities to sponsor something
- b. Create a document that lists the education offerings, send it along with invitations to attend.
- c. Personally ask to attend or sponsor the meeting.
- d. Work hard to convince management to let you attend.
- e. Invite the Liability companies to participate.

3. Suggested types of Educational sessions

- a. First Responders training

Other items

1. The new NSC Board rotation plan was discussed.
2. NSC 20/20 Vision – Presented by Kathy Bernstein, Senior, Program Manager, NSC

The meeting was adjourned at 10:18 a.m.

Professional Interest Committee Meetings

Construction Safety & Health

Attendees:

Brett McClure	Brian Cole	Doug Rodriguez	Raymond Johnson
Jon Paul Wolfe	Larry Spencer	Ed Manthei	Josh Fulton
Robert Godinez	Myles Lembke	Tom True	Jon P. Chapman
Donnie Lewis	James Shaw	Larry Golden	Scott Dornbush
John Winkles	Justin Mercer	Pat Quinn	Adam Hernandez
Kenny Sanderson	Ed Francek	Jennifer Tabor	Paul Chaney
Allen Sloan	David Felice	Salim Kinan	Bob Vankoll
Mike Pulsinelli	Jimmy Sumrow	Martin Hayes	Steve Galatowitsch

Eric Biernbaum
Keith Prendergast

Damien Fisher
Ken Morris

David Johnson

Nephi Hancock

Chair - Ken Morris

Vice Chair - Keith Prendergast

Recording Secretary - Myles Lembke

- Meeting was called to order at 10:35 a.m.
- Emergency Evacuation plan was put into place.
- First responders identified.
- Meeting minutes from the spring meeting in Columbus were read and approved.
- A discussion was held concerning the NFPA 70E document.
 - A panel of 5-6 persons has been assembled to put on an abbreviated 70E presentation.
 - Discussion was held concerning how long it would take, and by our estimates it may take 3 or more sessions. The body was ok with this. It will begin in the spring.
 - Would this education culminate with a certificate of completion and if so would there be an expiration date; Suggested expiration date of next NFPA 70E Revision (2018)?
 - Since the entire meeting was made of IBEW members, it was decided that we would base the presentations on the 70E Safety Related Work Practice curriculum that our NJATC or ETA has published.
 - A sampling of the NJATC or ETA presentation was examined by the attendees, and there was some lively banter about it.
 - The program should include the importance of reviewing your contractor's policies and procedures concerning any all jobsite hazards.
 - Eric Biernbaum suggested getting Ed Manthei involved, Ed graciously agreed to help.
 - This session should be good beginning in the spring and for the next several meetings there-after.
 - If something important comes up, the course would be suspended until issues are resolved.
- A question and Answer period was held, and it was asked if hand-outs will be available for the 70E presentation. Yes.

Meeting adjourned for lunch at 11:50 a.m.

Industrial Safety & Health

Attendees:

Terry Harris

Bruce Lowman

Michael Sevilla

Leonard Dorash

Brian Campbell

Mike Follet

Ron Miller

David Mullin

Thom Massey

Charles Ethridge

Buzz Reavis

Jimmy Moore

Thomas White

Don Roeker

Duane Smith

Jake Beachler

Chair - Terry Harris

Vice Chair – vacant

Recording Secretary - Bruce Lowman

- The meeting was called to order at 10:30 a.m.
- Emergency evacuation instructions were given and first responders were appointed

- Minutes from the Sunday April 10, 2016 meeting in Columbus, Ohio were read and approved with no changes
- Introductions were made by meeting attendees

Old Business

None

New Business

- Lawsuits being filed in Washington state stemming from exposure to chemical fumes/vapors given off when chemicals are being transferred from single wall underground tanks to double wall underground tanks at a 900 square mile, \$90 billion site
- Barricade tape was discussed. Yellow means caution, beware of hazard before you cross. Red means "Do not cross" until you receive permission from the individual who placed the tape and understand the hazard. All barricade tape must be placarded. The placard on yellow caution tape identifies the hazard. The placard on red danger tape has contact information identifying who placed the tape and how to contact them. Some locations use "orange tape" which means "Do not cross" without first obtaining permission, and "red tape" which means "do not cross" period. A universal problem is the proper application and placarding of barricade tape, as well as barricade tape not respected and not removed in a timely manner.
- Drone usage was discussed. Drones can perform tasks at heights such as transmission line inspection and thermal imaging that eliminate associated risks to employees; however, they also introduce new hazards associated with their rotating blades and flight control issues. Currently, there are no known Drone Operator classifications or OSHA regulations for drones. Drones have been successfully used by terrorists to deliver explosive payloads.
- Discussed problems with Pre-Job Briefs. Not enough information being passed on and not all hazards being identified. Some sites are taking pictures or videos so people can't say they weren't there. Some have been utilizing a pre-job brief app on their cell phones.
- "Am I Ready" lists were discussed
- A "Spin for Safety" program was discussed. This program gives incentives for safety involvement. One program discussed enables employees to purchase one "Safety Day" off after accumulating 320 points. Also discussed "Safety Bucks" programs. Some supervisors act like the money is coming out of their own pockets.
- LOTO issues were discussed. Verification of de-energization is imperative. Interlocks in complex systems can inhibit motors from starting during test starts which **does not** verify the correct breaker has been LOTOed. Molded case circuit breakers can have one or more phases remain closed even though the breaker looks, sounds, and feels like it opened properly. The installation and use of a power warning alert "hockey puck" style phase indicator can help solve this problem. These devices monitor the load side of a three phase breaker through fiber optic cables. Several LOTO horror stories were shared.
- Switchgear breaker racking was discussed. One group is developing a "trainer in a container box". Remote racking devices greatly reduce the exposure to arc flash hazards.
- Terry commented on the hazards of improper cargo securement and items flying out of the back of vehicles on the highway.

No motions/No Resolutions. The meeting was adjourned at 12:00 p.m.

Maritime Industries Safety & Health Meeting**Attendees**

Les Johnson Luanna Geissler

Chair - Les Johnson

Recording secretary - Les Johnson

- Les Johnson called the meeting to order at 10:40 a.m.
- Evacuation Routes and emergency responders appointed
- Due to a lack of attendance there was no meeting held during the last meeting. Therefore, there were no minutes to approve.

Old business

None

New business

- The group discussed maritime advisory committee for occupational safety and health
- Reviewed various macosh products
- Discussed employee safety teams

Meeting adjourned 11:30 a.m.

Transportation Safety & Health Meeting**Attendees:**

Mark Johnson Karl Mager Ron Miller Mike Valladares
Ralph Ortiz Joseph Foley Joann S. Marrone-Joyce

Chairman – Ralph Ortiz

Vice Chairman – Karl Mager

Recording Secretary – Mike Valladares

Old Business:

- The meeting was called to order at 10:30 AM. Emergency evacuation and earthquake instructions were given and first responders were appointed.
- The minutes from the spring 2016 meeting were approved with one change/error correction.
- Mark Johnson and the committee nominated Ralph Ortiz as the new chair of the committee and Karl Mager as Vice-chair and both accepted. –Chair to approve & appoint
- Items closed from the spring 2016 meeting.
- Noise monitoring and hearing conservation program at United Airlines. It was reported by TWU at SWA that OSHA informed and ruled that “opt out” form used by SWA for employees not having an annual hearing test is not allowed/valid. The wording in the form is vague and does not comply with OSHA requirements. At United in Denver OSHA ruled that employees can opt out, but must do so on an annual basis.
- The prescription safety glass program at United in SFO is back and functioning.
- There was an update and clarification provided regarding OSHA unannounced visit on ORD airport property.
- There was discussion of an SDS sheet for T- force.

New Business:

- American Airlines for various stations has a new system to detect and warn of lightning hazards. The system Avacast is automated.
- It was reported that at SWA the company removed rubber device bumpers from belt loading equipment. An OSHA complaint was filed and OSHA is in agreement with the Union that the removal of the bumpers presents a hazard to the workers operating and using the equipment.
- At United in SFO an employee was injured due to a fall from an engine transport stand. CAL-OSHA reviewed the injury/accident and has decided not to cite the company. The walk/work level the employee fell from is below CAL-OSHA height for fall protection requirement. CAL-OSHA did issue a memo of information which states the employer must implement changes to the process. The company told CAL-OSHA they would do it. If the employer does not CAL-OSHA could cite as a willful.
- It was reported that floor coating and paint removal done by sanding at SFO maintenance base raised concerns of potential silica dust. The Union requested air sampling and process changes which the employer agreed to. The air sampling results for silica were both below the PEL and action limits.
- The teamsters reported that in Chicago a new access and work stands were purchased by United, for workers to safely work on the Wi-Fi project.
- It was reported that global glove is interested to talk with Union safety to get feedback on issues or difficulties workers are experiencing with various types of gloves ant US Air and American Airlines.

The meeting was adjourned at 11:55 a.m.

Utilities Safety & Health Meeting**Attendees:**

Dan Jones	Jim Finch	Bob Stone	Michael Gomes	Craig Lukasavitz
Joe Zauner	Anthony Kurtz	Chuck Dortenzio	Kurt Zimmerman	Terry Shannon
Ken Erdmann	Ken Brown	Randy Brown	Phil Jennings	Phil Coiro
Aylin Short	Michael Moore	Patrick Quinn	Chris Beckett	Mike Cichocki
Jeff Selin	Todd Burger	Leroy Huckleberry	Ronny Bonham	Peter Dishaw
Tim Schiffer	Norm Hebert	George Stroup	Sean McNamara	Gary Bonker
Dan Pollock	Steve Lutz	Mark Shaulis	Ralph Trentadue	Sam Studer
Robert Calebs	Nate Froggett	Derek Martin	Dylan McBeth	Jose Cordova
Blaize Skocny	Glen Dawson	Steve Cant	Glenn M. Dawson	Brad Perkins
Jeff Deuel	Willie Dennis	Fred Naud	Josh Saladino	Lou Walter
Dave Erickson	Carlos Rodriguez	Rich Lane	Larry Becht	Twana McFann

Chairman – Tom Nicholls

Vice Chair – Dan Jones

Recording Secretary – Chris Beckett

- Meeting called to order at 10:34 a.m.
- Emergency Evacuation instructions were given and First responders were appointed.
- Discussed everyone submitting ideas on the list serve. It helps to get feedback and plan for the next session
- Previous minutes from the spring meeting read and approved

New Business:

- Discussed the Zika virus and that it is worse than Lyme disease. It can be sexually transmitted and also through mucus membrane. It has spread in Florida and also Texas. Tom asked is they are doing testing at any companies. It was discussed that most companies are focused on prevention. Watching out for symptoms and what to look for was discussed within the group. Dan informed the group that at their local there was apathy because it wasn't close to that area and we need to be proactive and not apathetic. Discussed that a doctor has done research that the Zika virus will affect more people than Lyme disease because of mosquitos spreading it. Also what kind of repellent should be used and how it affects FR clothing. Group discussed a repellent that is made for FR clothing and it being available in some areas. Brought up that it is now part of Pre and Post job briefings. It was asked if we could get information and any prevention methods to get it to committee.
- An accident was discussed out of PWU territory. A crew installing air break switch, employees were putting together handle. While doing final installation the crew installing switch jumpers lost control of a jumper and made contact with pipe handle. Serious contact injuries to crew members on the ground, no appendages lost so far. But very serious burn injuries.
- It was mentioned that crews being put together from different areas caused a lack of communication and contributed to the accident. Employees discussed with Tom N how the accident affected them and how they struggled to get released to proper burn unit. It was brought up that burn victims need proper care and proper placement.
- Lockout tagout in plants on vents and drains is done in the industry. Members brought up that there are procedures to lock out- tag out to prevent accidents. Information will be showed to get this process out.
- Local 15 talked on the last 3-month trend of accidents. Employee went up on storm trouble in bucket and opened cutout that was energized by hand. Employee lost a finger and had burn injuries.
- Amp jack injury was discussed about a crew raising a steel structure. An employee fell 50 feet off the tower and was injured severely.
- An accident with an apprentice taking Viper switches off the line and made contact, and was injured.
- Local 15 asked what the other locals have for a crew make up on energized work and also who uses cradle to cradle gloves and sleeves.
- Craig L explained WE energies' policy on when and how apprentices can work in energized areas and that the company has been good with getting crews more help when they feel underqualified.
- PWU discussed that they are under manned and the apprentice ratio is out of compliance and they have been notifying the company for 10 years. That is not correct.
- Discussed watching a crew with 2 apprentices doing unsafe work in the bucket. Six apprentices and 1 foreman on the job. Teaching apprentices' good habits and showing them the safe way to do the work is what we need to do.
- Local 503 shared their policies and procedures on working with apprentices and how it has kept the workplace safe and eliminated accidents.
- Local 111 discussed how an apprentice has to have direct supervision in an energized situation. Craig L explained that they have the same procedure except for trouble men. The lack of employees stopping an unsafe situation or bringing one up, was discussed within the group.

- Talked about cradle to cradle rule and that it is becoming a standard in the industry and is an OSHA best practice. Don J brought up that they use a journeyman for direct supervision with no apprentice at all times. Apprentices are not used as production.
- It was talked about that we need to stand up and tell the company and management where we need more help and not be pressured to just get the work done.
- Local 204 talked about how Alliant energy has changed the culture and asked people to slow down and do the job safely and correctly
- The issues of non-experienced people in management and how it has affected the workforce in the field was talked about and explained that it is affecting the whole industry.
- Local 111 discussed the policy they have that if a member is willfully committing unsafe acts they will have to go in front of the executive board and possibly be brought up on charges if it continues.
- IBEW 245 talked about using the IBEW code of excellence and how it has positively changed safety in the workplace. Even the "old timers" have bought off with it. Stickers were created with the IBEW and Company logo on it. That has brought pride into the workforce.
- Rich brought up the hold the pull initiative that they have and how it has brought a lot of the same safety aspects into the field
- Rich also asked the group if they would be interested in the group hearing from Dr. John Ball on tree trimmer safety. There was a lot of interest and it was agreed we would try and get him to the next council meeting.
- No issues from Production, Gas or others were brought up.

Meeting adjourned at 11:58 a.m.

Program Planning Committee Meeting

Attendees:

Ken Morris	Twana McFann	Paul Chaney	Rick Irwin
Jennifer Tabor	Steve Galatowitsch	Les Johnson	Chris Beckett

Chair – Paul Chaney

- Emergency Evacuation plans put into place.
- First responders identified.
- Meeting minutes from the spring meeting in Columbus were read and approved.

Old Business

None

New Business

- Suggestion for education sessions
 - Could we have Active Shooter class again?
 - Could we have Disaster / First Responder training?
 - Defensive driving course was completed this session.
 - Request for Fall protection sessions.
 - Mock evacuations.
 - Battery operated tool training.
 - Computer tech class still needed.

- First Aid/CPR/AED training. Would this education be required to be NSC sponsored or could it be American Red Cross or Coyne sponsored? Possible trainer: Larry Riddle.
- Repeat Mock inspections.
- Panel discussion regarding slips, trips, and falls.
- RF info and training, clothing, etc.
- Westex class would be great.
 - Westex is sponsoring our Welcome Reception.

Meeting adjourned at 3:36 p.m.

Saturday, October 15th

Administrative Committee Meetings

Awards Committee Meeting

Attendees:

Joe Grabinski	Ken Morris	Michael Sevilla	Leonard Dorosh
Joann Marrone-Joyce	Mike Valladares	Kathy Bernstein	

Chair: Joe Grabinski

Vice Chair: Ken Morris

Secretary: Joann Marrone-Joyce

- Emergency Evacuation Plans put in place.
- First responders identified.
- Meeting called to order at 8:30 a.m. by Brother Joe Grabinski
- Minutes from previous meeting read and approved.

Old Business

None

New Business

- NSC clarifications
 - All awards are approved by the NSC.
 - We need to know which awards are council awards and which are division awards.
 - We hope to have some of this information and clarifications made available as quickly as possible.
- This year five different awards are being considered.
 - One application tabled for lack of information. (individual or organizational not specified)
 - Two organizational awards (Harry Reed Memorial), both approved.
 - Two Edward Eagan awards, both approved.
- Kathy Bernstein suggested that there are other awards that could be made available to recognize our members on a national level.
 - Logistics would need to be worked out.
 - Changes to our awards structure would need to be discussed at our executive meetings.
 - With support from the division/council we may need to grow the awards committee. With changes to NSC we may need to consider this idea.
- The awards committee may need to re-visit the applications process as well.

- Changes to the application may be necessary, for example, a place for justification.

Meeting adjourned at 10:00 a.m.

Community Service & Public Safety & Health Committee Meeting

Attendees:

Jennifer Tabor	Jeff Deuel	Willie Dennis	Ed Manthei
Dan Jones	Luanna Geissler	Chris Beckett	Daylin Short
Pat Quinn	Kurt Zimmerman	Randy Brown	Rick Irwin
Les Johnson	Paul Chaney	James Shaw	David Johnson

Chair - Jennifer Tabor

Vice chair –

Recording Secretary - Les Johnson

- Meeting called to order at 8:30 a.m.
- Evacuation routes and first responders appointed
- Minutes from last meeting read and approved

Old business

- Assisting with community service activities in cities visited
- Possibilities includes
- Habitat for humanity
- Food banks

New Business

- The EWMC in Indy will be contacted to check on mission kitchens
- Sunday afternoon after full division meeting during the fall will be the best time to perform this service.
- Roberts Park Methodist church
- Mount Olive Missionary Baptist church
- Saint Peters Cathedral Parish
- Discussed various community service producers that have been performed by the attendees local unions.
- The community service projects by unions help public opinion about unions in predominantly anti-union locations.
- Motion to contact outreachindiana.org to invite at risk youth of central Indiana to meet with craft personnel during the fall labor division meeting. This will be called "career night". Motion was made, seconded and to present to the executive committee in the form of a motion.
- Discussed the heroin addiction problem.
- Discussed the employee assistance program
- David Johnson volunteered to serve as vice chairman of the committee

Meeting adjourned at 9:55 a.m.

Membership Committee Meeting**Attendees:**

Myles Lembke	Brian Cole	Tom True	Craig Lukasavitz
Bob Stone	John Winkels	David Mullen	

Chairman – Dan Snyder (absent)
Vice Chairman - Myles Lembke
Recording Secretary -

- The meeting was called to order at 8:30 a.m.
- First responders were identified and emergency exits were identified.
- Minutes from the last meeting were read and approved with no changes.

Old Business:

- Rich Travis was going to bring info on Labor Note, a union organization in Detroit, MI.
- Craig Lukasavitz redrafted the copy of the letter sent to regional locals and surrounding states.

New Business:

- Kansas City Missouri or Nashville, TN are tentative destinations waiting for approval. Discussion about different areas to target within the tri-state area.
- Dave Mullen is in process of coaxing building trades in to joining the NSC.
- Dave Mullen set up an advisory committee within building trades to achieve said goals.
- Bob Stone noticed a separation between NSC, labor division, and IBEW which segregated us from upper level decision making
- Dave Mullen added IBEW can either break out on our own or play within the rules of National Safety Council which appears to be the easier way to go for the Labor Division. Labor Division is not going away, and the NSC isn't going away either.
- Discussion about bringing on building trades to join us on a safety related agenda.
- Dave Mullen discussed IBEW Safety Caucus not being an official IBEW event. He's trying to make it an official event. Without it being tied to the national safety council.
- Craig Lukasavitz read letter encouraging other locals to attend the safety caucus. Possible changing language to say attendance is required. As an official IBEW event through the IO
- Dave Mullen would still like to see IBEW Safety Caucus abutted to the Nation Safety Council.
- Myles Lembke asked Dave Mullen is there way is there a way we can be more accommodating to other trades to encourage participation, Dave responded with "Use word of mouth".
- Dave Mullen discussed how we have safety related issues affecting all branches IBEW not just the lineman, but lineman issues are the most represented at the Safety Caucus.
- Fall safety caucus is on September 1 of 2017, discussion about how difficult it is to squeeze a spring meeting and the logistics of funding and scheduling with labor division of national safety council.
- Dave said "I'm committed to staying abutted to the Nation Safety Council and I'm committed to bringing in the building trades"
- Craig said he will continue with the way we are presently doing things and send his letter out to AFL-CIO He would like to attach an agenda to the letter. To encourage participation by advertising what we would discussing at the safety caucus and the National Safety Council
- Myles suggested that it be abbreviated version, with only the training topics
- There was motion made to add the past schedule to the first letter sent out and the upcoming topics to the second letter sent out.

- Discussion about reaching out to non-construction AFL-CIO members, i.e. teachers, nurse etc. Our understanding is that the letter goes to all. Dave Mullen said he would have to check into that when he gets back home to see that the letter extends to all.
- Myles asked if a business rep be an acceptable alternative, Dave responded with someone that has the ear of the business manager.
- Dave Mullen said we need to keep preaching safety to Business Manager or Local Lodges so that we can get a more top down buy-in.

The meeting was adjourned at 9:50 a.m.

Promotion of Training & Education in Safety & Health Committee

Attendees:

Jeff Selin	Michael Cichocki	Josh Saladino	Joe Zauner
Terry Shannon	Michael Moore	Donnie Lewis	Damien Fisher
Larry Golden	Phil Jennings	Ralph Ortiz	Brian Campbell
Bruce Lowman	Dan Jones	Glenn Dawson	Tom Nichols
Fred Naud	Steve Galatowitsch	Martin Hayes	

Chairman – Jeff Selin

Vice Chairman - Michael Cichocki

Recording Secretary – Terry Shannon

The meeting was called to order at 8:30 a.m. An emergency evacuation plan was discussed and first responders were appointed. The spring 2016 meeting minutes were read and approved.

Old business:

None

New Business:

- Jeff discussed possible training issues for future meetings, recommendation that if you would like to see specific training and know of trainer please provide that information to the chairman.
- There was discussion of the use of a sky genie or Buckingham descender; these are devices to allow a person to lower themselves from a stalled bucket truck.
- There was discussion of hazard mapping for jobs, and body mapping for finding ergonomic hazards.
- OSHA Liaison David Moon discussed the use of OSHA materials for possible training. Mr. Moon also talked about Susan Harwood grants and how completed programs from those grant monies can be used and adapted to individual needs for training possibilities. Mr. Moon also commented on how Multiple Employee Policy works and who is responsible for Controlling, Creating, Correcting, and Exposing.
- The group discussed flex and stretch programs. There are some employers that have very good programs, some employers have middle of the road programs, and some employers have no road. It was stated that stretch and flex programs do not replace ergonomic concerns, and employers need of to be responsible and not blame employees for injuries because of non-participation, when the injury can be attributed to some other hazard in the workplace. There are studies out there that show both the positive and negative results from stretch and flex type programs.

- The group discussed root cause analysis. A local asked whether anyone was using the Tap Root program for accident investigation. No other people in the room were using that program.

The meeting adjourned at 9:57 a.m.

Special Interest Committee Meetings

Ergonomics Committee Meeting

Attendees:

Jennifer Tabor	Les Johnson	Jimmy J. Sumrow	Luanna Geissler
Raymond Johnson	Brian Cole	Tom True	Robert Godinez
ED Manthei	Pat Quinn	Mike Valladares	

Chairperson - Jennifer Tabor

Vice chair - Les Johnson

Recording secretary - Tom True

- Meeting called to order at 1:00 p.m.
- Evacuation routes and first responders were identified
- Minutes read and approved from last meeting

Old business

None

New business

- Les Johnson gave presentation on ergonomics
- Temp workers- cheap unskilled untrained labor
- Getting upper management to buy-in seems to be getting easier
- A-frame vs. platform ladders-on the job yet?
- Single man lifts vs. baker platform
- More cordless tools vs corded
- Extension cords no longer on floors
- Stretch and flex programs- sometimes included bid specs
- Pay attention I vendors at the expo talk to them about concerns

Meeting was adjourned at 2:30 p.m.

Government, Labor Agencies & Standards

Attendees:

David Moon	Dave Erickson	David Felice	Salim Kinan
Nephi Hancock	David Johnson	Allen Sloan	Brett McClure
George Stroup	Norman Herbert	Derek Martin	Dan Pollock
Sean McNamara	Steve Lute	Steve Cant	Martin Hayes
Brad Perkins	Chris Wilson	Michael Cichocki	Damien Fisher
Ken Morris	Terry Harris		

Chair: Ken Morris

Vice Chair: Keith Prendergast

Recording Secretary: Keith Prendergast

- Emergency evacuation plans were put in place.
- First responders were identified.
- Meeting minutes from the spring meeting in Columbus were read and approved.

Old Business

None

New Business

- David Moon was introduced as the Labor Liaison from California, Nevada, and Hawaii.
- David addressed a few new rules (Final Rule) including the restructuring of penalties.
- The attendees were very receptive to his ideas. The session turned into a great Question and Answer class about OSHA policy and procedure.
 - How does OSHA and Cal OSHA work together (who has jurisdiction over different job sites)?
 - Questions answered about jurisdiction over American Indian Reservations.
 - OSHA inspections, and much, much more.
- David Moon was a tremendous asset and welcomed guest during this year's meetings in Anaheim.

No motions, no resolutions

Meeting adjourned at 2:30 p.m.

Occupational Driver Safety Committee

Attendees:

Terry Shannon
Joe Zauner
Larry Becht

Chuck Dortenzio
Jeff Selin

Rick Irwin
Ed Francer

Randy Brown
Anthony Kurtz

Chairman - Terry Shannon

Vice Chairman - Chuck Dortenzio

Recording Secretary - Jeff Selin

The meeting was called to order at 1:00 p.m. An emergency evacuation plan was discussed and first responders were appointed.

The 2016 spring meeting minutes were read and approved.

Old Business:

None

New Business:

- There was discussion of an article on the "Move Over" law. Very few states have this law that applies to Utility crews. Utility crews in some locals have never been refused by law enforcement to have a watch zone for speed control. Some Utilities use portable stoplights for work zones. There was discussion on the use of flaggers.

- The group talked about hours of service. Some locals can only work 16 in a 24-hour period. In storm work some locals can work 24 hours, 8-hour break, and then 16hours. One local could work 40 hours on the first rotation then an 8-hour break, and to the 16hour with an 8 hour break.
- There was discussion of accident rates, and some tools used to try to reduce vehicle incidents. The group also discussed phone use policies at different utilities.
- There was discussion of pole hauling on vehicles. A utility had a fatality when a pole hit another vehicle on a swing out, another utility had a pole break and trailer run away from the vehicle, and another had a pole swing out and hit the mirror of a semi-truck passing in the other direction. Laws vary by state as to what is permissible to haul, length, over hang, etc.
- LED lights are much better for night vision while driving.
- There was discussion of CDL concerns and prescription medication reporting.
- The group talked about apprentices doing well with pre-trip tasks compared to experienced employees.

The meeting adjourned at 2:26 p.m.

Occupational Environmental Safety and Health Committee Meeting

Attendees:

Ralph Ortiz	Paul Chaney	Ron Miller	Phil Jennings
Eric Biernbaum	Larry Golden	John Winkels	Steve Galatowitsch
Jon Paul Wolfe	Dan Jones	Jake Beacher	Duane Smith
Dan Boschee	Mike Sevilla	Lenny Dorosh	Mike Follett

Chairman - Paul Chaney
 Vice Chairman - Ralph Ortiz
 Recording Secretary – Ralph Ortiz

The meeting was called to order at 1:05 p.m. Emergency evacuation instructions were given and first responders were appointed. The minutes from the spring meeting were read and approved.

Old Business:

- Utilities fire cleanup and household fire cleanup were discussed.
- Cal. Indoor heat illness update-mandates Cal OSHA to develop a bill.
- Differing views on accident reporting, lack of communication versus total crew communication.
- Accident investigation, labeling actual accidents as near misses to avoid reporting.
- There was discussion on silica sampling and air collection, media collection, and time turn around and silica exposures to employees.
- Discussion of indoor electricians at one plant were removed from hearing conservation program, noise monitors showed that noise levels were below the OSHA PEL 8 hour. TWA.
- Zika, In Florida large amounts of honey bees died from the state spraying to kill mosquitoes.
- Hearing, information was distributed/shared on hearing loss and noise in the construction industry.
- Chemical Safety Board, video on Texas fertilizer fire/explosions. Ralph Ortiz will download the video and bring it to the 2017 spring meeting to show the committee.

New Business:

- OSHA region 5-confined space construction rescue plans. There has to be a robust training program.

- Can an employer respond effectively within 5 minutes? It was determined most employers cannot.
- Hex chrome, the committee requested updates on the status of hex chrome health and safety concerns at Airlines. Ralph Ortiz provided updates on the status at United Airlines. Other discussion on hex chrome by Committee included welding on stainless steel and other materials, and whether any employs had reported or experienced illness related to Hexavalent chromium.
- The California Governor signed a bill directing CAL-OSHA to develop and indoor heat illness standard. SB1167 directs CAL-OSHA standards board to begin rule making process in 2017 and to have a standard/rule by Jan. 2019.
- FED-OSHA proposed a rulemaking request to federal register to add 2 modified porta-count quantitative fit testing protocols to its respirator protection standard.
- FED-OSHA has to delay its enforcement of the new standard for injury/illness tracking rule. Part of the rule addressed post-accident alcohol and drug testing of employees. OSHA feels to mandatory test for alcohol and drugs post-accident is a detriment of employees reporting injuries. The rule was originally to be effective Aug. 10, 2016, but has been delayed to go into effect Nov. 1, 2016.
- The EPA is to fast track to reduce exposure to 5 PBT chemicals (persistent bio accumulative and toxic). The statutory deadline for the EPA to propose action is June 22, 2019.

Meeting adjourned at 4:25 p.m.

Troubled Worker Safety and Health Meeting

Attendees:

Thom Massey	Michael Gomes	Justin Mercer	Doug Rodriguez
Rich Lane	Robert Vuono	Leroy Huckleberry	William Connolly
Scotty MacNeill	Jim Finch	Tom Nichols	Glenn Dawson
Todd Burger	Carlos Rodriguez	Joann Marrone-Joyce	Michael Moore
Adam Hernandez	Donnie Lewis	Chris Beckett	Fred Naud
Daylin Short	Kenny Sanderson	Blaize Skocny	Dylan McBeth
Jose, Cordova	Bob Vankoll	Josh Saladino	Danny Alfonso
Myles Lembke	Robert Caleb	Nate Froggett	

Chair - Kenny Sanderson

Vice Chair - Christopher Beckett

Recording Secretary - Blaize Skocny

- The meeting was called to order at 1:10 p.m.
- Emergency evacuation instructions were given and first responders were appointed
- Minutes from the spring meeting in were read and approved with no changes
- Introductions were made by meeting attendees

Old Business

None

New Business

- Definition of troubled worker, outside of norm of personality, on time/late, angry outbursts, missing time.

- Local member had low testosterone. Had mood swings. Dealt with by peer to peer instead of management.
- Another local member was an alcoholic. Went from functioning to nonfunctioning. Came to work smelling like gin mill. Went to steward then to management.
- MAP program-Member Assistance Program, Anonymous counseling, three sessions free
- LAP program-Labor Assistant Professional. This is union members helping other union members
- EAP program-Employee Assistance Program
- Harder to get employees in facilities because of insurance companies.
- Florida Blue Cross/Blue Shield has only one in network rehab facility
- Drugs and Alcohol programs are established but what about veterans
- PTSD and traumatic brain injuries are commonly misdiagnosed
- VFW and Legion Halls have veterans assistance programs
- IBEW #Local 11 strives to employ 50% of new apprentices as veterans. 1600 new apprentices last year.
- Women being hazed in the workplace? Peer to peer. Immediate attention by management and hall.
- New diversity training coming to IBEW. AMS
- Two females sued Con Edison for sexual harassment in NYC
- Mentoring is a great tool for new hires, women and men, round table of what is acceptable
- Feelings on young workers? Communicating is hard
- Not rotating new employees. We are our own worst enemies.
- Working with one journeyman only. Not learning different ways
- Foreman should have separated two employees. One got fired, one got suspended
- Need communication at management level
- Young employees using cell phones is a big problem
- Having phone rules and enforcing them. Have to adjust to the times
- Using manners with apprentices. Barking is not right. Respect is a two way street.
- "Be nice until it's time not to be nice." By Patrick Roadhouse
- Young guys to buy in. Giving real reasons
- Millennials plan on working eight jobs before picking the right job
- Millennials are taught everyone is special
- Do not respect elders
- Older employees giving younger employees phone number program.
- Any problems getting young members to meetings?

No motions/No Resolutions

The meeting was adjourned at 2:30 p.m.

Operations Plan & Council Policies Committee Meeting

Attendees:

Paul Chaney	Ralph Ortiz	Ken Morris	Terry Shannon
Rick Irwin	Jennifer Tabor	Michael Cichocki	Steve Galatowitsch
Ron Miller	Jeff Selin	Chris Beckett	Terry Harris
Joe Grabinski	Myles Lembke	Twana McFann	Les Johnson
Mark Johnson	Dan Jones		

Chairman - Paul Chaney
 Vice Chair - Ralph Ortiz
 Recording Secretary – Rick Irwin

Old Business:

None

New Business:

- Council to revise the standard operating procedures for the divisions. Labor Division will adapt our Operations Plan and Council Policies in spring. Biggest changes will be terminology, Training Sessions changed to Education Sessions

The meeting was adjourned at 4:47 p.m.

Executive Committee Meeting

Attendees:

Paul Chaney	Ralph Ortiz	Ken Morris	Terry Shannon
Rick Irwin	Jennifer Tabor	Michael Cichocki	Steve Galatowitsch
Ron Miller	Jeff Selin	Chris Beckett	Terry Harris
Joe Grabinski	Myles Lembke	Twana McFann	Les Johnson
Mark Johnson	Dan Jones		

Chairman – Twana McFann
 Vice Chair – Les Johnson
 Recording Secretary – Joe Grabinski

- Meeting called to order by Chairman Twana McFann at 4:51 p.m.
- Emergency evacuation instructions were given and first responders appointed.
- The minutes from the previous meeting were read and approved with no changes.

Old Business:

None

New Business:

- Appoint nominating committee for a 2017 incoming Vice Chair.
 - Rick Irwin
 - Ron Miller
 - Joe Grabinski
 - Mark Johnson (Chair)

Chairman’s comments

- Shirts for spring 2017 meeting
- Meeting going well
- Wi-Fi slow here at the hotel. Conference meeting Wi-Fi code.
- Will look to get Wi-Fi code complimentary for the spring meeting.
- IBEW needs to be in a larger room. – for IBEW Caucus portion of NSC meeting
- Council strategic plan. Take ownership.

- Need more help, please participate in the calls if you can.
- Send email to all attendees about the positive changes. Publicize the change. Need to have something from Kathy on New Awards process with NSC. Include additional awards and make them available to the Labor Division. NSC to do the due diligence to ensure that the awards should go to those individuals.
- Labor Advisory committee – Mark Johnson and David Mullen on the committee. Committee will be made up of 5 members. Representative of the Labor Division. Members not all from the Labor Division.
- Liaison reports
 - Terry Harris - No motions or resolution
 - Jeff Selin – Motion from the Welcoming Committee
 - Motion made, seconded and passed to discontinue the Frank Rapp Memorial Golf outing and rename the welcoming reception as the Frank Rapp Memorial Welcoming Reception which will include information about Frank J. Rapp and his legacy to the NSC Labor Division.
 - Jennifer Tabor - Community service and public health committee
 - Motion made, seconded and passed Career night, at risk kids, foster kids. For fall, 2017. Outreach Indiana.org
 - Operations Plan & Council – no motions
- Vice President’s Report (Mark Johnson) – Labor Advisory Committee may be a good opportunity for promoting Labor Division.

The meeting was adjourned 5:55 p.m.

Sunday, October 16th

Full Division Meeting

Division Chair- Twana McFann

Vice Char – Les Johnson

Recording Secretary – Joe Grabinski

- Twana McFann called the meeting to order at 8:00 a.m.
- Emergency evacuation instructions were given and first responders were appointed.
- The Pledge of Allegiance was recited and a moment was taken recognizing our Canadian members.
- A moment of silence was held for our fallen Brothers and Sisters.

Deceased Members:

IBEW Local 569-

Lewis Reyburn

Clark W. Jones

Raymond Vorhees

Gene Sickels

Arbie Wooten

John Weaver

Thomas Aeling

John W. Ellis

Robert Guerriero

Line Clearance Tree Trimmer-

Micah Gifford

IBEW Local 824-

Reid Pomeroy

Derek Sims

George Guthrie

New Business:

Announcements from Division Chair – Twana McFann

- Safety message
- Memo from Deb Hersman
 - Reducing traffic fatalities – Road to Zero
- Thanks to Local's #18, #716 and 1245 as well as Westex
- Award \$2025.00 to Orange Elks Lodge #1475
- The minutes from the previous meeting were read and approved with no changes.

Guest Speaker:

- Kina Repp – Safety beyond PPE

Liaison Reports:

▪ **Liaison 1**

- Terry Harris
 - Troubled Worker Safety & Health
 - Construction Safety & Health
 - Govt. Agencies
 - Industrial Safety & Health
 - Program Planning

▪ **Liaison 2**

- Jeff Selin
 - Transportation Safety & Health
 - Occupational Driver Safety & Health
 - Utilities Safety & Health
 - Occupational Safety & Health
 - Promotion of Training Safety & Health
 - Welcoming Committee

▪ **Liaison 3**

- Jennifer Tabor
 - Ergonomics committee
 - Membership committee
 - Maritime committee
 - Community Service committee
 - Awards committee

▪ **Operational Plan & Council Policies**

- Council to revise the standard operating procedures for the divisions. Labor Division will adapt our Operations Plan and Council Policies in Spring.

▪ **Executive Committee Report**

- Meeting going well
- Wi-Fi issues at this hotel. Try to secure Wi-Fi for subsequent meeting contracts

- Room assignment need to reflect group size
- Council strategic plan. Take ownership.
 - Need more help, please participate in the calls if you can.
- Send email to all attendees about the positive changes. Publicize the change.
- Labor Advisory committee – Mark Johnson and David Mullen on the committee. Committee will be made up of 5 members. Representative of the Labor Division. Members not all from the Labor Division.
- Welcoming Motion
 - To discontinue the Frank Rapp Memorial Golf outing and rename the welcoming reception as the Frank Rapp Memorial Welcoming Reception which will include information about Frank J. Rapp and his legacy to the NSC Labor Division.
 - Seconded and passed
- Community Service Motion
 - To conduct a Career night, at risk kids, foster kids. For fall, 2017. Outreach Indiana.org.
 - Seconded and passed

New Business:

- Collaboration with NSC
- Possible location of Spring Locations
 - Nashville
 - Kansas City
- Open Chair/Vice Chair positions

Vice President's Report:

- Mostly repeat discussion
- Losing Board of Directors seat
 - Unsure of ramifications
- Labor Advisory Committee
 - Might turn out to be an asset
- NSC better understands the Labor Division
 - Kathy Bernstein discussed

Old Business:

None

Good & Welfare of the Division:

- Certificate presented to Kina Repp
- Comment from Kathy Bernstein
 - It's going to take time to get to where we are all aligned
- Labor Advisory Committee expansion
 - Laborers
 - Building trades
- American made handouts for future meetings

Meeting adjourned at 10:39 a.m.