



Labor Division

Spring 2025 Milwaukee, Wisconsin Thursday March 20, 2025

Committee Chair Meeting

- Bob Stone called the meeting to order at 8:00am.
- First responders were identified.
- Emergency exit routes were identified.
- The Pledge of Allegiance was recited, and the Canadian Flag was honored.
- Tonight's reception is at the Harley Davidson Museum.
- Tech tours are filled, please check in with NSC Staff soon.
- Lorraine Martin will attend tomorrow's award luncheon.
- Milwaukee Tool has contributed tee shirts to all attendees.
- Bob outlined the agenda for the week.
- Committee Chairs should be sure to have their attendance and notes pages filled and turned into Paul Chaney.
- There will be an AED available at the front podium if needed.
- Miles Lemke and John Hall will be available to sell tickets for the shirt raffle.
- Congress in the fall will be in Denver Colorado. There has been more expo pass 'days' made available to the labor division.
- Meeting adjourned at 8:25am.

Opening Session Meeting

- Bob Stone called the session to order at 9:00am
- First responders were identified.
- Emergency exit routes were identified.
- Brother Dave Trumble was called to address the body, acknowledging the indigenous peoples that proceeded all of us from the Milwaukee area.
- Brother Stone reviewed the agenda with the labor division members.
- Raffle tickets for the shirt raffle will be sold by Myles Lemke and John Hall.
- WE Energies is our primary sponsor.
 - A representative of this utility addressed the members.
 - Welcome to Milwaukee
- Brother Stone began introductions of all members.
- This year's charity was reviewed and acknowledged.
- New members were asked to stand and be recognized.
- A message from Ron Miller was read noting his time as a labor division member. Ron is no longer able to attend due to a lack of sponsorship.
- Session adjourned at 10:50am.

Welcoming Committee

- Charles Scantlebury called the meeting to order at 10:00am
- First responders were identified.
- Emergency exit routes were identified.
- Committee chairs and vice chairs were introduced to the labor division attendees.
- Each chair or vice chair gave a brief description of what they do in their respective committees.
- A suggestion was made by a new member that we have QR codes on the screen with the Committee descriptions and room numbers available.
- Meeting was adjourned at 10:15am

General Session: 7 Pillars of Safety

- Called to order was called to order at 10:30am by Brother Bob Stone who introduced representatives of Milwaukee Tools.
- First responders were identified.
- Emergency exit routes were identified.
- Evan Burns of Milwaukee Tools made a presentation 'The 7 Pillars of Safety'.
- These 7 pillars include the following:
 - Dust Management
 - Vibration/Noise
 - Ergonomics
 - Safety Technology
 - Visibility
 - Emissions
 - Personal Safety
- Check the following:
 - Protection against silica exposure
 - Protection against hearing damage
 - Protection against MSD's
 - Protection against acute injuries
 - Protection against slips and trips
 - Protection against inhalation hazards
- Milwaukee has researched and developed safety features that acknowledge the importance of the hierarchy of safety controls.
- Session was adjourned at 11:00am.

Educational Session #1 Workplace Incursions

- Brother Bob Stone called Educational Session #1 to order at 11:00pm. Rodney Lee made a presentation about 'Workplace Incursions'
- First responders were identified.
- Emergency exit routes were identified.
- Rodney is a member of the UAW as a Die Maker.

- Active Assailants are typically talked about in the school or office setting; but is also part of the construction industry. The importance of 'Stop the Bleed' training was discussed. Proper first aid training should be conducted.
- Types of threats include:
 - Phone and text
 - Bad behavior
 - Active Assailants (could include the use of weapons, automobile, etc.)
 - Explosive threats
 - Communicated treats (all other communicated threats)
- Our protocol needs to include more than just 'Run and Hide' such as:
 - Aware, Alarm, and Act
 - Concealment (hide)
 - Engagement
- Ask ourselves 'Do we have a plan'?
 - Do we communicate site conditions
 - Does our activity affect others
 - Are we engaged with municipal responders
 - Do we have a re-unification plan
- Be ready by:
 - Keeping instruction simple
 - Use table-top exercises
 - Call 911
 - Partner with municipalities
 - Respond when Law Enforcement arrives
 - Planning for the aftermath
- Have an emergency response plan
- Failure to plan is planning to fail. Prayer alone is not a plan, preparation is!
- Time was left for a Q/A session. Check instructorlee@leesmartialarts.biz for a copy of the presentation.
- Meeting was adjourned at 12:00 noon.

Education Session #2 Health Management Strategy

- Bob Stone called Education Session #2 to order at 1:00pm. Bill Freidig made a presentation about 'Health Management Strategies'. (Mindset Training)
- First responders were identified.
- Emergency exit routes were identified.
- Bill Freidig spoke about our personal health/well-being and the importance of caring for ourselves.
- Ask yourself 'What is your why', is it:
 - Family
 - Yourself
 - Retirement
- The physical and mental aspects of everyday life need addressed to move forward.
- Focus on your base and not on the chaos. Distractions cause us to lose focus.
- Focus on those things I can control; don't be distracted by those things that I can't control.
- To connect our mind and body, we must breathe.
- Hazard recognition/safety conversations are constant mindset workouts.
- We should use the Energy Wheel to identify high energy hazards.
 - Gravity, Motion and Mechanical hazards are the easiest to identify. *
- Perform a 360 of your body. *

- Improve mobility
- Improve stability
- Hydrate
- Get good sleep
- Meeting adjourned at 2:10pm.

Construction Safety & Health Committee

- Brother Keith Prendergast called the meeting to order at 2:15pm
- First responders were identified.
- Emergency exit routes were identified.
- 89 attendees.
- Minutes of the previous meeting were read and approved.
- On January 31st Trump mandated that for every new mandate 10 regulations must be eliminated.
- It's expected that the annual economic impact may approach 100 million dollars.
- These mandates affect OSHA, for example the heat illness rules may remain in limbo.
- These mandates are a gift to:
 - Polluters
 - Grifters
 - Reckless employers
 - And big business overall
 - A discussion was held about women's PPE.
 - The NSC Safety and Health Magazine has an article addressing this subject.
 - Tyndale (women owned) and National Safety Apparel are addressing this subject as well.
 - Brother Travis Parsons address the body and talked about the OSHA re-alignment and the OSHA labor liaisons.
 - Travis also spoke about the female PPE issue as well; PPE must fit correctly.
 - Heat illness has been addressed by a limited number of states; possibly the best course of action may be to just shelve the ideas until the current administration is out of office. We may want this instead of adopting a poorly written rule.
 - A Labor Division member expressed concern with the use of the VAC Trucks on excavation sites. This may be a good subject for discussion at a future meeting.
 - Time was saved for a short Q/A/comments session.
 - Meeting was adjourned at 3:15pm.

Ergonomics Safety and Health Committee

- Brother Lenny Dorosh called the Ergonomics Safety and Health Committee meeting to order at 2:15pm
- In attendance: Ernie Pena, Amado Moreno, Curtis Page, Derrick Nixon, Denny Dobson, Arthur Gonzalez, Dale Malecha and Monte Rogers.
- First responders were identified.
- Emergency exit routes were identified.
- 9 members in attendance.
- Minutes of the previous meeting were read and approved.
- Brother Dorosh reviewed the Orlando presentation, including a recap of the fundamentals of ergonomics and the crossover between work and life.

- Lenny also reviewed ways in which industry has worked to mitigate ergonomic issues over time, and ways to better address work and life ergonomic stress on the body.
- The chair opened the floor for discussion on ways to reduce ergonomic stress.
 - Discussed ways to implement new knowledge and new tools into the workplace.
 - Discussed the power of 'Word of Mouth', as a method of passing on the mindset to younger workers.
 - Discussed new tech and education being used as intended.
 - Discussed tips and shared personal injury stories.
 - Discussed new tool tech.
 - Discussed 'DeKra-Safety in Action'.
- Meeting was adjourned at 3:17pm.

Troubled Worker Safety and Health Committee

- Brother Dave Trumble called the Troubled Worker Safety and Health Committee to order at 3:45pm.
- In attendance: Ken Morris, Charles Scantleberry, Colin Lynch, Alex Hutsteher, Jaye Jones, Kyle Hunter, Julie Fischer, Lee Asher, Robert Welch, Robert Welch Jr., Michael Gomes, Gerald Stinson, Dusty Harkins, Jody Castro, Arthur Gonzalez, Christopher Salonio, Amado Moreno and Robert Rodriguez.
- First responders were identified.
- Emergency exit routes were identified.
- All members not on a tech tour were present.
- The minutes from the previous meeting were read and approved.
- Today's subject is Mental Health and Psychosocial Hazards.
- Objectives include
 - Explain the hazards
 - Discuss legislation
 - Identify risk factors
 - Discuss how to reduce the hazards
- A Hazard Document tool (JSA?) can be used to Identify, Assess and Control the Psychosocial hazards in much the same way that we use this tool for any other hazard. (Fall Hazards, Ergonomic, etc.)
- Workplace interactions affect mental health.
- OSHA's general duty clause should provide a path towards resolution. The jobsite should be free a recognized hazards that could cause psychosocial issues.
- Healthy workers should act as an incentive.
- The stigma surrounding mental health issues need to be overcome.
- 'Triggering' events can act as a psychosocial/mental health hazard; triggering a crisis.
- A large percentage of workers consider work to be stressful.
- Remember that kindness costs nothing. Remember this when we encounter a person suffering from mental illness.
- Nearly 1 in 5 adults suffer from a mental illness.
- Workplace stress is a leading factor.
- For every \$1 spent on mental health concerns, a \$4 return in productivity is realized.
- External factors that affect mental health:
 - Work organization
 - Work design
 - Work conditions
 - Labor relations
- Flowsheets are available that can help assess the workplace for issues that affect mental health.

- Brother Trumble open the floor for discussion.
- The committee meeting ended with a short video describing a tragic event that lead to the death of a young son.
- Meeting was adjourned at 5:00pm.

Friday March 21, 2025

Opening Announcements

- Brother Bob Stone called the day's session to order at 8:45am.
- First responders were identified.
- Emergency exit routes were identified.
- The full membership was present.
- Opening Announcements were made.

Keynote Speaker: Believe in Safety

- Brother Stone introduced today's keynote speaker at 9:00am, Brandon Schroeder; Mr. Schroeders presentation was called Believe in Safety.
- First responders were identified.
- Emergency exit routes were identified.
- The full membership was present.
- The session was about an arc flash/blast event that injured the speaker.
- The pictures were gruesome.
- Too many shortcuts led to the accident, lack of PPE, appropriate tools, policy and procedure, awareness, etc.
- The accident led to trauma for his entire family.
- Eventually the speaker became the company's safety director. (rather ironic)
- Check www.believeinsafety.com
- Session adjourned at 10am.

Education Session #3 Training and Safety; the Challenges we Face and How we can Affect Change

- Bob Stone called Education Session #3 to order at 10:00pm. The session, 'Training and Safety; Challenges we Face, & How we Can Affect Change' was offered by DJ Malecha, Jared Winters, Kiana Adcock, Dave Megna, Terry Harris, Paul Hartgerink, Brian Smith, and John Bodamer.
- First responders were identified.
- Emergency exit routes were identified.
- The full membership was present.
- A panel of industry safety leaders talked about safety on their jobsites and how thye overcome obstacles.
- Session was adjourned at 11:15am.

Occupational Driver Safety and Health Committee

- Chairperson: Dennis Dobson
- Vice Chair: Tom Olivas
- Recorded by: Anastacia Burdette
- Present: 10 members present: Burdette, Anastacia; Cummings, Jalah; Feider, John; Fernandez, Chris; Lulinski, Todd; Novak, Heather; Nixon, Darrick; Olivas, Tom; Schaffer, Scott; Wymer, Dean
- No motions/No resolutions
- Meeting called to order by Vice-Chair Tom Olivas at 11:30 CT
- Identification of emergency exits, appointed person to call 911 and emergency responders
- Previous meeting minutes were read. No discussion. Minutes were approved as read.
- Old Business: None
- New Business: Drivers in cab ergonomics
 - Seats
 - Computers
 - Radio placement
 - Lumbar support can be ordered
 - Twisting to reach computers
 - Found a table that can hook to steering wheel.
 - Replace with I-Pads
 - Cab ingress/egress:
 - Maintain three points of contact
 - Traction
 - How much weight/force on the knees when stepping in/out of cab vs. jumping/hopping in/out of cab
 - Face first in/back first out
 - No grip on bumper/No traction coming down
 - Catch point on bumper
 - Coveralls getting caught
 - Cleaning windows in snow
 - Hard to reach
 - Telematix:
 - Does anyone have it for speed? Beep
 - Geotab vs. Telematix
 - Cameras going in trucks
 - Info reports should be shared with employee.
 - Correct data capture
 - Fleet vehicle safety features
 - 360 walk around extremely important
 - Aged out tires:
 - Check date codes
 - Six-month inspection program
 - Formalized process for safety equipment in trucks:
 - AED
 - Fire Extinguishers
 - Benefit of safety liaisons
 - Backing programs:
- Meeting adjourned at 12:26 pm

- Keith Prendergast called the Government, Labor Agencies & Standards Committee meeting to order at 11:30am.
- In attendance: Brett Allio, Ken Morris, John Hall, Michael Sqymczak, Dusty Hawkins, Julie Fisher, Lee Sher, Klye Hunter, Jaye Jones, Alex Hutstcher, Colin Lynch, Derrick Givens, David Radcliff Jr., John Winkels, Myles Lembke, Jon Chapman, Scott Dornbush, Todd Kindred, Ken Sanderson, Jon Scudieri, Jason Manduez, Warren Becker, Richard Hughes, Corey Allan, Randal Alvarez, Tito Torres, William Spielberg, William Rowen, Amado Moreno, Angelica Moreno, Lillian Calderon, David Donkin, David Wysocki, John Kelly, Kyle Cochran, Jennifer Wilson, James Meyer, Mike Eizhstaedt, Pat Keegan, John Bowdaou, Keith Prendergast, Jarvis White, Chris Salorio, Ed Anderson, Jeff Holden, Mike Cockerham, Scott Holstein, Hector Nanarre, Robert Rodriquez, Rolando Santos.
- First responders were identified.
- Emergency exit routes were identified.
- Meeting minutes were read and approved.
- Keith introduced Lisa Scalero (Labor Liaison from the Chicago area) and our speaker today, Adriana Shannon, J.D.
- Adriana talked about the Chevron Deference and how rulings like this can affect us.
- The three branches of government (and the separation of powers) were reviewed.
- Chevron was a Reagan Administration case.
- The argument was about the clean air act.
 - Permits are required for stationary source.
 - The question was whether or not the whole plant was a stationary source or was an individual 'smoke stack' a stationary source.
- The supreme court's ruling was kind of wishy-washy, stating that lower courts or legislators should decide the intent of the law, leading to:
 - Over 18,000 differing court opinions.
 - Over 60% of all cases brought were influenced by the Chevron Deference.
- Congress is not allowed to delegate decision making to agencies, letting these agencies decide the intent of the law.
- The Chevron Deference applies when Congress delegates authority to the agencies to make rules carrying the force of law.
- The Chevron Deference/ Loper Bright could be used to try and quash current and future OSHA cases.
- Statutory construction really makes safety related rulemaking difficult.
- Meeting was adjourned at 12:30pm.

Education Session #4 Interactions with the Community Panel

- Brother Bob Stone Education Session #4 to order at 2:00pm.
- First responders were identified.
- Emergency exit routes were identified.
- The session was titled 'Interactions with Community; Panel Discussions' and the presenters were: Travis Parsons, Scotty MacNeill, Mark MacNichol, Tarn Goelling and Jake Brown.
- The goal is to leave here with a positive message for how we deal with the public and their perception of us while we work.
- Safety in numbers is real.
- Communication is important, always relay a message about conditions on your job site.
- Most company trucks have some type of GPS system that can be used to monitor company vehicles whereabouts and unusual or inactivity. This must be used carefully since it could be used against the workers as well.

- Organizations should possibly have some type of de-escalation training.
- Part of this training should include the resolution to just leave a bad situation.
- Keep company vehicles close to your work, be dressed for the job; look like you belong there.
- Report a verbal threat.
- Verbal threats from co-workers or the public is a form of harassment.
- We as workers do not need to tolerate harassment.
- To do list:
 - Have a conversation about single worker situations (request tool-buddies when appropriate)
 - Find out the contractors' policies and procedures for how to deal with harassing situations.
 - If you don't have a policy in place, develop one soon. Bad situations are at our doorsteps, we need to be prepared.
 - Harassing situations should be treated like any other hazard. Exercise some situational awareness.
- Q/A/Comments
 - Put the development of an emergency action plan at the top of your priority list.
 - The use of police for traffic control might be advised.
 - The panel did offer positive interactions, but they don't really need any special training or consideration.
- Session was adjourned at 3:00pm.

Awards Committee

- Ken Morris called the Awards Committee meeting to order at 3:15pm.
- First responders were identified.
- Emergency exit routes were identified.
- Meeting minutes from the previous meeting were read and approved.
- 10 members present.
- Old Business: None
- New Business:
- The web site needs to be a bit more user friendly. (issues resolved)
- Described the awards available; individual and organizational.
- Awards for deserving individuals were discussed and approved.
- Meeting adjourned at 3:50pm
 - The Construction Caucus Meeting was called to order by Warren Becker at 4:15pm.
- First responders were identified.
- Emergency exit routes were identified.
- Most of the construction membership were in attendance.
- Meeting minutes from the previous meeting were read and approved.
- The subject of testing for THC was brought to the floor.
- Several people offered policies/ideas from around the country.
 - The most interesting was Minnesota that has a voluntary saliva test. It voluntary because they are trying to determine how accurate it is.
 - No federal work allowed.
 - Private customers can also test for THC as well as other drugs.
 - Check if creams will cause a positive test? Maybe?
 - Marijuana was legal until the end of prohibition? True?
 - Many suggested that contractors can still require testing as a condition of employment.

- We are counting on our Brothers and Sisters, we are trusting them with our life. Do we want to work with an impaired individual?
- Meeting was adjourned at 5:00pm.

Membership Committee meeting

- Meeting called to order at 3:23 by Myles Lembke
- In attendance: Myles Lembke, John Winkels, David Radcliff Jr., Derrick D. Givens, David Frary, John Hall, Art Gonzalez, Angel Cauwache, Aurello Murillo, Robert Rodriguez, James Stark, Jason Marquez, William Rowen, Tito Torres, and William Spielberg
- First responders were identified.
- Emergency exit routes were identified.
- Meeting minutes from the previous meeting were read and approved.
- Old business: check with Travis about the letter he was responsible for drafting.
- New business: John Hall suggested it would be good to send a copy of the letter sent to potential attendees to the membership committee chair to verify it's been sent.
- Discussed the disconnect between applicants and members.
- John Hall talked about using the registration table to solicit new members to apply.
- Discussed the link on the website for membership application.
- Discussed using mentorship to bring in new members.
- Discussed what training new members would like to see.
- Talked about seeing more personal experience presenters.
- Also, several stories of personal experience from individuals in the committee. (Hazard training)
- More panel discussions on hazard situations and policies at locals and companies.
- More representation from other trades (Teamsters, plumbers, iron workers, pipe trades, elevators, aviation, auto workers, manufacturing)
- Meeting adjourned at 3:40

Outside Utilities Caucus Meeting notes

The meeting was convened to discuss ongoing safety concerns, address local union issues, and brainstorm potential solutions to challenges faced in the outside utility environment. No formal agenda was set prior to the meeting, and the conversation flowed based on open discussions.

- Key Discussion Points:
 - AOC (Abnormal Operating Condition) - Pitted Gas Meter Risers:
 - A question was raised regarding what gas companies are doing to replace old, pitted gas service lines. It was noted that corroded, pitted gas service should be replaced, not repaired, as it poses a significant safety risk. There was concern about the danger of a one-man crew attempting to thread out old pipe.
 - Contacts were exchanged between two members for further discussion on the matter.
 - Power Companies' Hours on Trouble Jobs and Storm Work:
 - Xcel Energy in the Denver metro area has been shutting down crews after 16 hours of work. The question was raised whether this is a CDL (Commercial Driver's License) rule requiring 8 hours off before the next shift.

- Discussion included whether it is safe to work around the clock and the impact of worker fatigue. WE Energies has a stricter rule of 18 hours, but only with supervisor permission.
- Apprentices to Journeyman Ratio:
- The group expressed concern over the growing number of experienced journeymen retiring without being replaced by enough apprentices. This shortage is becoming an issue, as there aren't enough apprentices to fill the roles left by retiring workers.
- Gas Ultrasonic Meters:
 - The group discussed the effectiveness of gas ultrasonic meters. There are concerns that these meters are taking jobs away from field technicians, as gas companies can disconnect services remotely from the operation center, eliminating the need for technicians to visit sites.
 - However, there are ongoing issues with these meters not responding correctly to commands, causing them to lock up and requiring crews to be dispatched for replacements. DJ shared an example of a meter showing the house had power, but it wasn't functioning properly, leading to a power outage for over a day.
- Hot Distribution – Different Local Union Requirements for Crew Size:
- A question was raised about the different rules followed by various local unions when it comes to crew size for hot distribution work. Some local unions require one journeyman in the bucket and one qualified journeyman on the ground as an observer, while a Local 2150 member recommended a minimum crew size of four for hot work.
- Future Outside Utility Caucus Meetings: Local 2150 recommended that future caucus meetings be organized by work classification groups (e.g., Distribution, Transmission, Gas, Underground Electric, Substations) to gain more detailed information and address specific issues for each work category.
- Action Items:
 - Future Meeting Organization: Local 2150 suggested organizing future meetings into work classification groups to gather more detailed information. The proposed classifications include Distribution, Transmission Gas, Underground Electric, and Substations.
- Closing Remarks:
 - The meeting concluded with a consensus to focus on improving safety communication among the various local unions across the country.
 - Meeting notes Recorded by: Patrick Keegan

Additional Caucus Meetings did not provide minutes.

Executive Committee Meeting

- Brother Bob Stone called the Executive Committee Meeting to order at 5:00pm.
- First responders were identified.
- Emergency exit routes were identified.
- The subject of topics for the next meeting was brought to the floor.
 - AI and how unions can maximize the technology.
 - Wearable technology (Measuring hydration etc.), what is private, what is not?
 - Milwaukee and exoskeletons.
 - Vitalcog – Suicide awareness and intervention.
 - Job Hazard Analysis, Job Safety Analysis.
 - Could we have an airline panel? We need to find industry safety experts, speakers, address driving on the airport grounds. The military surely would/might have experts that we could rely on. How do we deal with lightning hazards? What's the best policy; measuring cloud to cloud or cloud to ground?
 - Could we have more personal experience speakers; we could pull from our membership.
 - Panel discussions are popular.
 - Fissured workplaces.
 - The lawyer speaker was great, we could possibly use more of this.
- Raffle changes?
 - Number generator? (needs A/V) Should we change the way the swag is distributed?
 - Could tickets be available at registration?
 - QR code identifying the charity and their goals.
 - Brother Stone asked the Denver members to find a raffle charity recipient.
 - Brother Trumble suggested that we have a more press releases.
 - Could we have the charity address the membership before the end of ticket sales, possibly during the opening session?
- A discussion about the Liaisons and the session ending reading of the minutes was brought to the floor. It was decided that the labor division would send an e-mail blast to all members before the next meeting in the fall for all to preview before the next meeting. During the opening session, the body will vote to accept as read or make corrections.
- Theme for Denver? Wild, West Safety?
- Meeting adjourned at 6:00pm.

Saturday March 22, 2025

Workplace Violence and Harassment Workshop

- Brother Bob Stone introduced Dave Trumble at 9:00am. Dave Trumble will be making a presentation on behalf of the Utilities Safety & Health and Industrial Safety & Health Committees; subject is Workplace Violence and Harassment Workshop.
- First responders were identified.
- Emergency exit routes were identified.
- The session had all members in attendance were in attendance.
- Dave Trumble and Terry Harris both detailed the work of their committees and explained their collaborative efforts for today's presentation.
- Dave then briefly continued the conversation from Educational session number 4. Dave gave a short personal story detailing a harassing or potentially violent situations that they had been part of.

- The objectives for today's session:
 - Recognize, assess and control risk.
 - Understand what violence and harassment is.
 - Understand some legislation.
- The strength of the labor division is the sharing of information and experiences.
- Employ the programmatic approach and use the Hazard Document (JSA).
 - Identify the hazard
 - Hazard assessment
 - Hazard recommendations
- Dealing with violence and harassment is pretty much the same.
 - The most effective control is 'at the source'
 - Next is 'Along the Path'.
 - The least effective control is 'at the worker'.
 - PPE should be a last resort
 - The hazard still remains
 - PPE may not be used correctly
- Employers must have a complete policy and procedure regard violence and harassment. It will look like many of our other policies and procedures outlines.
- Controls need to be in place outlining the steps to be taken if we experience violence or harassment. If here are no controls in place, they need to be established.
- Terry Harris explained a harassment situation and boundaries that the alleged victim placed on the safety leader. The audience was polled for solutions to the problem(s). Interesting conversations.
- 2023 OSHA recorded over 700 fatalities due to violence.
- Harassment is often a precursor to violence.
- DHHS reports 20 murders at work every week.
- NIOSH reports over 1.7 million violent crimes against workers every year.
- Victims may react violently to harassment or violence.
- Check an OSHA Fact Sheet.
- Risk Factors were identified.
- Potential controls were reviewed.
- Meeting adjourned at 10:30am.

Closing Session

- Called to order by Paul Chaney at 10:30 a.m.
- First responders were identified.
- Emergency exit routes were identified.
- The session had all members in attendance were in attendance.
- How to share minutes was discussed and decided to share via email.
- Adjournment at 11 a.m.

Thank you to our sponsors

IBEW Local 266

IBEW Local 364

Milwaukee Tool

Believe in Safety