



**Renaissance Hotel, New Orléans, La.
April 13-April 14 2016**

The chairman, Eric Grundke, convened the Spring 2016 meeting of the National Construction Safety Executives at 8:00 AM on Wednesday, April 13, 2016. Eric shared the emergency procedures and began introductions with new people in attendance. Members attending were:

Grundke, Eric, Chair	Kiewit	eric.grundke@kiewit.com
Brad Barber Vice Chair	Parsons	bradley.barber@parsons.com
Tim Palmer, Secretary	Black & Veatch	palmertd@bv.com
Warde, Page, Treasurer	Weeks Marine	pawarde@weeksmarine.com
Baldwin, Rich	PCL Construction	rsbaldwin@pcl.com
Hornauer, Bob	NCCCCO	rhh@mlode.com
Levin, Paul Mbr at Large	Sundt	pclevin@sundt.com
Bardin, Chris	The Layton Company's	cbardin@laytoncompanies.com
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Peters, Andrew	AECOM	andy.peters@aecom.com
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Don Hurley	Zachry	Hurleyd@zhi.com
Steve Trickel	Zachry	trickels@zachrygroup.com
Steve Smithgall	Balfour Beatty	ssmithgall@balfourbeatty.com
Giles, Brad	FDR	brad.giles@fdrsafety.com
Gary Beswick	ERM	gary.bewsick@erm.com
Tony O'Dea	Gilbane Building Company	todea@gilbaneco.com
Cindy DePrater	Turner Construction	cdprater@TCCO.com
Ruebesam, Jeff	Fluor	jeff.ruebesam@fluor.com

Members Absent

Wilson Yancy	Quanta	wyancy@quantaservices.com
Hendrik Van brenk	Skanska USA	hendrik.vanbrenk@skanska.com
Marni Hogen	Mortenson	marni.hogen@mortenson.com

Guests

Kevin Maitland	McCarthy	kmaitland@mccarthy.com
Molly O'Brian	FDR	
Alex Sewing	AECOM	
Andy Mahony	PCL	
Krystal Zwinggi	Zachry	
Linda Goldenhar	CPWR	
Jim Wiethorn	Haag Engineering	
Timothy Bates	Hansel Phelps	
Michael deBettencourt	AECOM	



Paul Penzkover
Ana Segovia
Donald Gilbert

Mortenson (for Marni Hogen)
Weeks Marine
ExxonMobil

aksegovia@weeksmarine.com
Donald.i.gilbert@exxonmobil.com

Welcome and Agenda

Eric asked for introductions around the room and reviewed the plan for the meeting. Brad Barber discussed the agenda and some adjustments to the schedule.

Safety Moment:

Brad Giles presented the safety moment. Safety professionals are the most visible people in the company. He shared beliefs about leadership. Leadership is an action, not a title, and we have to demonstrate that every day. Employees want leaders to actually do something. Be out there. Character and attitude matter as much as skill and knowledge. Surround yourself with good people and trust them. Turn them loose. Leaders walk the talk, bosses talk the walk.

The code of the west by James Owen. Trust, Loyalty, character, truth, honesty, bravery. Live each day with courage-be willing to speak up, always take pride in your work, do it well. Do what has to be done, be tough but fair, cowboy up! When you make a promise, keep it. Ride for the brand, talk less and say more, remember some things are not for sale, know where to draw the line.

Big Data and what it will mean for us all

Michael DeBettencourt, MS, CSP AECOM

Our profession needs a new way to look at data and how it is changing our world. Every year or two there are major shifts in tools we use. Big data is about insight. It is not a statistical sampling of a population, but direct connected devices. Data correlation is messy and inexact- requires a lot of intelligence to figure out what it means. There is so much data available, micro and Meta levels that mining data for correlations is inevitable. Culture is the sum total of behaviors and expectations. Correlating data to your behaviors is being done extensively in business, marketing, government. The why is predictable and relates to our preferences.

Shared how the different industries use data. Aviation- predictive analytics for engines, Business, HR turnover and retention, Telecom- predictive analytics and network management. These are complex behaviors of humans and human factors. Shared a diagram about monitoring everything, and how they correlate intelligently. Detect anomalies, Digital exhaust- leaving bits of info behind. Data is generated by things you use and what you do. Data from the computer and phone, wearable tech, credit cards, etc. and Behaviors of what you do. As we interact with the environment, data is being taken so those interested could develop predictive analytics to determine our behaviors. Correlation means we speak in terms of probabilities. Shared XOM's mining the diamond. Shared the HiPo to prevent high consequence- low frequency incidents. In RCA's at worst we blame the employee, at bet we identify management systems. (Journal of petroleum technology Aug 2013)

Discussion on correlation of financial and safety performance. Ethical challenges will be a part of the proper use of data to infer behaviors and performance. It is likely that data analytics will be done by third party firms so that we are removed from access that could be personal or compromising for business. Andy asked if companies were using all the data they receive to boil



it down to an understandable message for craft. Gary B. talked about how his company is gathering primary and secondary processes. Andy said some were using BIM to do real time near miss reporting to spread info to prevent injuries. Linda shared that NIOSH developed tool box talks that have stories on what happened and risks, risk mitigation. Weekly discussions are not good enough, it has to be daily. Page shared that sometimes people don't want to speak up and look silly. Jeff R. shared that stories are very impactful. People don't necessarily process the hazards and the story can help make it real. In Fluor, most fatal accidents have a contributing factor of experienced people. We have to instill that fear, it is a matter of time before something happens. Shared the wind turbine example of how they get complacent over time then they forget to tie off. Bob Johnson commented on the power of stories as well. The stories can make the difference and not the stats. Eric asked the question on predictive data. Tony shared that when there is poor housekeeping, they see incidents. Tony shared the tie into LEAN and prevention. Eric shared that when their projects had good first aid reporting, they have less recordables. Jeff R. shared on safety walks there was a focus on conditions. They then worked hard to look for both conditions and behaviors. They started looking at how people work and how they act to identify at risk to be able to correct. Jeff said that when Sr. leadership goes crazy after reporting it really harms the efforts. He said that 70% of the RCA's were coming back as employee bad things. They now look training, job planning, adequate tools/equip, adequate supervision. He brought his safety folks in and reviewed the incidents and only one could get past the four questions. Jeff S. shared that out of sequence jobs, rework found a strong correlation of incidents. Cindy is looking at number of work hours and the correlation between increased hours over 8/48. CII research topic 321 is a study on predictive process.

This lead to a discussion about how important it is to get people involved, train and motivate. Shared how when we see no participation, incidents occur. Higher the participation, the less injuries. Jeff Shoope shared how we got too advanced and need to scale it back. The JHA became several pages and they are scaling it back.

New Member Presentation

Kevin Maitland, McCarthy Building Companies

Kevin shared a little about himself. He has been with McCarthy for 22 years. Illinois State University grad. Worked for Alberici for over 5 years before joining McCarthy. Grew up on a farm and learned a lot about safety. MC Industrial, Castle Contracting and McCarthy make up the holdings company. All direct hire. Employee owned, 1600 full time salaried. 3+ billion. Commercial, Marine, highway, water, renewables. Corporate headquarters in St. Louis. 75-80 safety professionals. Shared Incident rates around .88 /EMR .5 and about 7 million hours, subs over 25M hours and Incident rate is much higher. They were finding folks with less than 3 months had higher incident rates. Shared Focus 2016 which is an initiative that is positive, personal ownership, accountability. Gary is retiring... Kevin is taking his role.

New member presentation

Nick Anagnostou, KBR construction

20 years of experience working with EBY, Kellogg, Jacobs, Foster Wheeler and now KBR. BS Occupational Health Murray State. CSP, and member of ASSE. Owns company called prepstar which is a recruiting company for football. 600-700 kid to go into sports programs. Started an



Athletes 2 Industry. KBR- 25K employees. KBR dropped down from 16 business to 3. Tech and consulting, E&C and government service. Direct hire and international work. 1400 DH craft in Enid Ok. (3M hours) Also shared a photo of 15K employees in Thailand at a fabrication facility. Job peaked at 20K in a CM role. (200M hours) Zero harm program has five elements including Zero is achievable, incidents are intolerable, and safety is personal. All day, every day, willingness to intervene. Zero Harm, has a baseline of courage to care. Courage to speak up is a huge issue. Other elements include Leadership, communications, risk control, and lagging indicators. Helped reduce injuries in their company. Work hours 170M total, 60M Direct hire. Company is mainly O&G and industrial. KBR was on the front line of the Ebola virus in West Africa. There is not a place or project they are not willing to do. During the war, KBR fed the troops. He created a visible leadership and HSE strategy. Sr. Management had to do inspections of the work places. One of the questions is "Did you feel the culture when you were there"? They have incident review boards and Managers run it. Then they take one per quarter and present to the CEO. CEO starts his meetings before he discusses operating goals. Proxy statement talks about safety. Had a fatal accident this week. Thailand they had 2 fatalities in a confined space. Incident rates are going down but fatal rate is flat. Incident rate 0.208 -170M, DH 0.29- 55M.

Crane Accidents-Study of causes and trends 1983-2013

Jim D. Wiethorn, PE. Haag Engineering

Bob Hornauer introduced Jim. Jim said he completed 904 crane accident investigations. Excellent investigations must be able to identify the causes and OSHA is only looking for violations. In 2014 Jim published a book called Crane accidents. Reviewed the study development. Duties and responsibilities he believes is critical when after an incident, he found nobody knew what to do or who is in charge. He found an Ironworkers manual in the 60's. Don Dickie's crane books were developed as a result of this. ASCE published in 1998 the Crane safety practice #93. In 2007 ASME B30.5 on cranes was published.

Jim shared a division of responsibility and a flow chart. Crane study categories included 10 areas including Commercial construction, and highway, road and bridge construction. Tony asked what the percentage of crane signal issues resulted in accidents? Jim answered it was blind lifts on tower cranes. #1 cause of road and bridge incidents are moving cranes and second is hitting power lines. Other areas include Industrial, manufacturing and residential construction, Marine and mining. Arborists/logging and agriculture. Oilfield land-based and offshore. Jim broke down the incidents by 14 types of action. The number of deaths in the 507 accidents were 147. Most frequently it is other personnel not involved in the lift. 281 injuries, rigger was the top person hurt. 356 or 70% of the accidents have no load on the hook, more crane accidents in 15-99 Ton and 300-600 T.

One of the areas is the manufacturer of the load and get the proper lifting locations and how to lift the object. Responsible parties are primary and secondary. Secondary is they knew a problem but did not say anything. Never seen a safety professional as a person responsible for a crane collapse. Page asked how many override crane. He has detailed info on that. Shared a crane accident in Michigan involving 2-4100 cranes to set long span trusses at a stadium. No radios. Crane A traveled faster than crane B. When Crane A started to tip, he cut his load and it took the other crane down. Overall responsibilities for a crane incidents (primary) Operator 27% at fault. Lift director 25%, Rigger 21%. Dom Hurley asked if anyone is looking at the telematics of the crane operator. He strongly recommended we do this. Shared a chart on operator responsibility during the period of 1987-2013. It appears to have plateaued at 26-27% since 2004. Lift director was at fault in over 60% of the critical lift failures. Lift director is most



frequent in mobile and rigger in tower crane. #1 cause of failure-overload by 49%. Jim shared that 94% of all crane accidents had some type of human intervention. Jim shared that some engineers have no idea of crane loads and gave two examples. Jim has an age of cranes study.

Future leaders of Construction Safety (FLOCS)

Best practices project

The Team introduced themselves and their mentors. Purpose of the project was to collect feedback on best practices from NCSE members. Interviewed 75% of the membership and 6 best practices were selected.

Most common responses of what is a best practice? Answers from the members included not mandatory, impactful and above and beyond. Common best practices included risk assessments, JHA's, Take 5 alignment, orientations, why I work safe badge, technology, supervisor engagement, evaluation of subs, management committees.

Challenges faced when expanding a best practice include resistance to change across the spectrum. Every place is different and not everything works everywhere. Getting operations and middle mgmt. buy in, not having enough info to show positive results and language barriers.

The first process they selected was Design for Safety (DfS). Shared benefits of job planning and the use of DfS during the design build process. Shared modular building and cable tray preassembly as examples of DfS. Using preassembled cable trays saved 48% over build in place. Cost included electrician and Ironworker setting. Detroit Edison PP FGD unit 1 and 2 Ahead of schedule, under budget, excellent quality and 1M hours without an LTA.

The second was a fall protection simulator. It is a structure that workers can practice proper tie off before going out in the field. Zachry uses this to go over fall protection annually or more frequently if needed. They train on the use of beam sliders and cooning. The training also involves lanyard extensions, and walking a beam. The training involves transition between scaffolds and structures. The results showed zero unrestrained falls.

Safety accountability for everyone by HP. Principles of safe discussed like communication and ownership. The real time data can show who is in the field. It is an audit process. They also have an observation process.

La PSZ huddle procedures- Discussion on a safety huddle process and the items that were discussed. The process helps increase the effectiveness of pre-job planning, field level safety engagement and good catch acknowledgements.

ESHARP- 27 sections from business development to closeout. Process management tool that would help guide a job.

How can technology help our safety programs? Showed a video on wearable technology. Daqri smart helmet and intellitrac software. An amazing hardhat that is a computer.

Showed an app called audit pro (15.00) and how it works to do a safety audit. It is very easy and simple to use.



Red angle safety Spanish- shared the effectiveness of the Spanish speaking program in the workplace. It also helps share about the Hispanic culture which is very helpful to supervisors.

The team shared some of the advice they received and some photos.

Ideas for projects

Safety staffing, leading indicators,

Jeff asked what the team is seeing that could be a best practice. One idea is getting info back to the school and the second is working with the project owners to improve success. Jeff also asked about the curriculum in college is preparing them. They shared it does to a certain extent, but the field experience is the most valuable.

Page shared that they standardized training between Weeks and Great Lakes the two marine companies. This has helped significantly.

Behavior Based Safety

Ed Armendariz- HDR

Ed opened with making safety personal by asking why does safety matter to you? Showed a one minute video. They define BBS is the application of behavioral research on employees in the workplace. Their program is not a typical or traditional BBS process, it is a process by exception and a safe haven to speak up. Shared roles for success in BBS. He shared some 2015 recordables and used this in the discussion on hazard awareness and prevention.

Tony asked about how they overcome the communication. Ed shared it is a no name process. They do use checklists and enter into IndustrySafe.

Safety Week

Eric Grundke

Eric asked what companies are doing for safety week. In Washington there are big events planned. There is also a big event in Dallas, Bob Johnson said they are doing a video contest on safety.

**The meeting was ended for the day at 5:00 PM
By the chairperson, Eric Grundke**

The group enjoyed the hospitality event in the Hospitality room.

Dinner hosted by NCSE at the Creole queen river boat.

DAY 2

Eric Grundke re-convened the meeting at 8:00 AM on Thursday, October 1, 2015.

Eric opened the meeting and reviewed the agenda.



Safety Moment

Page Warde, Weeks Marine

Page shared an incident that occurred in Hawaii when a plug was inserted into a 24" pipe failed after the client turned on a water line and the plug blew out when a worker was in the excavation. There was no lock out on the pipe and the valves were not sealing anymore (1940 vintage valves). They finally used a bypass plug and hose to safely manage the water and pressure in the line.

Eliminating Life altering injuries hurt-free "Diamond" approach.

Don Gilbert, SSH&E and Projects Safety Manager, ExxonMobil

Don opened sharing that ExxonMobil has the strong belief about zero injuries. Shared the safety journey and the efforts that lead to decreased incident rates. They believe the key to the next level of safety performance is leadership. Don reviewed the values of the company including aspiring to a vision of Nobody gets hurt. Showed the Triangle and discussed the shortcomings of the traditional view as it is not aligned with nobody gets hurt, the impact of the human impact. The traditional triangle also excludes the potential injury severity and it leads to the focus on minimizing treatment/recordables rather than injuries. Dan H asked about if XOM uses recordability of incidents as a measure. Gary asked if XOM could influence OSHA. Brad G. shared that we all believe that recordables is a terrible way to measure companies success. The hurt free safety model is where the events are classified into consequence categories based on actual injury severity. Recordability is not considered. Shared hurt injury severity levels (5) from no hurt to fatality. Recordable is not considered since it is an administrative level vs. someone got hurt today. The dialog is centered on the people and the impact of an incident, not OSHA recordability.

The Diamond approach or mining the diamond is where events are evaluated based on actual and potential human impacts. Mining the diamond yields important learnings. They saw a fatal in 2014 but there was a fatal. In 2015, they saw a higher TRIR. The 2015 injuries were all moderate injuries and none were severe. In their hearts, 2015 was better than 2014 due to the incidents. The near misses are where they see the most learnings. Eric shared that they have used the diamond activities that helped identify issues that need further evaluation before an incident occurs. They have diamond alerts for high potential events. The Diamond events promote critical thinking and a consistent assessment of potential injury severity. Those events that are a hurt level 3 (serious injury) are called a diamond event.

The hurt free implementation- Err on the side of learnings. Actual or potential level 3 is a formal investigation. Steve Trickle shared that some customers reacted very negatively on near misses because customers do not understand the positive nature. Andy asked how they deal with information overload. It is changing from Recordable focus to the human impacts. They do not do investigations on all recordables and it reduced the investigations 25%. The key is working both ends of the spectrum. Reviewed the hurt severity level determination for actual AHL, and potential hurts, PHL. Communicating the severity level, like HL-23 2 is actual and 3 is the potential. Applying this process to environmental, process safety and security events. There was a discussion on if a dropped object in a barricaded area is a HL00 or PPE was used and effective. Shared what this culture looks like and leadership expectations. Leaders care, treated like family, open and honest reporting safe behaviors are cultivated. Leaders must align with nobody gets hurt, believe the vision can be achieved, commit, promote the vision to the workforce and celebrate milestones along the way. When someone reports a near miss instead of reacting negatively, react positively and recognize, be thankful for the opportunity to learn.



Lone worker Risk Controls

Jeff Kryzanowski, Aware360

Within the next few years, IoT or internet of things will be significantly expanded. Share an example of the thermostat that use to be manual and now it is connected and smart and can be accessed from the phone. Showed smart devices such as smoke detector and locks. The drivers of safety include cost, zero harm, technology and predictive vs. reactive technology. They believe that IoT represents the most compelling technology shift for safety to date. There is going to be a huge shift in IT process management in the next 5-10 year. Myzone technology sees around corners and generates a signal. It also vibrates to warn of a hazard. He shared they want to make them smart devices that can show when intrusions occurred and how many near misses.

Wearable smart devices for medical monitoring in the field. Heat stress monitoring or other medical issues to alert staff. Portable gas detectors that are tied to the internet to alert when there is an exposure. Google glasses and you can download mapping software and see projects and or cable routing. Eric asked if these smart device have been vetted. That started a discussion about where the technology is growing. Jeff then shared the lone worker technology. Voice based vs. buddy system which is expensive. Aware 360 has a app which is loaded onto a phone which employees can sign in, monitor their location and when done sign out. They shared they have multiple solutions depending on where people are at and what the issues are.

This company develop IT solutions for complex problems.

Influencing safety Climate

Linda Goldenhar, CPWR

Strengthening jobsite safety climate 2014 was presented. The 8 leading indicators of the jobsite safety climate include commitment, the value of safety and owner/client involvement. Path to having an exemplary safety climate. From inattentive to exemplary safety processes. The S-CAT or safety climate Assessment tool and created items for each of the indicators. These elements were constructed from the various levels of feedback. The question about if the 8 elements have been statistically validated. There has been some validation that the 8 elements are statistically shown to have better rates using this tool. If companies want to use this, you can contact Linda and she will give a code that people can use to access this new tool.

One of the 8 leading indicators is improving site safety leadership. So they started a foundations of Safety Leadership (FSL) course designed to improve safety. The program is an evidence based leadership education module to be offered as an elective within an OSHA 30 hour course. It introduces trainees with supervisor responsibilities to critical leadership skills they can use to improve safety climate. 2.5-3 hours to review the materials and a knowledge quiz, pocket reference guide and hardhat sticker. Includes foundational material and then application exercises. The exercises include 7 videos that initiate conversation and discussion questions. Linda went over the five skills they are teaching which include lead by example, engaging team members, actively listen and three way communication, developing team



members through coaching and teamwork and recognizing team members. Reviewed the various videos and discussion points.

Business Meeting

New Members:

Eric reviewed the plan for the business meeting.

Two members to approve

Kevin Maitland replacing Gary Amsinger, was approved as a member of NCSE

Nick Anagnostou with KBR

Page will invite Skanska to the next meeting.

Next locations...New Orleans April 13-14 2016, Nashville Oct 5-6, 2016.

Picked Corpus Christi for spring of 17 and Monterrey for fall of 17

Had a discussion on additional companies. We have 21 member companies plus the honorary. Carl reached out to CBI and there was no interest. Is there a segment that we would like included? Discussed Sunbelt since they have 1500-2500 craft. Some prefer to have like companies.

Discussion on the honorary membership. The charter says to pay annual dues to maintain the membership. There was a discussion about should the honorary members pay per meeting vs. pay annually. It was also brought up about participation of honorary members and how the charter requires attendance. Brad brought up maybe we have an inactive status. Eric says they will bring revised language to make an inactive status.

For Steve Gale, we will take him off the roster. When he returns to the States, he can ask for reinstatement.

Bob said we should keep it consistent with the regular members missing two meetings.

Gary Amsinger was approved to be an Emeritus member.

Eric G. will contact Walsh

Tim S. will contact JE Dunn

Rich B. will contact Brassfield and Gory

Steve S. will contact for Clark

Brad G will contact MW Bruit

Page W. will contact Skanska (replace Henrik Van Brink)



FLOCS Team.

Discussed having them come each meeting? Suggestion to have a project leader attend. Andy said he thought we were going to come up with a library we can rely on. He was looking for the various best practices each company is using. The presentation was good, but Andy does not believe it was very helpful to him.

The purpose was to evaluate a process to provide information and do presentations to improve their skills. Brad says this more than just best practices. Tony shared the website was to be used for a Library.

- Best craft engagement practices.
- Look at the various practices for each company. Where we are aligned with our programs and where we are not.
- Getting workers prepared for the activities they are to do. (orientations)
- Millennials retention and what is important to them to keep them engaged.
- Each contract safety requirements for our subs
- Ask Linda what problem the FLOCS should go look at.
- Look at the website for improvement.
- Develop a library.
- Leading indicators.

Eric asked if we have the right number of FLOCS? Right now there is a two year rotation.

Andy believes that the Management Team can make the decision. Brad can work with the team and provide direction. Brad and Paul will send Eric info and Eric will send out to the group.

Tim reviewed the treasury report. We spent \$10,426.21 and have \$32,568.78 in the bank

Spring 2018 Meeting:

- Savannah Ga was the winner.

Topics for next meeting

- Find a client for the meeting and get more client presentations
- Invite CURT
- Arizona State
- Precursor analysis- John Hogan (Univ of Colorado)
- Human conditioning-lift something to heavy, bend over-sends out alerts. Taking Gaming technology and BIM drawings and make droids through the building to avoid hazards so job planning can be done. They have a Zumba like device that takes photos for hazards.
- Virtual reality training US rentals.
- Univ. of Colorado Partnership- Jeff Shupe
- Safety in the curriculum in engineering-Jeff Shupe
- OSHA update with a regional OSHA officer.
- Dropped object/hands on stuff



- Leading indicators to make safety decisions
- Cordless technology-Hilti

Darnell Roundtable

Brad- ASSE approved an account manager to talk with companies to see what they need to improve. Primarily for larger companies. BCSP has their board meeting. Will do a Sr. Safety Manager certification. More in line with the ASP test. 10 years in safety no degree needed. The CSP test is about to change again.

Safety Academy by FDR, 10 day class in Boise Id. Transition new grads and new folks to safety. All material will be on a tablet, affiliated with Northwest Nazarene University and course cost \$4000. They will use Adult learner experience, need at least 10 people. Webcasts by SME's. Field exercises, heavy equipment and crane experience. Scenarios. Reviewed the content like Mobile technology, why tree investigation, hazard recognition, IH in construction, recordkeeping and hands on activities.

Bob H. shared information on Lift and Move USA for high school kids to get them into careers into hoisting and highway work. May 17th in Graham NC and November in Long Beach. Tower crane practical examiner workshop in July and a operator refresher May 9th.

Discussion on eye injury prevention using spoggles. Also discussed importance of proper donning and doffing. Make sure they are fitted. They work well if they are fitted along with training. The most pushback occurs in the summer when it is hot.

When the work changes, from construction to maintenance of equipment you change to the marine standard which included working alone. Keep in mind that maintaining the equipment the rules change.

Chris B reviewed his leading indicators. Chris reviewed the program for leading indicators. This is a one page document and it is reviewed monthly, A question was on how they are maintained. Contractors are required to use as well. Chris is taking incidents to BIM to recreate the incident. They can create them within about 30 minutes.

Down in San Diego Jerry Shoope was cited and Cal-OSHA threatened to make it a willful if HP fought it. The Candy cane rebar is still an issue.

Tony shared he was working with Staples who hired safety folks and they have approved products within Staples. If currently using Staples, may look into it. The second was they worked with a company to create an internet based training. Tony now has a expedited training process. The third thing iBuild:x2 which is a safety apps talk to text and video STA, safety permits Easy tracking of short service workers. Decreased paperwork and increased accountability. Inquest technology. Posted Amazon web services. Created the forms internally. Smartapp.com

Cindy shared that their company is doing safety week all month. One topic a week. Then one topic a month to focus on. Someth8ing simple to keep it going.

**The meeting was ended for the day at 4:00 PM
by the chairperson, Eric Grundke.**