



**Poco Diablo Resort
Sedona Az.
October 2-3, 2013**

The vice chairman, Tony O'Dea, convened the Fall 2013 meeting of the National Construction Safety Executives at 8:00 AM on Wednesday, October 2, 2013. Tony discussed the purpose of the NCSE to share safety processes while bringing top industry leaders to provide the committee important information in our industry.

Members attending were:

O'Dea, Tony, Chair	Gilbane Building Company	todea@gilbaneco.com
Baldwin, Rich, Vice Chair	PCL Construction	rsbaldwin@pcl.com
Tim Palmer, Sec/Treas.	Black& Veatch	palmertd@bv.com
Barber, Brad	Parsons	bradley.barber@parsons.com
DePrater, Cindy	Turner Construction	cdprater@TCCO.com
Grundke, Eric	Kiewit	eric.grundke@kiewit.com
Helman, Dan	Babcock & Wilcox	dlhelman@babcock.com
Hornauer, Bob	NCCCO	bhornauer@nccco.org
Kliwinski, David	Jacobs	David.Kliwinski@jacobs.com
Levin, Paul	Sundt	pclevin@sundt.com
Peck, Chris	CH2MHill	chris.peck@ch2mhill.com
Sirofchuck, Tim	Clark Group	tim.sirofchuck@clarkconstruction.com
Bardin, Chris	The Layton Companies	cbardin@laytoncompanies.com
Van Brenk, Hendrik	Skanska USA	hendikvanbrink@skanska.com
Gary Amsinger, Mbr at Large	McCarthy	gamsinger@mccarthy.com
Yancy, Wilson	Quanta	wyancy@quantaservices.com
Peak, Gary	Mortenson	gary.peak@mortenson.com
Peters, Andrew	AECOM	andy.peters@aecom.com
Giles, Brad	URS	brad.giles@urs.com
Richardson, Carl	Zachry	richardsonc@zhi.com
Warde, Page	Weeks Marine	pawarde@weeksmarine.com
Cappello, Charles	Bechtel	ccappell@bechtel.com
Murphy, Brian		gonefishing520@yahoo.com

Members Absent

Ruebesam, Jeff	Fluor	jeff.ruebesam@fluor.com
Beswick, Gary	ERM	gary.beswick@erm.com
Dixon, Jim	Jacobs	Jim.Dixon@Jacobs.com
Handley, Chris	Performance Contractors	chris.handley@pcg.com
Johnson, Bob	Granite	bob.johnson@gcinc.com
Bill Jackson	Granite	william.jackson@gcinc.com
Davis, Warren	Safe Step, LLC	safestep@satx.rr.com

Guests

Wood, Steve	AECOM (MCSE)	steve.wood@aecom.com
Black, Robert	Lend Lease	trey.black@lendlease.com
Bray, David	DTZ	dave.bray@dtz.com
Greer, Eddie	BCSP	eddie.greer@bcsp.com
Hogan, John	SNC Lavalin	john.hogan@snclavalin.com



Newkirk, Michael
Perkins, Darin
McGlothlin, Charlie, Dr.
Owen, Scott

Fluor
Arizona Water
Oakland Univ
Terex

michael.d.newkirk@fluor.com

Safety Moment:

David Kliwinski introduced a 15-minute video developed by Jacobs. This emotional video is titled 'Kate's Story' and replaces 'Remember Charlie' which Jacobs had been using. The video highlighted a Jacobs widow named Kate whose husband (also a Jacobs employee) was killed in a job-related incident in Dec 2008. The widow's husband was electrocuted while measuring a bridge parapet over an existing rail system, and he passed away 3 days later due to his injuries. Kate describes the details of the incident, and the impact on her and her family. Jacobs has rolled out this video to their 60,000 employees as a lessons learned opportunity and plans on sharing it with industry constituents. The video is being made available to the NCSE membership, and Paul Levin has posted it on NCSE website.

Brad shared a story that reinforced the importance of complacency. We have a lot of office people and engineers performing activities that expose them to significant risk, and they may not realize or recognize (due to complacency) the risks.

New Company Presentations

Mortenson- Gary Peak

Gary Peak, Director EHS with Mortenson provided his new member presentation. Mortenson is a 60 year company with 8 operating divisions. Main office is in Minneapolis with offices across the US and China, Canada. Mortenson has 57 Safety professionals with a span of control guideline of 50 to 1 worker to safety professional's ratio. They have both leading and lagging indicators as measurements. Leading indicators include hazard recognition, near miss, project climate and project safety assessments. They have a peer to peer process and perception survey that helps understand their process...they use a 44 question survey.

Glove policy question was asked-must be on their hands like safety glasses and hardhat.

DTZ- Dave Bray

DTZ does business in 52 countries, 47K people, based in LA. DTZ is an end to end in property management company with construction being 35-40%. 25% US based 75% international. Currently has one project in Boston. CM/PM only. Dave has three directors, and he is the first Sr. Manager. Risk perspective is high rise construction and janitorial.

Bechtel-Charlie Cappello

Bechtel, Charlie Cappello presented as a replacement member for Don Grimm. Shared that Bechtel has five business groups: OGC, Mining/Metals, BSII (Government) Power, Civil. 2012 \$37.9 BB, 23,000 non-craft, 149 projects. 165MM hours through July

Break



AECOM observation program and MCSE update (Steve Wood)

Steve Shared the Middle East NCSE chapter. Steve is the chapter chair. Steve shared that they spend two days just sharing best practices. They have two meetings but also continue the communication between the meetings. Next meeting is month, in Dubai October 30-31. Brad asked if we can do a face time session during the meetings and Rich will look into it. He shared the regulatory challenges working in the Middle East and working with clients that don't pay for safety processes. There is a concern about MCSE and public distribution or promotions. They are only for their members and have no website and have to run under the radar to various possible implications.

Steve also discussed his observation process (named Lifeguard) and the methodology associated with it. Showed a video on lifesaver which is how they capture data and photos of the various issues. Very nicely done video. (<http://screencast-o-matic.com/>)

The team engaged in a discussion on cost of various processes and ease of use. Brad shared the Scranton system which struggles with comments but minimizes the administrative burden. There are a few others that are much less expensive and Eric stated they need to be careful about the overloading of the program and technical component of a massive amount of data. OMR 8 was another that was mentioned as a group that has an inexpensive process.

Charlie Darnell Round table: Part 1

B&W

Dan shared a Sr. exec walk down process that is done over the course of a day to meet and interact with the Sr. Managers and provide them an opportunity to observe what Dan and Safety is seeing. It also provides an opportunity for a one on one with the site teams. Some are unannounced. Sites are selected randomly

Clark

Tim Sirofchuck shared a 100% glove policy they recently implemented. It has provided value and benefit. They also implemented an open floor hole process with both netting and covers used a protective measures. Finally, they implemented a process to address environmental needs which is an area they need to improve regarding that part of their business.

Kiewit

Eric Grundke shared the Diamond process. They don't have stand downs on bee stings. In a survey, they found 70% of their craft felt that classifying the recordable was more important than treating the employee. It also properly evaluates those that may have a minor outcome. This helped decrease the number of dropped objects. Eric also shared the safety rodeo on the diamond events that can cause safety incidents. It's now a standard on their projects. The craft develop the process with site funding, and they have had excellent results. It's about craft showing activities that can fatally/seriously injure them and how to prevent exposure. It's been culture changing and not just about numbers. Craft were provided 36 hours to develop their presentation. One was chicken bones in a glove and smashed fingers. Listen up, speak up is still going 80% see the video.

Fluor

Mike Newkirk shared the CII process on hazard recognition, and explained that most of the craft that they surveyed could only identify only about 45% of the hazards that could hurt them. Mike provided a handout on pre-job meeting improvement developed by the CII group. It classifies



the maturity of the various processes. It's provided as a guide for assessing the quality of planning more effectively.

The conversation evolved into a significant discussion on when clients don't pay for safety. Charlie with Bechtel stated that safety planning has to be upfront, Van said some will not do that and their value of safety is much less. He said "the client won't pay for a safety person". Of course, what happens when an injury occurs? Dave Bray shared there is a balance in the discussion. It is a competitive market and we have to understand that if we are willing to accept the risk. Eric shared between his two groups the disparity of the safety records between their infrastructure and energy divisions. Infrastructure complained that Energy had more involved clients. The guy in charge made it important and the improvements happened. Now they have to sustain the performance. Energy runs a much more complicated and mature program and the managers were more engaged.

Brad shared that their company does not go back to bad clients and 80% is repeat work. Some of this is educating our clients in proactive safety practices. Tony asked how many have gone to projects that are doing well vs. the bad projects. Robert Black shared that his CEO drew a line in the sand and left markets and countries that did not align with their company core values. They saw their safety results improve and their profits increase. Rich shared a study on running a waterline in Denver. In order to do it right, they needed to train for 6-7 hours and they did not want to commit to doing the training and compromised. Van said that when all the safety processes are used, the costs and productivity improves.

Cindy shared the example of 6 foot fall protection rule and how long it took get that more institutionalized which is above OSHA. Conditioning of the market and Clients.

Tony asked what we should do with the discussion, this lead to talking about should we bring a CEO to the next meeting. Another discussion ensued on this subject and lead to talking about using our program will ensure consistency and safety professionals communicating to sr. managers those that get and those that do not. Charlie asked that in Baltimore we discuss stories in how we successfully conditioned the customers. Page mentioned that the bid documents need to be more specific with subs as well.

SNC

John Hogan shared the prequal process even when they are not the lead in a JV. He shared a LOTO story and the one time they missed it and then it became the norm that was accepted.

Bechtel

Charlie presented that the company has a tremendous reporting process in one GBU that was doing well vs. one that was not. The better GBU had much better reporting than the one that did not. The best practice learning was the better and more disciplined the reporting structure, the better results including improved performance. JV's seemed to be the most difficult contracting methodology to control performance and needs intervention and improvements. More discipline for safety infractions. ???

Lend Lease

Robert Black shared that they are continuing with their QR code process and social networking tool. It's called mysite and it is like a Facebook process that steers the questions and information to the right people. Lend Lease has developed In-house technology that provides them the ability to scan and submit Safety forms and permits and place video clips on u-tube.

**Weeks Marine**

Page Ward shared a discussion on Management of change (MOC) processes. They just developed a MOC process and training. They found there was a weakness and people changing things in the field without a full understanding of the consequences.

Break for Lunch**ASSE Family Scholarship Program**

Eddie Greer presented the ASSE family scholarship program. Difference between the two programs is that both. No time limit on the program. Eddie reviewed the criteria. Eddie also shared some information on the STS program and the benefits of participating including the differences in Incident rates of companies that have STS programs. Need to develop a strategies marketing plan.

Military, Certifications and other professional development

Brad mentioned that 4000 safety professionals are retiring. We need to improve the recruitment of degreed safety professionals and obtaining certifications. Also shared the returning veterans are key people to get into school and degreed and the various strategies for getting into the safety field. Discussed how to get new grads into the construction field. BCSP.org will show all the programs.

Member Presentations**Gilbane**

Tony presented information on their Safety indicator dashboard and the benefits of the tool. It has several categories and he reviewed the process of use with the group. Tony mentioned how the use of BIM enabled projects at improving and they use this tool to track the process. Since they have started tracking using this tool, the TRIR has dropped 30%. They are focusing on proactive and the results are taking care of themselves. Tony said that they stopped driving the discussion

AECOM

Andy recommended a possible agenda item include bringing a consultant and a suggestion on someone speaking to executive compensation. This started the discussion on outside experts vs. internal sharing. Brad shared that a few meeting ago we wanted more internal time and less outside. We will discuss the agenda tomorrow.

Charlie Darnell Round table: Part 2**PCL**

Rich Baldwin presented a craft safety workshop idea (1.5 hours) which was focused on safety awareness and working safely. They trained 3700 workers so far. They are making it a continuous process. The key was discussing why they make poor decisions and take shortcuts.

**Parsons**

Brad Barber shared mobile applications development inspections, which is a reporting process they are implementing across four projects that is a mobile application. Brad promised to share more lately.

CH2MHill

Chris Peck provided the CH little yellow book for everyone which is being used in CH during orientations. The booklet was distributed to the team.

Turner

Cindy shared her website on Turner lean. Everyone is encouraged to get the practices shared on the website. She shared a model that will calculate fire extinguisher locations, floor loading, crane swing radius, over 50 different models. Virtual construction and design applications.

Skanska

Van shared the Skanska Safety road map which focuses on five areas as a guideline for an area to move towards. Van distributed copies to all participants. Van indicated there are 1500 roadmaps in place. Qualitative tool with meaningful initiatives.

Quanta

Yancy shared a story on football and Quanta went back to the fundamentals of blocking and tackling. The CEO decided that every Sr. executive to meet with a foreman to be promoted. They made a brochure so the employee gets a message from a sr. executive. Also gave an update on gloves. Worked with Hexarmour and Orr safety to make a new glove for the electrical industry. QR code on a truck scanned will open a video on how to get in and out of a truck. They provided AED's to every crew. Six saves, one recently. 4 employees and 2 others. They purchased over 7 Million in shirts \$100K - they have to change them out. He asked two questions on risk and safety, and projected losses. Best practice for promoting foremen discussed.

Layton

Chris shared the increased use of I-pads. It is more integrated and safety is notified if actions are not taken care of timely. They also use BIM 360 on the pads for real time drawings. The Superintendent's like the use of BIM 360.

NCCCO

Bob H passed out handout on lift director certification and explained the process and what exams are required to obtain one. The STC is the small crane certification for small cranes that are typically found on mechanics trucks. New crane inspector certification.

McCarthy

Gary A shared about an incident and incident review and a handout on "Managing the human element of safety". The theory is that if you hear it enough, it will sink in. Made hardhat stickers and posters.

Sundt

Paul shared safety by choice follow up after three years. Showed a few videos on safety by choice and explained the process. Sundt put together with Caterpillar a Construction version of listen up speak up. Also did a climate survey as well.



Parsons

Andy shared World day for health and safety April 28th. Ask them to do a 1 minute video to do something for safety. Shared it on safety man.

Suggested looking at Dumb ways to die on Youtube as a suggestion.

URS

Brad shared they are now using the IPad's facetime for workers to talk to a doctor. They will let us know how it works. Work Care is the name of the doctor's company.

DTZ

Dave Bray shared 6 items to improve company leadership more effectively.
Dave.bray@DTZ.com for anything on executive leadership and coaching.

Zachary

Carl shared a summary of the experience after the Texas City event and he will try to get it together. Carl also shared the STA process Zachary is using. He would be happy to share it with us. Told a story on the card questions and provided the team a wallet card on great questions to ask when in the field. Carl reviewed that they found that most workers were being hurt during the first 30 to 90 days regardless of experience. To highlight the new person, they had a silver dot for hardhats for thirty days and they changed it to 90 days. In an Orientation, only 10% of the information is retained, so they came up with a five week orientation process with supervisors. Documented in five week booklet and a project coin is handed out in a public presentation to make it a big deal. For Turnarounds and shutdowns, they complete the process in five days.

Weeks Marine

Page shared that the company just bought tablets for the company. They can do the in-house audits, BBS and an internal IH database. Page also discussed the importance of improving case management. Part of the process is getting a doctor to call others.

**The meeting was ended for the day at 5:00 PM
by the chairperson, Tony O'Dea.**

The group enjoyed the hospitality event in the Hospitality room. Dinner at the hotel was sponsored by the NCSE.

DAY 2

Tony O'Dea re-convened the meeting at 8:00 AM on Thursday, October 3, 2013.

Tony O'Dea

Opened with a safety moment and shared an Australian video getting people involved. He shared about safety third. Showed Mike Rowe's video on Safety Third. The video from Tony's perspective is a video on personal responsibility.

Shared a video of CEO's that gave a presentation at the AGC last month in Palm Springs.



Darnell Roundtable (continued)

Zachary

Carl shared his safety expectations card that is updated every year. It is supported and if people are not living to it, they are fired. This powerful tool has been in place for 10 years. In safety meetings and other meetings, if it is yelled out, people will start sharing the safety principles.

Jacobs

Dave shared information on their "Safety Champions Process" which is a group of Operations Managers assigned to be dedicated resources (10) to challenged projects and provide on-site consultation with site-specific peer-to-peer recommendations. A safety champion site assessment program will be provided to the membership. This group has significantly improved performance by bringing best practices and peer group support. Additionally, some of these "Safety Champions" have taken on part-time assignments in HSE specifically supporting the SER Corporate auditing process as the dedicated Operations counterpart on the SER team in a rotational basis. Dan asked about rotational safety roles. This opened a 30-minute discussion on training managers and using Operations personnel in Safety positions.

NSC Congress from the Conference Board Challenge Survey to 776 CEO's
Question: What is the most critical challenge?

Answer: Human Capital meaning

1. Growing talent internally
2. Improving leadership development programs
3. Providing employees valued training and development

Brian Murphy commented that when we consider elevating operations people to a safety role, the drawback is that we can't match their salaries and bonuses. Paul asked if it is a motivational exercise or will it really benefit the program. Is it fair for the safety professionals to be paid less than an operational staff member that is suddenly thrust into the HSE position? Cindy stated that some operations people would see it as a demotion to move into safety. Dan said their goal is to give them the safety leadership role. Cindy said that it would not be motivating to thrust the operations folks ahead of established safety professionals.

Brad has rotated some operations folks into a safety role for 6 months or so and it did not impact the safety pros because they knew it was meant to improve the operations capability. There is no worry about a difference in compensation. Andy felt that we should ensure placement of our safety people in the executive development programs within our companies. Brad has a couple of dozen supervisors who have a strong interest in safety and can replace his safety staff members for a short term. Van sees more and more emphasis on professional standing in the safety community and operations. Brad stated that it is important to keep up our contacts with safety pros in our companies. Keep them engaged and although compensation is important, TLC is crucial.

Charlie stated that advancement and being given extra challenges is also important. New safety people also want to see movement in their career... larger projects, for example. Brad and David agree that having a good boss is key. Van felt that new HSE professionals value leadership.



A discussion ensued on salaries and the concern about people leaving and coming back. Andy shared he is looking at International students. Also discussed who safety reports to on a project. CII proposes that safety management is a hard line to safety and dotted line to project. Clients seem to prefer this approach as well. Development from Van's perspective is better served in the safety arena.

Tony asked who used the survey information. Several members indicated that they use this to help calibrate safety salaries. Tony encouraged the team to do this to help understand the changing salary environments.

Business Meeting

The committee made the following decisions below.

- Andy Peters for AECOM approved replacing Gary Beswick.
- John Hogan's acceptance was deferred to next meeting will need letter and presentation
- Trey Black's status was discussed. The team decided we will invite the current Sr. Safety leader for a presentation. If they turn us down, they will lose their membership. Trey's status will depend on this.
- Tony Softich status to honorary voted and approved.
- Charlie was approved to take role replacing Don Grimm.

Discussion on the Sr. Member rule and should we modify, the team did not agree and it remains. Reviewed the charter on the honorary process.

New Members:

Motion to make Dave Bray an honorary member and not approve DTZ as a company was motioned, seconded, and voted as approved.

- A letter will be going to McDermott to determined continued interest.
- Gary Peak and Mortenson was approved as a member.
- We will ask Gary Beswick if he would like to be considered for an honorary membership.
- Charles Montes- Tim will call him he will need to pay 2013 and current dues to get up to date.
- Need to send a letter to PCG on their status.

Guest Payment Issues:

- The guest payment process
 - If a company brings a guest the payment will be \$400.00
 - If the guest presents a topic, the fee is waived.

Discussion on the election of officers. The original election was in fall of 2011 and then another election was in fall of 2012 that elected the new members into the current roles.

A motion to hold the election was seconded and did not pass (7 dissenting). It was noted that if we have a special election in the future, we need to address if the clock is reset at that time.



A discussion was held and there was another vote which moved the election forward. Nominations were taken and the process moved forward.

Election Results:

Tim Palmer was reapproved as the Secretary/Treasurer for a two year term; Gary Amsinger was approved for another two year term as member at large. Eric Grundke was approved as the Vice Chair, and Rich Baldwin was approved as the Chairman for the two year term starting in January.

Treasurer report.

Myrtle Beach meeting expenses cost \$11,251.26. The new billing cycle starts this meeting. In the bank we have \$18,187.99. Planned expenses will be \$12,000 for this meeting. You may request the treasury report at any time by request.

Paul shared the update on the webpage and how to better communicate. He will send out a new email that we should all accept to get on the list.

Rich will work with the Vice Chair (Eric) and update the roster.

Spring 2014 will be in Baltimore. April 8-9 Sheraton Inner Harbor hotel
The fall of 2014 was voted to be in Jackson Hole on October 1 and 2.
The spring 2015 meeting will be in Key Largo, Florida as determined when hotel rates in Key West were found to be too high. The meeting date is April 15-16, 2015.

Business meeting was concluded at 11:30 am.

**Darin Perkins, EHS Manager, Central Arizona Project
(Former ADOSH Director)**

OSHA Hot topics

- GHS System December 1, training component. Information must be presented in a language that employees can understand.
- Construction Confined space standard. Final rule out sometime next year. Many requirements will mirror the general industry standard.
- Heat illness prevention
- Preventing falls leading cause of death in construction. (264) very preventable
- Protecting America’s workers act (PAWA). Has been reintroduced. Increased penalties, public employee protection, increase whistleblower protection, Abatement provisions.
- Silica sent out a proposed rule.
- Greater emphasis on construction
- Greater emphasis on enforcement, less inclination to settle and force to litigate
- Continued squeeze state plan programs
- Greater emphasis on discrimination investigations, almost seeking out employees to file complaints
- Efforts to take over construction in Az.

Discussion on the takeover of construction in Az. began in an attempt to share his understanding of s



CAP (Central Arizona Project)

The CAP is designed to bring 1.5 million Acre feet of Colorado River water to Pima, Pinal and Maricopa County.

4 people, one IH, one wellness person and one trainer. 470-480 employees at any given moment. 15 pumping plants and a large amount of equipment.

Shared a little about what things use to look like, and the major turnaround in which CAP has really improved their housekeeping and the safety aspect of the workplace. They now go out of their way to keep things cleaned up. Flammable liquid storage was also shared and mitigation plans. They also do asbestos abatement to manage that process. They do make mistakes, shared some filters that combusted and spilled liquids. Darin, also shared various proactive processes like fencing, full time officers to patrol, recycling, painting and pesticides. Electrical maintenance, LOTO procedures and Confined space procedures are all critical processes for their team. Also shared was that CAP has processes in Ergonomics and wellness, welding operations, hydro-blasting and weed abatement.

Member presentations continued:

Kiewit

Eric provided a video on the safety rodeo. The video showed field employees sharing several safety topics during the safety rodeo.

Sundt

Paul asked questions on drug testing that began a conversation on various aspects of drug and alcohol testing.

Gilbane

Tony presented some requests for help in some areas by various groups in academia. East Carolina University would like to do a safety study on LEED projects. CPWR is still working on the safety culture and climate process.

CPWR supported and NIOSH funded study in Boston on incentive programs.

Black & Veatch

Tim shared two apps that really improved the training experience in Beijing. The first is called Working at heights training which can be found by searching working at heights. The second is called Trouble tower which can be found in the iPad app store under Trouble tower.

Dr. Charlie McGlothlin, Oakland University

Dr. McGlothlin shared about his college, provided a handout on the school and discussed the building of the Human Health Building and some of the amazing features of their safety labs. Dr. McGlothlin and Oakland University an online bachelor program in OHS. www.oakland.edu. No application fee. Dr. McGlothlin shared there is a CSP to BS OHS degree program where they provide 22 credit hours for the CSP designation. Shared who is on the faculty and advisory board, Brad recommended that we take an opportunity to be on the advisory boards.

Scott Owyen, Training Manager Terex

Scott presented new attachments for Genie lifts to help get workers into tight areas. It is an attachment. Man lift Engineering has their own website but Genie will place it on the attachments. Genie will provide approval letters for these attachments.



Training- Requirement for training, time intensive and expensive. Genie has started an Online training program. Material is written to a sixth grade level. Still have to do the hands on training. They built adult learning into this program. The cost is \$75.00 a seat. Scott's email is scott.owyen@terex.com . We can have two free seats per company.

**The meeting was ended for the day at 5:00 PM
by the chairperson, Tony O'Dea.**

