



# Safety Gram

A Publication of Safety Environmental Engineering, Inc.

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## WEST NILE VIRUS FOUND IN COUNTY

Health authorities in Prince William County said that more mosquito pools have tested positive for West Nile Virus. The pools are in the eastern and western sections of the county. Health officials routinely monitor the county for mosquitoes infected with the virus.

West Nile Virus is often spread by a mosquito that fed on infected birds. Most people who are infected won't become ill. But those over 50 or whose immune systems are compromised are at risk of developing a more severe disease involving the neurological system.

West Nile Virus has been found in more than 70 different species of birds and other animals, but corvids (e.g., cross, ravens, jays and magpies) seem particularly vulnerable. The virus also has been found in horses, dogs and cats. Avoid bare-handed contact with any dead animals.

Although some 150 species of mosquitoes are found in the United States, the primer transmitter of West Nile is Culex pipiens, also known as the common house mosquito. The mosquito catches the virus when it bites an infected bird and can then pass the virus along if the mosquito later bites a human.



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The Safety Gram is published six times a year by Safety Environmental Engineering, Inc. (SEE, Inc).

SEE, Inc. feels that safety is the foundation of a successful industry.

For more information on any of these topics or how we can help you, feel free to contact us:

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# EDITORIAL

By Bob Woodward  
VP Founder/Editor

## HANDLING S-T-R-E-S-S!!!

### Earl Harmon:

After a hard day's work and fighting my way through the subway to get home, I usually nap for about an hour. After that I feel relaxed and ready to tinker around in my workshop. In the summer I like to travel and go fishing whenever I can. These activities help me handle stress pretty well.

### Benedetto Mondell

Whenever I begin to feel tense about a situation, I concentrate on the pleasant things in my life, like my family. I try to remember to like myself, to recognize that I really can handle whatever problems come my way.

### Bob Woodward:

After I have visited five or six major construction jobsites, I handle stress by taking long walks alone. This gives me a chance to analyze the situation so I am able to deal with it better. Then, after I have finished my analysis, I go home and eat a whole box of Oreo cookies...that's what really makes me feel better much better.

Some days, however, particularly when I have visited a number of sites, and the scaffolding is falling down, and the trenches are collapsing, and the Roach Coach has run out on my favorite lunch sandwich, it takes even more Oreos...to sooth my stress.

But, you know, its worth it, especially when you recognize that there are thousand and thousands of construction workers who are trying their level best to keep their charges safe and injury free. That's when its worth the lecturing and preaching SAFETY...SAFETY...SAFETY.

\*\*\*\*\*

*Stressed* *eat a whole box of Oreo cookies*



## TWO KEYS TO SAFETY

The next time you are wrestling with the issue of safety, trying to figure out what you can do to get your employees to do their jobs more carefully and more safely, give yourself a two-question test:

### Question # 1

What is the one thing that every survey tells us keeps employees happier, more loyal, and more satisfied with the job they have? The answer is appreciation. When employees feel that they are appreciated, it outweighs even monetary considerations for job satisfaction.

We tend to think of appreciation in the executive offices or at any management level, but what about your employees who perform the most physically demanding jobs? How do you demonstrate to them that you appreciate them for doing those jobs safely? It is a problem that is exacerbated when the primary language of the workforce is not English, increasingly the case in many parts of the country.

### Question # 2

Who is your strongest ally in encouraging safe behavior? The answer to this one is your employees, of course. Only when they carry the message that safe behavior is important to them will you achieve a safe workplace. We call that accountability.

When you combine employee appreciation with employee accountability, you will have fewer accidents, fewer claims, and a safer, healthier company. The one proven way to do that is by implementing a great safety incentive program.

### Useful Ground Rules

Here are some ground rules to making your safety incentive program effective:

- \* Don't rely on games or gimmicks. Bingo was a short-term Solution 20 years ago but has nothing to do with a real safety culture.
- \* Give fewer awards, but make them meaningful. Pizza doesn't change behavior.
- \* Make your meetings an event! Make them fun and memorable so your employees look forward to them. Morale plays a big role in safety.
- \* Balance the appreciation with accountability. Before any award is made, discuss every injury and how it could have been prevented. This is the right forum to do that.
- \* Be visible. Take and post pictures, and have a place to list the winners' names every month.

One more suggestion: Don't be afraid to make small changes to your program. Keep it interesting and fresh. Add prizes if you prefer cash as your main incentive, or add cash if you like prizes. Change shows you are involved and the program is important, not just a gimmick to reduce claims. If you keep the principles of **appreciation** and **accountability** in mind, you will have the best possible guide to delivering a meaningful, positive, and effective safety incentive program.

## BEFORE SEVERE WEATHER STRIKES

Develop a plan for you and your family at home, work, school, and when outdoors. The American Red Cross offers planning tips on their internet site:

[www.redcross.org/services/disaster/keepsafe/](http://www.redcross.org/services/disaster/keepsafe/)

Identify a safe place to take shelter. Information on how to build a Safe Room in your home or school is available from the Federal Emergency Agency at [www.fema.gov/mit](http://www.fema.gov/mit).

- \* Have frequent drills.
- \* Know the county/parish in which you live or visit. The National Weather Service issues severe weather warnings on a county or parish basis.
- \* Have a NOAA Weather Radio with a warning alarm tone and battery back-up to receive warnings.
- \* Listen to the radio and television for weather information.
- \* If severe weather threatens, check on people who are elderly, very young, or physically or mentally disabled.

*Information provided here was obtained through the National Hurricane Center, National Oceanic & Atmospheric Administration*

## FULFILLING OSHA OBLIGATIONS TO REDUCE SHOCK HAZARDS

Statistics from the U.S. Labor Department indicate that an average of over 4,000 non-disabling and 3,000 disabling electrical contact work-related injuries are recorded in the United States each year. According to OSHA, one person is electrocuted at the workplace everyday. And it is of fundamental importance to determine the root of these staggering statistics.

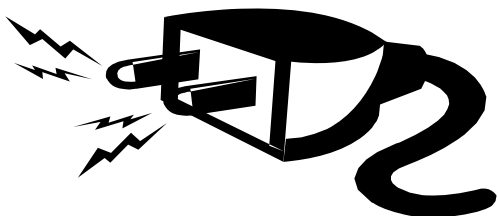
Records indicate that electrocutions are one of the top-five causes of traumatic occupational fatalities. A large number of these deaths, as well as the aforementioned injuries, are due to electrical shock from misused or faulty electrical equipment.

Frequently, questions arise as to whether manufacturers, employers, employees and users of electrical appliances (in particular, handheld appliances), are either not fully conversant with OSHA, NFPA 70E and NEC standards for the safety of electrical equipment.

OSHA states that to be fully assured of meeting its electrical general duty clause, an employer using electrical apparatus (in particular, portable electrical appliances and electrical equipment on construction sites) must establish safety programs that require rigorous inspection and meaningful electrical testing of the equipment.

Nationally, the general guidance on electrical equipment tests can be summarized as follows: OSHA states that the tests must check the integrity of the insulation, the effectiveness and continuity of grounding conductors and the operation of personal protective devices (i.e. ground fault circuit interrupters and levels of leakage current).

To meet the requirements of any established safety program, it is essential that a record is maintained of the tests and checks on every piece of equipment. Employers should implement a tagging system that defines the state of the equipment at any time and displays the details of the inspection, results of tests and a determination as to whether the equipment should be withdrawn for rental purposes.



## CURBING CELL PHONE USE CRITICAL TO DRIVER SAFETY

In today's business world, cell phones have become as common as briefcases or daily planners. In fact, in our fast-paced business environment, employees can't do their jobs without a cell phone or even a personal digital assistant, such as a Blackberry.

We are constantly tethered to an electronic device that offers convenience but can also serve as a distraction.

So how do these distractions affect workplace safety? In too many ways but an obvious hazard is the use of cell phone while driving. This month's "From the Field" columnist, Kaz Darzinskis, president of All Safe Consulting Inc., hits the nail on the head when he points out the reasons to create a policy for using cell phones while driving: employer liability and the traumatic effect of a vehicular accident on the employee and others on the road.

The liability can be significant – Kaz mentions lawsuits with damages as high as \$30 million – and anyone who has been in even a minor car accident knows the trauma and potential injuries that can result.

Of course, convincing employees to do this is easier said than done. We live in a culture in which multitasking is considered a necessity.

The safe use of cell phone transfers easily to personal habits, which means fewer accidents during off-work hours. Employees who are free from the stress of personal injury and liability are more productive workers.



# LANDSCAPING INDUSTRY

The landscaping industry is growing like weeds – which is good and bad news. The growth creates more jobs, but these jobs tend to attract teenagers, immigrants and Spanish-speaking workers who may need safety training. The Bureau of Labor Statistics projected an increase of 779,000 jobs in building and grounds cleaning and maintenance occupations between 2000 and 2010. Further, the number of self-employed front-line supervisors and managers of landscaping, lawn service and groundskeeping workers is projected to increase 32.3 percent in the same period.

The landscaping industry – comprising positions such as lawn care professionals, exterior maintenance contractors, groundskeepers and installation/design/build professionals is overwhelmingly a male profession. Nearly 40 percent of workers are between 25 and 34 years old; 25 percent are Hispanic, according to BLS.

The result is a higher than average incident rate. In terms of the total recordable case, landscaping services had an incidence rate in 2004 of 6.8 per 100 workers. This was 42 percent higher than the private-sector average rate of 4.8 and 62 percent higher than the average rate of 4.2 for all service industries.

The largest portion of landscaping injuries involve sprains and strains from the manual handling of landscaping tools and materials, representing 36 percent of all landscaping injuries, according to BLS statistics. Other hazards to landscaping workers include:

- Electrical hazards from overhead power lines
- Poison hazards from pesticides and other chemicals
- Hearing hazards from the noise of powered equipment
- Heat from working outdoors
- Falls from trees or from equipment like bucket trucks
- Injury resulting from getting struck by motor vehicles

With predictions of growth both in size and in injuries, the landscaping industry has come under greater OSHA scrutiny. OSHA's Regions 5 and 6 have designated landscaping work as local Emphasis Programs.



## NEW REQUIREMENTS: GROUND FAULT CIRCUIT INTERRUPTERS

Several groups, including the Electrical Safety Foundation International (ESFI), Canadian Standards Assn. (CSA) and Underwriters Laboratories Inc. (UL), are partnering to increase awareness of new requirements for ground fault circuit interrupters (GFCIs).

The new requirements are being set by UL and CSA, and apply to the harmonized standard UL 943, Safety Standard for Ground Fault Circuit Interrupters and CSA C22.2 No. 144.1, Ground Fault Circuit Interrupters.

The new requirements cover two key issues:

1. End-of-life provisions. When a GFCI Receptacle cannot pass its internal function test – meaning it can no longer provide ground fault protection—it will either a) render itself incapable of delivering power or b) indicate by visible or audible means that the device must be replaced.
2. Reverse line-load miswire. A GFCI will deny power to the receptacle face if it is miswired.

For more information about GFCIs or the new requirements, contact EFSI at (703) 841-3229 or visit [www.esfi.org](http://www.esfi.org)



# HANDLING HARASSMENT

More than ever before, employers are conducting internal investigations of employee complaints of harassment and discrimination. In fact, current law requires that an employer promptly and thoroughly investigate complaints of harassment, and take immediate and appropriate corrective action to remedy the problem.

The following general guidelines can assist an employer in conducting an investigation:

- Provide written communication to the complainant
- Gather any related documents
- Interview witnesses
- Determine if additional witness interviews
- Determine the appropriate action to ensure no future misconduct
- Meet with the complainant to explain the conclusion
- Prepare written follow-up
- Document necessary follow-up

Although the best investigation cannot prevent a lawsuit from being filed, acting promptly and responsively to complaints of discrimination and harassment helps eliminate the potential for lawsuits, helps defend lawsuits when filed and is good business.

## OSHA ISSUES FIRST AID GUIDELINES

OSHA released new guidelines in May to help employers and employees develop workplace first aid programs.

According to the agency, "Best Practices Guide, Fundamentals of a Workplace First Aid Program" identifies four essential elements for first aid programs to be effective and successful:

- \* Management leadership and employee involvement.
- \* Work site analysis
- \* Hazard prevention and control
- \* Safety and health training

The guidelines also include information about automated external defibrillator use, advising that AEDs "should be considered when selecting first aid supplies and equipment."

All worksites are potential candidates for AED programs because of the possibility of sudden cardiac arrests and the need for timely defibrillation, the guidelines said.

Go to  
[www.osha.gov/Publications/OSHA331/first-aid.pdg](http://www.osha.gov/Publications/OSHA331/first-aid.pdg)  
to download the new guidelines.

## COURT RULING CALLS FOR STRICTER EPA ENFORCEMENT

A recent ruling by a federal appeals court could force the EPA to take a stricter stance on pollutants being discharged into local waterways under the Clean Water Act.

The U.S. Court of Appeals for the D.C. Water and Sewer Authority (WASA) must adhere to daily limits as outlined under EPA's Total Maximum Daily Load (TMDL) program.

EPA had allowed pollutants to be discharged into the Anacostia River in excess of the daily limits, provided that discharges fall within accepted limited on a seasonal or annual basis.

However, the court held that "daily" was clearly written into the law and that it should not be interpreted to allow for seasonal or annual limits. "Daily means daily, nothing else," Judge David S. Tatel wrote.

A copy of the report is available at  
[www.enviromentmaine.org/reports/troubledwaters06.pdf](http://www.enviromentmaine.org/reports/troubledwaters06.pdf)

## **FEMALE WORKERS FIND BETTER FITTING “PERSONAL PROTECTIVE EQUIPMENT”**

One of the hottest trends in women's fashion this year? Better fitting personal protective equipment – at least in the construction and manufacturing industries.

The hardworking women in these industries typically have worn PPE designed for men. Boots, gloves, harnesses and other gear were not readily available in female sizes because the demand was low – many women were not working blue-collar jobs.

However, the numbers have changed significantly in the last few years. According to the Bureau of Labor Statistics, women now represent 10 percent of construction workers and 30 percent of manufacturing workers in the United States. And PPE manufacturers are paying attention.

This change in approach has helped increase awareness about specific dangers to female workers. Although men and women face the same hazards on the job, the lack of proper equipment often increases a woman's susceptibility to injury. “Most welding gloves, for example, are made in men's large or extra large sizes. It's not commonplace to find a supplier with small or extra small welding gloves”. “If a woman wears a welding glove that's too large, how is she going to handle anything? How is she going to pick up a tool properly?”

Along with loss of dexterity, oversized gloves pose real dangers to women working around machinery. A glove that is too big easily can get caught in a conveyor belt or on a lever, pulling a woman's hand with it. Many accidents can be prevented simply by outfitting women with gear that fits.

For example, the Department of Defense had a crew of women who worked eight hours a day to perform hazardous waste remediation and wore self-contained breathing apparatuses. “Many SCBAs are made to fit men, so the torso component is usually too big for a woman,”. As these women were trying to maneuver around in tight spaces, they were getting hit in the back of the head with the tank. They needed adjustable gear to fit their shorter torsos.”

Despite these challenges, more women are discovering PPE designed specifically for women's bodies, and they are responding positively to it, “especially if it has color,”. “The biggest sellers are the colorful hard hats, the hot pink, and the light pink. If it's got color, they want it.”

## **REDUCING YOUR CONSTRUCTION CRASH RATE**

In 2004, transportation-related incidents were responsible for 23 percent of all construction fatalities. In fact, vehicle-related accidents are the number two cause of workers fatalities in construction. Only falls account for more worker deaths.

Every day in the United States three workers die—more than a thousand each year—while driving, riding in or working around motor vehicles. According to the National Institute of Occupational Safety and Health, trucking and construction have the highest risks for motor vehicle deaths of all industries.

On a construction jobsite, managers and supervisors usually can control the risks and exposures. The people hired have specific skills and can be trained to do their job safely. Unfortunately, the same thing isn't true when employees venture out on the highway as a driver or as a passenger.

Contractors hire employees to be construction workers, not drivers. That is, until supervisor throws an employee the keys to a vehicle and tells him to pick up or deliver something. Suddenly, that worker plays a role in the company's financial security, liability coverage, workers' compensation exposure and the company's good name.

### **Steps To Protect The Company**

Contractors can take many steps to protect the company, for example:

- \* Publish a list of employees authorized to drive on company business.
- \* Conduct annual driver reviews.
- \* Mandate seatbelt use.
- \* Set a stringent alcohol and drug policy.
- \* Set controls to limit liability on all vehicles used

*Legally Speaking By: Michael Pepperman and  
Thomas Hearn*

## AVOIDING “ADA” LAWSUITS

While the Americans with Disabilities Act (ADA) prohibits employers from discriminating against qualified individuals with a disability, what should a construction company do if an employee’s disability poses a threat to the health and safety of himself and his coworkers?

Managers in the construction industry increasingly face this dilemma. What action, if any, can the employer take? If the employer decides to terminate the employee (or move him to another, safer job), it runs the risk of violating the ADA. If the employer does nothing, it could jeopardize the employee’s health and safety and that of other workers. How can a company avoid lawsuits?

The ADA contains an exception that allows employers to transfer or even terminate employees whose disabilities pose a direct threat to their own health and safety, and/or the health and safety of their coworkers. This determination must be based on a reasonable medical judgment that relies on current medical knowledge and/or the best objective evidence. In addition, the determination must be based on an expressly individualized assessment of the employees’ (or applicants’) present ability to safely perform the essential functions of the jobs.

The “direct threat” exception to the ADA has very narrow applications. Any direct threat assessment must be based solely on the facts of each employee’s situation. An employer cannot use assumptions or stereotypes; for example, an employer cannot come to the conclusion that if an employee is an epileptic, he must be a direct threat.

It is advisable, in such cases, to consult a legal advisor before taking any hiring or firing action regarding a disabled employee who is perceived to be a direct threat either to himself or to his co-workers.



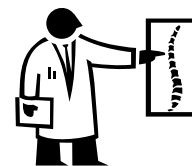
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## PREVENT BACK INJURIES

Back injuries are among the most common type of occupational injuries. In 2003, more than 303,000 American workers suffered back injuries that required days away from work; almost 189,000 of these injuries were the result of overexertion while lifting, according to the National Safety Council.

A few precautions and proper lifting techniques can prevent such injuries. Protect yourself using these tips from the National Safety Council:

- \* Warm up your muscles before you lift. Start each day with slow stretches.
- \* Protect your hands and feet by wearing gloves and appropriate footwear.
- \* Size up the load. Tip it on its side to see if you can carry it comfortably.
- \* Get help if the load is too big for one person.
- \* Check for nails, splinters, rough strapping and sharp edges.
- \* Make sure your footing is solid and keep your back straight.
- \* Center your body over your feet, get a good grip on the object and pull it close to you.
- \* Pull your stomach in firmly
- \* Lift with your legs, not your back. If you need to turn, move your feet and don’t twist your back.



# Backpack Misuse and the Pain it Inflicts on our Children

Backpacks are a common site in today's schools. Almost every child seems to carry one in some form or another. And there is ample evidence to link backpack misuse or overloading to the back pain more and more children are reporting.

Recent studies have reported that up to 64% of children suffer from back pain (Negrini, 1999). That number may be alarming, but it does not really matter. What matters is if your child is one of them. Studies from John Hopkins Children Center and many other places have shown that backpacks cause back and shoulder pain and poor posture in children. Here are the numbers:

- The average student has a [visual analog pain scale](#) level of 4.3 with some reaching an 8-9, as reported by Northeastern University in June of 2001.
- From a survey by the American Academy of Orthopedics: 71% of doctors feel backpacks are a clinical problem, 58% see patients with pain related to backpacks, and 52% think that this is a serious problem.
- 55% of students carry an overloaded backpack, as reported by Simmons College in February of 2001.
- 3,300 children aged 5-14 were treated in emergency rooms in 1997 for backpack related injuries according to the Consumer Product Safety Commission.
- An Auburn University study showed that 67% of children suffered muscle soreness, 51% back pain, 24% numbness and 15% shoulder pain.
- 65% of adolescents' doctor visits are due to backpack injuries as reported by National Public Radio in October of 1998.

## Features to Look For:

- **Lightweight:** we don't want to carry any more weight than we have to.
- **Wide Padded Straps:** they distribute the load over the shoulders and make things more comfortable.
- **Padded Back:** this makes things more comfy as well.
- Lumbar support in the padding will also help prevent slouching.
- **Separate Compartments:** keeps things neat and organized and keeps the load where you placed it.
- **Waist Strap:** it helps transfer the load to the hips. A strap between the two shoulder straps is a good feature as well as it helps prevent slouching.
- **Size:** the pack should not be larger than the child's back. Learn [how to size the child's back for a backpack](#). Also consider that the more room in the pack the more stuff will fit in it. That's a bad thing.

## Packing & Wearing

- The acceptable load in a backpack is related to the child's weight. Do not overload. Overloading is the chief culprit in backpack related injuries. The American Physical Therapy Association, American Academy of Orthopedic Surgeons, and the American Chiropractic Association recommend these weight limits:
  - A 60 lbs. child can carry a maximum backpack weight of 5 lbs.
  - 60-75 lbs. can carry 10 lbs.
  - 100 lbs. can carry 15 lbs.
  - 125 lbs. can carry 18 lbs.
  - 150 lbs. can carry 20 lbs.
  - 200 lbs. can carry 25 lbs.
- No one should carry more than 25 lbs. in a backpack.
- Pack only what you need.
- Pack heavier items at the bottom. The goal is to transfer the weight to the hips. A backpack with separate compartments helps keep the load where you place it.
- Pack flat items where they will rest on the back keeping bulky or pointy items away from the back.
- Use the waist and chest straps.
- Always use both shoulder straps.
- Tighten the shoulder straps so that the backpack hangs slightly below the shoulders with no more than 4 inches hanging below the waist line. Note: the waist line is where the belly button is, not the hip.
- Wear the pack only when necessary.

The above article courtesy of Shannon Murphy

Reference: Negrini S, Carabalona R and Sibilla P (1999). Back pain as a daily load for school children. *The Lancet* 354:1974. Updated: July 17, 2006

# 10 SECOND RUSH 15 MINUTE FLUSH

## ANSI Z358.1-2004 Standard

**Eyewash must be within A 10 second walk of hazard...**

### **Are You In Compliance?**

**Question:** What factors should be considered when selecting an emergency eyewash station?

**Answer:** Selecting the right emergency eyewash station for your facility requires careful consideration of a few simple criteria:

- ANSI requirements
- Eyewash station types
- Flushing solution choices
- Maintenance
- ANSI requires that emergency eyewash stations are available in accessible locations within a 10-second walk of the hazard; deliver a 15-minute continuous flow; and are located in areas where caustic or hazardous substances are present.
- Always check all relevant Material Safety Data Sheets to determine if the chemical or substance in your facility requires 15-minute eye flushing.
- Make sure the eyewash stations are in a location free of obstructions that inhibit immediate use. The stations must be clearly visible and identified with a sign.
- Portable eyewash stations are self-contained units, and are classified as either tank-style or cartridge-style stations. Tank-style stations rely on a mixture of tap water with a water preservative.
- Portable self-contained eyewash stations are an alternative for keeping eyewash devices near workers as work locations and hazards change.
- Regardless of industry, your primary requirement is to maintain compliance with the ANSI Z358.1-2004.

## **OSHA-PHOBIA**

Many employers live in fear of receiving an inspection by the Occupational Safety and Health Administration (OSHA), since OSHA can fine businesses and even close them down for violating safety regulations.

Every company's management needs to set up an up-to-date safety plan and observe OSHA regulations applicable to their industry. But sometimes, even companies with fine safety records receive inspections, so it is important to plan ahead for such occurrences.

Reasons for Inspections fall into four main categories:

\* **Imminent Danger**

Conditions or practices which could reasonably be expected to cause serious physical harm or immediate death to employees.

\* **Fatality/Catastrophe Investigations**

An employee death or the hospitalization of three or more employees resulting from an accident or illness, caused by or related to a workplace hazard. Such incidents must be reported to OSHA within eight hours.

\* **Complaints/Referrals Investigations**

Notice of an alleged hazard or violation given by a past or present employee, an employee representative, a concerned citizen, or some other source.

\* **Programmed Inspections**

These worksite inspections are scheduled based upon objective or neutral selection criteria.

\* **Inspection Preparation**

"Essentials of Safety Training suggests keeping an inspection Kit on-hand, just in case an inspection is scheduled. The container for this kit should include:

- Paper and pens for documentation
- Tape recorder for documentation, with tapes and batteries
- Disposable camera for documentation, with film
- Flashlight for nooks and crannies
- Tape measure for measurements
- Tote bag to carry inspection materials
- Any other items specific to your company

Also, know the locations of air-quality monitoring and noise monitoring equipment (if your company does not perform these forms of monitoring, contact a subcontractor when necessary).



## CURRICULUM

Did you realize that SEE Inc. can come into your place of business – or other appropriate training facility – and offer any of the following classes for your employees? Seminars are offered at a per person price which includes all training materials and certification cards upon completion. Classes can be offered if you have a minimum of ten persons per class. For more information call (703) 273-7333.

### **BUILDERS BIG 10**

Designed with builders/developers/general contractors in mind, accenting G.C. responsibility with subs, unique home-builder safety problems, total jobsite compliance. This is the OSHA 10 hour for home builders. \$210 per person\*

### **CONFINED SPACE ENTRY SAFETY SEMINAR**

An eight-hour program covering OSHA Permit-Required Confined Space (OSHA CFR 1910.126) Includes hazard identification, atmospheric testing, entry procedures, etc. \$160 per person

### **FALL PROTECTION SAFETY SEMINAR**

OSHA's revised "Fall Protection Standard" requires major compliance with complex SUBPART "M" rules and regs, dealing with worker injury and fatalities involving heights. Includes fall protection systems, safety vests & harnesses, training requirements, etc. \$125 per person

### **FIRST-AID/CPR SEMINAR**

Program covers the OSHA-required first-aid training for on-site care-giving to injured workers. Course includes basic life support, moving/rescuing victims, burns, etc. \$125 per person

### **FLAGGER SAFETY CERTIFICATION SEMINAR (VDOT)**

All flagger personnel, and workers adjacent to vehicular traffic, are now required to complete this Safety Certification program. In addition to "classroom" training, we will do field training where hands on flagging techniques are demonstrated. \$85 per person

### **FORKLIFT SAFETY TRAINING SEMINAR**

OSHA requires all operators of forklift type equipment to have evidence of training in the safe operation of such equipment. Class includes

proper fork alignment, maintenance, leveling loads and refueling hazards. \$85 per person

### **HAZARD AWARENESS TRAINING:**

Any major topic could be done in a 2 to 4 hour awareness training format. This would be geared to workers working in the area of but not dealing directly with a certain topic. For example workers around scaffolding should have an awareness of scaffold safety. \$95 per person

### **OSHA TEN HOUR SEMINAR:**

This is a course to explore ten OSHA subparts that can be customized to your company's need. This is a basic course that all employees should take as a baseline of education in the construction industry. \$210 per person

### **OSHA THIRTY-HOUR SEMINAR**

OSHA's 30-hour Training Program, Can be customized to cover OSHA's 1926 standards. EVERY foreman, superintendent, every owner needs this major training module. \$650 per person

### **TRENCHING & EXCAVATION:**

An eight-hour program covering OSHA underground construction (CFR 1926 – Subpart P). Course includes hydraulic shoring systems, cave-ins, trenching, trench box usages and more. \$160 per person

### **WHAT TO DO WHEN OSHA KNOCKS SEMINAR**

Specialized course designed to train all employees that may be involved in a OSHA visit. This is a course showing workers different approaches to take when an inspector arrives. Every foreman, superintendent, and owner should know how to handle a OSHA inspection on their jobsite. \$95 per person



## THE IMMIGRATION DEBATE

With the reported labor shortage – in early 2006, National Association of Home Builders (NAHB) reported 50 percent of all builders have a moderate to severe shortage of carpenters the continuation of immigration is essential for our industry's ongoing health.

The federal government has begun to put in place potential legislation affecting immigration, as well as regulations updating retention of employees' records, thus helping protect industries such as ours, which rely heavily upon the pool of immigrant workers.

In June 2006, the U.S. Department of Homeland Security proposed two new federal regulations regarding the I-9, (Employment Eligibility Verification Form).

**Q** What is a Form I-9?

**A** Federal law places an affirmative duty on employers to verify the identity and work authorization of all persons who are hired. This is accomplished by the mandatory completion of Employment Eligibility Verification Form I-9. Employers are required to keep a completed Form I-9 on file for each of their current employees who were hired after November 7, 1986.

**Q** How Long Must Form I-9s Be Retained?

**A** Employers are required to retain each Form I-9 for one year after the employee is terminated, or for at least three years from the date of the hire, whichever is later.

**Q** What is an I-9 Audit?

**A** The Department of Homeland Security's Immigration and Customs Enforcement Agency (ICE), formerly the INS has the authority without needing a subpoena, to inspect any employer's Form I-9 to verify compliance and to check their accuracy. This inspection is called an I-9 audit.

In June 2006, the U.S. Department of Homeland Security proposed two new federal regulations regarding the I-9, the Employment Eligibility Verification Form.

Although already effective on an interim basis, both of the I-9 regulations are subject to a 6-day public comment period, which ends in mid-August 2006. More changes to these I-9 regulations may be forthcoming, as will new legislation jointly carved by the House and Senate from the existing two.