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SEE Inc. feels that safety is the foundation of a successful industry. For more info visit our website or contact us at the above address



Safety Gram

B o b W o o d w a r d

Many of you knew Bob Woodward and know he was recently taken from us. I remember from his retirement party, Rob Matuga of the National Association of Home Builders asked how many people Bob thought he saved over the years. Bob simply replied, "You know, I have never really thought of it." Bob had authored hundreds of articles, written thousands of reports and probably trained tens of thousands of workers in his day. In all that time he never asked for a thing in return. In fact, he believed more in giving back! In honor of that spirit and in honor of my friend and mentor the HCCA has introduced:

The Robert B. (Bob) Woodward Memorial Safety Professional of the Year Award

In the past the HCCA has presented two awards to recipients that recognize safety accomplishments. For this award, rather than focusing on achievements from a year-to-year perspective, the criteria will be based more on career performance. Bob was a strong advocate for the safety and welfare of workers in at-risk jobs. Those who qualify for this award will foster similar qualities. I'm happy to see that Bob continues to have an influence on those who knew him and be remembered.

"The key to immortality is first living a life worth remembering."

Matt Murphy

SEE Inc., President



Evolving Crane Standards: New Subpart CC

Crane equipment has evolved and become more sophisticated since OSHA developed their safety standards in the early 70's. For this reason and after a string of high profile accidents, legislatures and people within the safety field called for changes. OSHA, in conjunction with state legislatures, crane manufacturers and industry experts revised their standards.

Major changes focus on the need for operators to be certified on the equipment they are using. Operators will have 4 years to obtain their certifications (unless in a city or state with local licensing requirements exists). The new standards do not require that workers performing rigging operations or signaling be "certified," however they will need to be qualified, with the emphasis placed on documented training and field experience. Additionally, new provisions ask that inspections be performed on ALL tower crane components before the erection process begins. To learn the specifics of the changes, visit:

<http://www.osha.gov/doc/cranesreg.pdf>

2011 World of Concrete

Matt will be an instructor at the 2011 World of Concrete. They have asked him to present 2 sessions including; Safety By Pictures, a 90 minute presentation of safety through a variety of real world situations and Dangers of Dirt, a 90 minute presentation on the dangers of working in and around trenches and excavations.

Both will be presented on January 18th, 2011. If your there make sure to stop by and see him.

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4,340

By Matt Murphy

Being in the safety field I'm constantly looking to provide information on issues that impact the worker. My goal is always the same; help construction workers understand the shortcuts they sometimes use could actually cost them their lives. 4,340 is the number of workplace fatalities in 2009. Of those, workers in construction incurred the most fatal injuries of any industry in the private sector. 4,340 is the number of mothers, fathers, husband, wives, sisters and/or brothers that did not make it home from work in a single year. For some of those I'm curious and want to know what they gained? Did they save a few dollars off an invoice or a few minutes off a task?

What does safety mean to you?

What does the term "making a living" mean?

I've had to investigate several construction-related fatalities in my career. Each time I pray silently it will be my last. Workers are often shocked when they hear the numbers. I've heard them say, "Wow, that's a lot of people! Thank God I didn't know any of them." I retort by asking them for how long. 4,340 different stories of people leaving to go somewhere, but not coming back. 4,340 families who will no longer see a loved one. Construction workers need to realize that the work they perform everyday needs be performed safely. Otherwise the number only increases.

Think about your plans for this weekend. I plan on cleaning my barn and around the house. I plan on riding horses and taking my wife out for dinner. What do you think those 4,340 people felt when they left for work? Do you suppose they were thinking to themselves, "It's gonna be a great day. Too bad I won't be around to enjoy anything after today."

I pose two questions to the participants of my OSHA 10 or 30 hour classes; what does safety mean to you? What does the term "making a living" mean? I frequently deal with trades people who would like nothing more than for me to evaporate because I found them doing something dangerous. I have sat through meetings with contractors who say my people are being too picky regarding their site inspection visits. They want to know why we write up the "little stuff." The flashing headlines I've seen from OSHA's fatality box at their website is a good reason:

- Worker killed when tire he was inflating blew up.
- Worker tried to move a large piece of card board in the back of a garbage truck. Driver closed the tail gate trapping the worker. Worker later dies.
- Worker moving hay falls 10-12 feet and receives head trauma.

How do we stop these fatalities?

Recognize. Recognize when you or a co-worker is about to take a short cut. Take it upon yourself to make a change. Sometimes just a simple change can save a life.

Reward. Reward those who are do it right. Don't reward workers who cut corners or make safety compromises to get a job done.

Internalize. Take stock in everything going on around you and ask yourself, "If I was one of those 4,340, what would it be like for the people around me?"

Step Up. Step up and quit worrying about what people will think when you practice safe choices on your work site. Don't let it bother you if co-workers cop an attitude because you told them to work off a ladder properly or wear their fall protection gear. Step up and make them understand you want them to go home at the end of the day.

****If you have been involved or experienced a loss on a worksite, I plan on putting together a collection of those stories. Give me a call or send me an email.

A Client Who “Gets” It

By Matt Murphy

I’ve said it before and I’ll say it again, when a client starts to see where a successful safety program can go it makes me want to share it with the world! We have worked as a training consultant for this client just over 5 years. When I started with their employees there was a constant fight from them, a feeling of “That happens to everyone else.” They would offer a few pieces of information on needs, but collectively the workers always felt they would just worry about the “safety stuff” later. Management however had a much different feeling. They were concerned for their workers and set out to implement a safety program that protected the workers NOW. They planted their seed and I swear you could see it grow. I am happy to say I completed the company-mandated OSHA training not too long ago and I am confident in saying that the workers at **Superior Paving** have embraced a safety culture and made it their own. The workers evolved from thinking there is someone out there somewhere looking after safety to “Safety Is My Responsibility & We Need To Talk Solutions!” This was an exciting class with previous defense shields obliterated. In its’ place was a proactive “How can we fix this?” appeal that I seldom see when working with companies.

The culture has truly changed in this company, however it’s important to remember that it did not happen over night. I spoke with Sean Knick, Safety Director of Superior Paving, and he was quick to point out, “First, it was not me. All I can say is that the people were the same ones we had. It was just giving the workers the tools to complete the task. Getting them involved in the program. Letting them see that it was they themselves who could make a difference. Education was a key corner stone and then we built on that success. We are still tweaking things, but training and getting the culture turned around is a huge success! The people were always here. It was listening to them. Once we equipped them, that was the biggest key to success.” Sean shy’s away from taking credit, but it takes a leader to push the envelope and supervise commitment to the success of a program. To listen to their workers and invest in opportunities to get them what they need. This is not just a company of a few employees. This is a company with many employees. They support operations from mechanics, to paving crews all the way up to paving plants. Each of the foremen were bought in and trained at the same level. None walked away from their training feeling they had wasted their time. On the contrary, they walked away feeling empowered.

**“It was just giving
the workers the tools to
complete the task.
Getting them involved
in the program.”**

Empowered to make their work environment better. Not just for them, but the employees who will follow them as well.

Year after year I've had the good fortune to work with this company and class after class you can see the employees shape their culture a little more. This is a client I'm happy to work with every time. Management is fully cognizant of the effort it will take to keep the culture alive and that clearly shows by their dedication to the level of training provided their employees. From OSHA 10 hours to yearly customized ergonomics refreshers, introduced as a means to show management was thinking about them.

Congratulations Sean & The Rest Of The Crew At Superior Paving!

The 5 keys to Sean's Success:

1. Managements Commitment To The Process
2. Training Workers
3. Giving The Team The Target And Empowering The Team To Get There
4. Listening To His Workers
5. Continuing To Challenge The Process And Make Changes That Make Sense

AHA's - THE PRINCIPLE STEPS

Activity Hazard Analysis (AHA)		Overall Risk Assessment Code (RAC) (Use highest code)																																							
Activity/Work Task:		Risk Assessment Code (RAC) Matrix <table border="1"> <thead> <tr> <th rowspan="2">Severity</th> <th colspan="5">Probability</th> </tr> <tr> <th>Frequent</th> <th>Likely</th> <th>Occasional</th> <th>Seldom</th> <th>Unlikely</th> </tr> </thead> <tbody> <tr> <td>Catastrophic</td> <td>E</td> <td>H</td> <td>H</td> <td>H</td> <td>M</td> </tr> <tr> <td>Critical</td> <td>E</td> <td>H</td> <td>H</td> <td>M</td> <td>L</td> </tr> <tr> <td>Marginal</td> <td>H</td> <td>M</td> <td>M</td> <td>L</td> <td>L</td> </tr> <tr> <td>Negligible</td> <td>M</td> <td>L</td> <td>L</td> <td>L</td> <td>L</td> </tr> </tbody> </table>					Severity	Probability					Frequent	Likely	Occasional	Seldom	Unlikely	Catastrophic	E	H	H	H	M	Critical	E	H	H	M	L	Marginal	H	M	M	L	L	Negligible	M	L	L	L	L
Severity	Probability																																								
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Prepared by (Name/Title):																																									
Reviewed by (Name/Title):																																									
Notes: (Field Notes, Review Comments, etc.)		Step 1: Review each "Hazard" with identified safety "Controls" and determine RAC (See above) "Probability" is the likelihood to cause an incident, near miss, or accident and identified as: Frequent, Likely, Occasional, Seldom or Unlikely. "Severity" is the outcome/degree if an incident, near miss, or accident did occur and identified as: Catastrophic, Critical, Marginal, or Negligible. Step 2: Identify the RAC (Probability/Severity) as E, H, M, or L for each "Hazard" on AHA. Annotate the overall highest RAC at the top of AHA.																																							
		RAC Chart <table border="1"> <tr> <td>E = Extremely High Risk</td> </tr> <tr> <td>H = High Risk</td> </tr> <tr> <td>M = Moderate Risk</td> </tr> <tr> <td>L = Low Risk</td> </tr> </table>					E = Extremely High Risk	H = High Risk	M = Moderate Risk	L = Low Risk																															
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Job Steps	Hazards	Controls			RAC																																				
1	2	3			4																																				
Equipment to be Used	Training Requirements/Competent or Qualified Personnel name(s)	Inspection Requirements																																							

1

A job needs to be broken down into a sequence of steps, each describes what is done, not how. Avoid making the breakdown so that a large number of steps result or making it so general that basic steps are not recorded

2

Look at the entire environment and identify every conceivable hazard, "what if" situations and potential accidents that are within reason. To be efficient, personnel who are knowledgeable of the particular job or operation need to participate.

3

Now decide what control measures are necessary to eliminate or minimize the hazards. State exactly what needs to be done to correct each hazard listed in the second column. Items listed could include personal protective equipment, safety permits and so on.

4

Assign a RAC (Risk Assessment Code). This is intended to identify the hazard level to the participating worker AFTER your controls have been implemented.

COMING CLEAN

For our January 2010 Safety Gram we published an article about company Drug Testing. In support of that article, below is an excerpt from an article by Judy Swartley, President of the Red Planet Substance Abuse Testing, Inc.

As little as 10 years ago, implementing a substance abuse testing program was difficult. Employees challenged owners that it wasn't constitutional. Similarly, many owners felt it would send the wrong message to employees - a message that they just weren't trustworthy. But it seems times are changing. In 1983, less than 1% of employees nationwide were subject to drug screening. Today, approximately 49% of full-time workers must undergo some form of workplace drug testing, according to the Substance Abuse and Mental Health Services Administration in Rockville, Md. That's good news for electrical contractors — when you consider the fact that the construction industry currently has a higher rate of documented illicit drug use than any other specific industry tracked by the Department of Labor (DOL).

“We think we know about the people in our current employment, but we don't know the problems of new hires,” said Dennis Thomas, president of Thomco Electric in Beltsville, Md., and national president of the Independent Electrical Contractor's Association (IEC) at a recent industry trade show. “Then again, do we really know our current employees' problems?” When you look at national statistics for substance abusers, the answer to this question is usually “no.”

Statistical snapshot on substance abuse.

In the United States today, 73% of drug users are employed, 33% of employees know of the illegal sale of drugs in their workplace, and 20% of young workers admit to using marijuana on the job, according to a recent DOL report released in March 2006. In the same study, the National Cocaine Helpline, Summit, N.J., revealed that 75% of addicts use drugs on the job, 64% admitted that drugs adversely affected their job performance, 44% sold drugs to other employees, and 18% had stolen from co-workers to support their drug habit. Another alarming statistic from the DOL's “2004 National Survey on Drug Use and Health” reveals that the largest group of substance abusers comes from the 18- to 25-year-old age bracket. This should be of particular concern to electrical contracting firms, as the construction industry draws heavily from the pool of workers 18 to 34 years old (Fig. 2 on page C32). Small businesses (classified as those with fewer than 250 employees) — another category where the majority of electrical contracting firms fits — also seem to be more at risk than larger businesses. In fact, an article in The National Report on Substance Abuse from the early 1990s and a current Web posting by the DOL mentioned that small businesses that don't have a drug testing program risk becoming a haven for drug and alcohol abusers. This relates to the fact that 91% of large American businesses have substance abuse policies while only 5% to 10% of small- to medium-sized businesses have implemented similar programs. Ironically, about 75% of employed Americans work for small- to medium- sized businesses.

For the full article, you can download it at:

<http://www.redplanettesting.com/a/docs/ArticleSubAbuseECM041806final.pdf>

OSHA Quicktakes

Secretary of Labor reports on decline in workplace injuries and illnesses

Results from the Bureau of Labor Statistics' Survey of Occupational Injuries and Illnesses show there were about 400,000 fewer nonfatal occupational illnesses and injuries reported by private industry employers in 2009 than in the previous year. The construction industry reported a 22 percent decline (71,700 fewer cases) with a corresponding drop of more than six percent in the workplace injuries and illnesses rate. "Complete and accurate workplace injury records can serve as the basis for employer programs to investigate injuries and prevent future occurrences."

Companies fined nearly \$300,000 for workers death at construction site

OSHA fined a Roofing & Sheet Metal Company in Kansas City, MO., \$295,000 after a worker fell at least 40 feet to his death through a roof opening at a construction site. Both companies were cited for willfully disregarding the safety of workers performing roofing work or steel erection activities. Inspectors found the employers failed to protect workers from fall hazards and failed to train employees on identifying fall hazards and means of fall protection.

Look for more "QuickTips" on a new occupational safety and health topic in the next addition of OSHA QuickTakes available at www.osha.gov.



Protect Yourself Permit-Required Confined Spaces

A confined space has limited openings for entry or exit, is large enough for entering and working, and is not designed for continuous worker occupancy. Confined spaces include underground vaults, tanks, storage bins, manholes, pits, silos, underground utility vaults and pipelines.

Permit-required confined spaces are confined spaces that:

- May contain a hazardous or potentially hazardous atmosphere.
- May contain a material which can engulf an entrant.
- May contain walls that converge inward or floors that slope downward and taper into a smaller area which could trap or asphyxiate an entrant.
- May contain other serious physical hazards such as unguarded machines or exposed live wires.
- Must be identified by the employer who must inform exposed employees of the existence and location of such spaces and their hazards.

What to Do

- Do not enter permit-required confined spaces without being trained and without having a permit to enter.
- Review, understand and follow employer's procedures before entering permit-required confined spaces and know how and when to exit.
- Before entry, identify any physical hazards.
- Before and during entry, test and monitor for oxygen content, flammability, toxicity or explosive hazards as necessary.
- Use employer's fall protection, rescue, air monitoring, ventilation, lighting and communication equipment according to entry procedures.
- Maintain contact at all times with a trained attendant either visually, via phone, or by two-way radio. This monitoring system enables the attendant and entry supervisor to order you to evacuate and to alert appropriately trained rescue personnel to rescue entrants when needed.

For more complete information:



OSHA 3214-10N-05

See our full course catalog at:
www.seeinonline.com



Training Curriculum



Builders Big 10 Seminar

Necessary For: Everyone in Residential Construction
 This class is designed to take the OSHA 10 Hour to the residential contractors, from site developers to builders to trade person to everyone in between.

Cost \$265 per person



Confined Space Seminar

Necessary For: Everyone Working In or Around Confined Spaces

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

Cost \$185 per person



Fall Protection Seminar

Necessary For: Everyone Working At or Close To Six Foot Fall Hazards

This class is to recognize what fall hazards are and allow participants to pick the best fall protection solution for them. Course will allow for ample hands-on training.

Cost \$165 per person



First Aid / CPR Seminar

Necessary For: Everyone
 OSHA requires at least one First Aid/CPR provider on every site. Class covers basic life support and first aid concepts to assist in job site or home emergencies.

Cost \$125 per person



Forklift, Aerial Lift and Scissor Lift

Safety Training Seminar

Necessary For: All workers who operate forklifts, telehandlers and scissor lifts on a job site
 OSHA requires all operators of forklift type equipment to have evidence of training in the safe operation of such equipment. This seminar is implemented in two parts; in-class instruction and hands-on training. Workers will be tested on in-class instruction and required to pass hands-on operation exercises.

Cost \$165 per person



OSHA 10 Hour Seminar

Necessary For: Everyone in Construction
 This course explores ten OSHA subparts that can be customized to your company's specific needs. This is an indispensable course that all employees should have as a baseline in their continuing construction industry education.

Cost \$265 per person



OSHA 30 Hour Seminar

Necessary For: Any Managers, Foremen, Superintendents, Project Managers and Above
 OSHA's thirty hour training program can be customized to cover 1926 standards. Foremost training module for all persons in supervisory and management positions.

Cost \$675 per person



Trenching & Excavation

Necessary For: Everyone Working With or Exposed To Trenching and 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.

Cost \$165 per person



What To Do

When OSHA Knocks

Necessary For: Everyone
 Specialized course designed to train all employees that may be involved in an 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 handles an OSHA inspection on their job site.

Cost \$125 per person

****All Topics Can Be Modified To Fit a Two or Four Hour Safety Awareness Format****