Craig Turner and Connor McWilliams, Local 712 (Vancouver, British Columbia), Aggressive Tube Bending.

Dave Lapointe, Eric Mareiro, Jordan Mederious and Darin Mederious, Local 7 (Boston), Southcoast Steel at the slurry wall-off barge at the Regis Hotel in the Seaport District.

Elmer Rodriguez, Local 378 (Oakland, Calif.), Conco @ Telegraph Oakland.

Aaron Shea, Local 834 (Toronto, Ontario), AGF.

IRONWORKERS
CRITICAL. SAFE. HEALTHY. ESSENTIAL.
Valeriu Croitoru, Local 712 (Vancouver, British Columbia), Solid Rock Steel.

Brenden Keane and Mike Rosholt, Local 7 (Boston), Accord Steel and Precast at the Parcel E Seaport District.

Christopher Vealey, Apprentice Training Center, Local 417 (Newburgh, N.Y.).

Grant Burkitt, Local 712 (Vancouver, British Columbia), Aggressive Tube Bending.

Local 712 (Vancouver, British Columbia), Fireplace Products International.
Peter Armstrong, Local 712 (Vancouver, British Columbia), ASCO Aerospace Canada.

Luis Ortiz, Local 712 (Vancouver, British Columbia), Aggressive Tube Bending.

John Stohlman, Local 7 (Boston), Accord Steel and Precast at the Parcel E Seaport District.

Bill Puar, Local 712 (Vancouver, British Columbia), Solid Rock Steel.

Local 712 (Vancouver, British Columbia), Fireplace Products International.

Instructor Michael Dunn, Apprentice Training Center, Local 417 (Newburgh, N.Y.).

Damen Henderson, Apprentice Training Center, Local 417 (Newburgh, N.Y.).
As the coronavirus began to sweep across the world, including North America, the world took notice of everyday workers—workers essential to all that makes our two countries wake up and go to sleep every night.

As the COVID-19 pandemic first hit, we rightfully worried about our families and their safety, not only at work but at home. Ironworkers don’t have the luxury to work from home. The Iron Workers took action to prevent our members from a layoff and to allow work to continue on the important projects and jobs our members walk onto every morning with proper safety measures in place. In many locations, on-site or in the shop, ironworkers were deemed “essential critical workers.” Critical infrastructure relied upon the ironworkers during the pandemic for work to progress safely on shop floors and on-site. COVID-19 job site protocols were published and distributed. The safety of ironworkers is always our top priority; the coronavirus necessitated new policies and procedures and rigorous adherence to keep workers out of harm’s way. Ironworkers proved they were up to the task.

Simultaneously, the Iron Workers took steps to ensure those laid off would receive unemployment assistance to survive the time off work. As each state, city and province had different ideas on the proper way to proceed, this was no easy task. Every department at Iron Workers’ headquarters, in addition to their regular duties, was redeployed to address our members’ employment and safety concerns. Most importantly, you, the members, did what you do best; applied your skills expertly and safely as leaders on the job site.

I tip my cap to all the hardworking people, who, until the pandemic struck, went widely unnoticed. Rightfully, the news focused on those giving care to the sick and the elected officials developing policies to keep us safe. But a new appreciation arose for those who provide the necessary services to keep us healthy, fed and stocked up on toilet paper. The many indispensable workers—first responders, nurses, doctors, caregivers, store workers, waitstaff, cooks, postal workers, delivery persons and the many others—who showed up to serve us in uncertain, trying times. Our lives depend on the farmers growing our food supply, the truck drivers transporting valuable freight across our countries, the manufacturers producing the things we need in our daily lives, and the retail and restaurant establishments providing for our wants. With most schools shut down and remote learning introduced, we found a deep

**Most importantly, you, the members, did what you do best; applied your skills expertly and safely as leaders on the job.**
admiration for teachers. And as our worlds shut down, an intense light revealed the workers on whom we depend on to live. Labor Day gives us one single day a year to officially honor workers. The pandemic opened our eyes to the work and true meaning of essential workers who have earned respect, praise and thanks for stepping up and into the direct path of the coronavirus.

Ironworkers are, and will always be, essential workers of North America.

The list of “everyday heroes” is long. The ironworker is undoubtedly on that list. Though not generally recognized for their efforts during the pandemic, ironworkers fabricate and build the foundations on which transportation, health care, infrastructure, energy, manufacturing, education, government and the private sector rely. Our work might not be heralded, but there we are in the trenches, recognizing the importance of the build and maintenance of our nations’ infrastructures and getting the job done right.

You might not hear much about it, but take note, the bridges we build, the hospitals we construct, the wind turbines we erect, the metalwork we produce—essential, essential, essential, essential. There is no denying that. Ironworkers are, and will always be, essential workers of North America. Be proud of your accomplishments and spread the word of who ironworkers are and what ironworkers do. Recognize the work your ironworker sisters and brothers do quietly, consistently and safely. Make sure safety practices are followed to protect the well-being of workers and their families. An ironworker who puts in the sweat equity every day can return home every night with a recurring sense of accomplishment and dignity.

I ask that you continue to stay safe at work and home.

Eric Dean
General President, 1051885

The list of “everyday heroes” is long. The ironworker is undoubtedly on that list.
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ORGANIZED. SKILLED. PROFESSIONAL.

On the Cover
As the coronavirus began to sweep across the world, including North America, the world took notice of everyday workers—workers essential to all that makes our two countries wake up and go to sleep every night. In many locations, on-site or in the shop, ironworkers were deemed “essential critical workers.” Critical infrastructure relied upon the ironworkers during the pandemic for work to progress safely on shop floors and on-site.

On the cover is Tony Bobetsis, Local 712, CRS Construction.
This special edition of The Ironworker is dedicated to recognizing some of the many ironworkers and contractors who demonstrated outstanding safety performance and leadership on the job sites throughout the United States and Canada. Additionally, many contractors and projects are featured that display the skill, productivity and safety performance worthy of recognition. In January 2012, General President (Emeritus) Walter Wise commissioned the 2012 Zero Incident Campaign to prevent job site incidents resulting in emotional, physical and financial hardships to our members and their families. Today, General President Eric Dean has continued the Iron Workers’ commitment to achieving zero incidents in 2020. The safety and health department, National Training Fund and IMPACT work together to develop new programs, webinars and other forums to address safety and health issues affecting members and contractors.

The campaign slogan, “See Something! Say Something!” has been labeled on materials that have been distributed to local unions and training facilities. The focus of the campaign is to target the deadly dozen hazardous activities contributing to the highest percentage of fatalities and disabling injuries to members. Decade after decade, the Iron Workers has observed incident trends and primary causation factors for fatalities stemming from specific hazards and activities and realize workplace fatalities have occurred from many other causes, however, the list on page 75, represents the primary core of hazards and activities labeled the deadly dozen. The August edition is dedicated to the memory and in honor of the members who lost their lives on the job site from July 2019 through June 2020. Ironworkers take great pride in building North America’s bridges, buildings and other structures, and deeply regret the loss of these members who are honored and memorialized.
Ideal Contracting brings safety home

Ideal Contracting, a certified MBE general contractor headquartered in Detroit, Michigan, has self-performed structural and miscellaneous steel erection for 22 years. Ranked as ENR’s Top 400 Contractors for 2020, Ideal Contracting has become one of the highest providers of Local 25’s (Detroit) fringes and has developed a dependable and loyal trade following within the Southeastern Michigan market. On average, Ideal Contracting self-performs over 205,000 steel work hours per year working on various projects in the automotive/manufacturing, heavy industrial and commercial market sectors.

Bill Brown, executive director of Ideal Contracting, has been instrumental in expanding Ideal’s relationships with national organizations, such as IMPACT, and helping Ideal pursue new business opportunities and markets. Brown has achieved a long and successful career as an ironworker, contractor and currently serves as the IMPACT management co-chair. Ideal’s experience and history in successfully building projects outside the region have allowed them to produce a vast group of safe and qualified trades personnel nationwide. Being certified as an Advanced Certified Steel Erector by the American Institute of Steel Construction has provided Ideal’s customers with the reassurance that safe and quality erection services are provided in line with organizational goals. Safety is at the core of Ideal’s business.

In 2018, Ideal Contracting implemented a new safety slogan, Safety Brings Us Home, as a reminder of how our actions ensure every team member returns home safely to their families. Ideal maintains, on average, 250 skilled trades and 20 safety personnel. Within Ideal’s safety team, there are three ironworkers from Local 25 (Detroit) and Local 55 (Toledo, Ohio) with over 80 years of combined experience in the field. Jon Anglin, director of safety, says, “Having experienced trades out in the field watching over safety is something I have always found to be beneficial. Who better to initiate improvements in safety than the people that have done it and care about others returning home safely.”

Several factors go into developing an award-winning safety
program. Openly sharing ideas on how to improve safety with the team, owners, other contractors and subcontractors have made Ideal Contracting’s safety program a success. In the last few years, Ideal’s safety team has leveraged the use of technology in the field by creating mobile apps that track information more accurately and efficiently to receive real-time results and increase employee engagement. The technology has aided Ideal Contracting in their goal of having a zero-incident workplace. Ideal Contracting currently maintains an EMR of 0.45, a team achievement every employee continuously contributes to by working safely.

This year presented some very challenging and unusual times with the COVID-19 pandemic. The biggest challenge was to implement processes and procedures, ensuring employees that conditions were safe to return to work. Ideal’s leadership and safety team worked with clients to develop a plan following CDC and OSHA guidelines to allow job sites to reopen safely.

Auto-Owners Insurance South Campus Expansion was one of the first projects to resume work after the state-ordered work stoppages were announced. Ideal Contracting worked as a subcontractor, self-performing the steel erection for the Christman Company.

Site superintendent, Jim Davenport, was instrumental in assisting the safety team in safely resuming work while following the new guidelines set in place. Davenport reviewed procedures to improve the program and made sure his crew felt safe returning to work. Ideal Contracting is proud to report there were zero cases of COVID-19 recorded.

Linzie Venegas, Ideal Group vice president, says, “Safety is our No. 1 priority! Safety is paramount to everything we do. The safety of our people and our job sites means everything to us. Together, we create a safe workplace to ensure that everyone goes home safe.”

Ideal Contracting was selected by General Motors, a longtime client, as the design-build contractor for the Estes-Cole Pedestrian Connector project at the Global Tech Center in Warren, Michigan. The new pedestrian connector allows for the movement of thousands of employees between the Estes and Cole buildings.

As the design-build contractor, Ideal was responsible for coordination and collaboration between the design team, which included SmithGroup, Ruby + Associates, John E. Green and Thomas Steel. Multiple design options were presented to the GM team. Immediately after the contract award, the pre-construction team worked tirelessly to provide a design concept consistent with the landscape architecture on campus. The entire project team landed on a design consistent with the site’s overall design language and the project’s budget constraints.

General Motors required a fast-tracked schedule for the Estes-Cole Pedestrian Connector project at the Global Tech Center as only seven months were available to complete the design, engineering and construction of the new pedestrian connector. To satisfy the demands of the schedule, the pre-construction team was left with a total of 90 days to complete all required engineering and design. The Ideal team collocated twice weekly for design and

“It is critical to Ideal that at the end of every workday, everyone returns to their families and homes healthy and safe. Our construction teams own the COVID-19 process and site safety. Health and safety are our top priorities. Our commitment to safety begins with leadership. Every team member is encouraged to live, lead, and empower each other to ensure everyone goes home safely.”

Frank Venegas, chairman and CEO of Ideal Contracting.
engineering and again twice weekly with the client to approve direction.

The structural steel was designed and fabricated within 30 days after the review and approval of the shop drawings. Due to challenging site logistics with limited space between two occupied buildings and an existing retention pond, the Ideal team elected to assemble the connector structure into two large modules in a parking lot adjacent to the installation location. This allowed the team to maintain progress on underground utilities and foundations while the steel structure was being assembled. Once these sections were assembled and painted, they were prepped and ready for erection. The span of the pedestrian connector also proved challenging. The structure spanned four lanes of traffic and an existing stormwater retention pond. To allow for the safe and efficient erection of the structure, the Ideal team decided to install temporary barges in the retention pond, providing a safe work platform for the building envelope trades to work from. The team’s early engagement and highly collaborative approach to planning and executing the work ensured safe delivery of the project with minimal impact on GM’s Global Tech Center campus.
Ironworkers from Local 625 (Honolulu), Local 86 (Seattle), Local 416 (Los Angeles), Local 229 (San Diego) and Local 118 (Sacramento, Calif.) have come together on the island of Oahu, in the great state of Hawaii, to build phase 3 of a 6-phase elevated light rail project. The right rail project will move people along a 20-mile route from Kapolei on the west side of the island to Honolulu/Waikiki. The HART Airport Guideway and Stations portion is a 5.2-mile-long section of the rail line that begins at Aloha Stadium in Hawala, passes historic Pearl Harbor, includes a station at the Honolulu Airport, and ends at Keehi Lagoon, just east of the airport.

Harris Rebar is supplying 19,500 tons of reinforcing steel with Rebar International, Inc. as a subcontractor placing the rebar. Upon completion, phase 3 will include 2,708 precast segments, four stations and 212 bents. RII and Harris have worked together for 3½ years on the project. Thus far, 14,500 tons have been detailed, fabricated, shipped and placed. The talented members of Local 625 have worked over 200,000 hours with only one recordable incident. Rebar International’s leadership team consists of Jodie Yount, president; Jamie Odren, CFO; Chris Lloyd, general manager; Dave Otey, regional safety manager; James Ott, operations manager; Dave Terrell, superintendent; Stan Augustiro, site safety/project management; Mana O’Kalani Davis, foreman; Toaia Galumalemana, foreman; Jeremy Griffin, foreman; Brooke Jones, foreman, Kelvin Martir, foreman; Joe Merritt, foreman; Lex Merritt, foreman; and Joey Seevers; foreman.

On June 2, 2020, Rebar International started setting the deepest CIDH shaft ever placed in the state of Hawaii. Shaft #629 was 335 feet deep, 10-foot in diameter and the rebar weighed over 90 tons. Five connections had to be made to complete the entire cage. The general contractor joint venture team of STG (Shimmick, Traylor & Granite) has utilized Local 416 ironworkers, Cory Frazier and Greg Pearman, two experienced ironworkers instrumental in facilitating the foundation operations for the project. Brandon Chevalier, a member of Local 86, worked closely with the Harris Rebar South Pacific team in Kapolei, Hawaii. Local 625 members, Doug Ewart, Russell Bruggeman, Wayne Kala and Sam Williams, head the leadership team for Harris Rebar South Pacific. The leadership of Local 625 has been the key to the success of this project by providing support, direction, and much-needed insight.

The Local 625 officers are Lincoln Naiwi, president/recording secretary; Joseph Odonnell, FST/ BM; Bronson Paris, BA; Sutena Patolo, trustee; Jacob Ku, sergeant-at-arms; Glenn Eugenio, executive committee; Joseph Wong, executive committee; Marmion Kaopua, executive committee; Fealofani Tuiloma, executive committee; and Tuifao Samoa, executive committee. These fine brothers, sisters and officers of Local 625 have been an integral part of the smooth transition from the mainland to the island of Oahu for Rebar International.

Rebar International’s regional safety director, Dave Otey, has had the honor of teaching and promoting safety dynamics while speaking at the Ironworkers Safety Director’s Training Courses offered by the Iron Workers. Otey is proud of the fact that RII is a team of ironworkers leading ironworkers. The HART Airport Guideway and Stations project could not have been successful without the cooperation and assistance from all parties involved.
Diversified Metalworks achievements in Southern California

Diversified Metalworks was established in 1978 by John Ferguson, president, and has operated out of Southern California for the last 42 years. Diversified Metalworks has completed more than 2,000 contracts, which include schools, hospitals, universities, refineries and military bases. Diversified Metalworks is an independent steel erector and utilizes Local 433 (Los Angeles) and Local 229 (San Diego) for projects in Southern California.

It is Diversified Metalwork’s policy to provide a safe, accident-free, healthy work environment for everyone. Excellent safety and health conditions do not occur by chance; they are the result of diligent work and careful attention to company policies. Effective safety demands cooperation on everyone’s part and it is essential communication be kept open at all times. Employees must perform their work with maximum regard for the safety of themselves and their coworkers. Employee safety is the No. 1 priority for Diversified Metalworks. Planning and education are very important components in keeping employees safe.

Extensive planning to identify and eliminate potential safety hazards and to evaluate how each task will be performed safely before employees step foot on the project is extremely important. Once on-site, regular safety inspections are performed, continual safety training is given to teach workers about the latest regulations and to update their knowledge on current and upcoming safety issues, along with identifying and addressing job site safety issues. Trainings range from on-site orientations, weekly tailgate meetings, supervisor training and vendor training.

The safety policies distributed, learned and implemented by the safety team and ironworkers have contributed to the success of the safety program. Since 2016, Diversified Metalworks has achieved a year-over-year reduction of its Experience Modification Rate (EMR).
Eric Lemire Enterprises: Never putting limits on safety
Submitted by Valérie Cléroux, safety manager/assistant controller, Eric Lemire Enterprises

Eric Lemire Enterprises Inc. (Lemire Inc.) is a family-run business since 1991 that aims to surpass itself by delivering complex projects that are of quality and done safely. What allows Lemire Inc. to be one step ahead is an innovative, dynamic and solution-focused team.

For the past two years, Lemire ironworkers of Local 765 (Ottawa, Ontario) have been successfully and safely completing jobs using powered air-purifying respirators (PAPR). Eric Lemire, president, searched for the best solution possible that was not only of quality but could also be backed up by a reputable company; that is why Lemire Inc. bought 3M’s Versaflo PAPRs. Many benefits have been introduced by using this type of respiratory protection. The welders were exposed to a lot of toxic smoke emitted by the process of welding with flux core, even if they would wear a half-mask respirator with a P100 filter. The PAPRs also serve as an extra layer of protection following the lead paint abatement in case of lead contamination still being present. The workers that are assigned a PAPR have been taking great care of their equipment because it made their tasks that much easier. The benefits are even more significant in the summer months because there is constant purified air being circulated inside the helmet.

The PAPRs are now used across many types of projects and various tasks; PAPRs with clear visors are also used by workers for grinding and for the ironworker assisting the welder while welding on abated lead paint. All Lemire Inc. welders using the flux core process have been assigned a PAPR.

Lemire Inc. often works closely with the general contractors to improve its health and safety practices by testing new equipment and technology. The ironworkers’ feedback and recommendations on new equipment, such as Kevlar harnesses and stanchion posts, is widely respected and appreciated by Lemire Enterprises.
United Riggers & Erectors, Inc. erects tallest rollercoaster ride in California

United Riggers & Erectors, Inc. (URE), based in Walnut, California, has built a reputation of service and is nationally recognized among the leaders in bulk material handling systems, steel, automotive, pharmaceutical, plastics and production facilities. URE’s completion of the new Emperor Rollercoaster in San Diego for SeaWorld makes it the tallest rollercoaster in California. The challenging erection project was completed without any lost-time injuries and illustrates the coordinated teamwork to achieve this level of safety performance. URE maintains a full staff of project managers, superintendents and management personnel, averaging over 30 years’ experience in the field. URE’s team of professionals meets the demands and needs of a diversified customer base.

United Riggers & Erectors, Inc.’s field crew under superintendent, Kurt Bragg, general foreman, Kevin DeDeaux, and office staff under project manager, Frank Cangey, and project engineer, Sean Kelley, worked diligently to complete the erection of the tallest dive coaster at 153 feet from October 2019 through March 2020. Pre-task safety planning, biweekly safety audits from a third-party safety consultant and dedication from the field employees created over 10,000 total ironworker hours for Local 433 (Los Angeles) and Local 229 (San Diego) with no recordable injuries. The focus of the URE team is safety performance and quality of work to meet customer expectations. The Emperor Rollercoaster for SeaWorld is another example of URE’s ability to deliver the best to its customers using ironworkers from Local 433 and Local 229.
Traffic in Kingston will flow freely upon the opening of the new John Counter Boulevard Bridge over the CN Rail line—a project erected safely and on schedule by Ontario ironworkers and the E.S. Fox Limited Structural Steel and Bridge Division.

The CN Rail line, which crosses at John Counter Boulevard near Princess Street, has traditionally served as a dividing line of the city, separating the old town of Kingston and Kingston Township. The new bridge will connect the two areas, providing better access to the largest concentration of businesses in Kingston and improving traffic flow across the city. Eliminating the need to stop for the rail crossing will help more than 20,000 vehicles effortlessly pass through an area that sees an average of 50 trains crossing each day. Pedestrians and cyclists will also benefit from the new infrastructure, as new pedestrian and cycling facilities are part of the project, adding comfort, accessibility and safety to this new major route that connects the city.

The new bridge will make life easier for those traveling in Kingston, but erecting the 1,025-ton superstructure was no easy task. Several challenges were faced by the ironworkers on this major project that consisted of erecting 45 girders over live rail as well as water. With mobilization taking place in January, workers faced challenges accompanying a typical Canadian winter. As the weather warmed up, the impacts of a global pandemic began to affect procedures on the job site. Social distancing practices and enhanced health and safety measures were implemented as per company guidelines and health unit regulations to keep the workers safe. Above all, the biggest challenge faced by the E.S. Fox team was developing a plan to safely install the bridge over one of the busiest rail lines in Canada.

The project was erected on a schedule allowing for no CN Rail closures. This meant the team had to work quickly in between steady movement of rail traffic. A collaborative plan was developed outlining the erection procedure down to the minute. Project-specific methods and techniques were engineered to facilitate safe and swift erection, allowing for the maximization of their time during the short windows of operation. Working around live rail required additional measures and contingencies to be utilized, including specialized engineering techniques, beam clamps, spreader bars and adjustable shoring to support the pier girders.
The team needed to work in complete unison. Procedure-specific meetings were held to ensure the crew understood the task at hand and everyone was on the same page. Each worker also obtained specialized rail safety training to perform their jobs as safely as possible. It was thanks to the in-depth level of preparation and the highly skilled ironworker team that the John Counter Boulevard Bridge was erected safely and on schedule.

“This was a very challenging job for Fox,” says Steve Matthews, area manager for the structural steel and bridge division. This was a curved plate girder project, the most complex in steel bridge erection. Matthews adds that on top of the complexity of the job, “The volume of train traffic was immense and the work had to stop for every train that passed. We had short windows of time to erect the spans over the rail corridor. The coordination between CN Rail and E.S. Fox was critical in the success of this project.” The crew needed to work quickly, but moving fast came second to being safe. Matthews continues, “Time was of the essence, but safety is always first and foremost. We developed unique erection procedures so we could install everything safely in such short windows.”

E.S. Fox Limited’s project experience and highly skilled workers were a perfect match for the project. Despite the various challenges, their team completed the job on time with no safety issues.
Sowles Co. defining the Minneapolis skyline with safety performance

Sowles Co. and the ironworkers of Local 512 (Minneapolis/St. Paul, Minn.) have achieved paramount heights defining the skyline of Minneapolis. Sowles Co., a union contractor since 1962, with Local 512 ironworkers, was contracted this past winter to remove the iconic crown of the CenturyLink tower in downtown Minneapolis. The 90-foot-tall crown consisted of three stories of aluminum microwave horns and structural steel on top of a 28-story building.

MAJOR CHALLENGES OF CENTURYLINK CROWN DISMANTLE:

- Demolition took place 470 feet above the city streets, sidewalks and light rail.
- Specialized hand rigging performed from the top of the 90-foot structure, working down in 8-foot increments to level 27.
- Once on level 27, the ironworkers utilized a Spider crane to lower crown pieces weighing no more than 300 pounds to level 14. Next, the pieces were loaded on carts by the ironworkers and hand moved to a stiff-leg derrick and finally lowered to the alley on truck beds for hauling off-site.
- The crown steel had been severely deteriorated due to years of exposure to weather.
- Multiple handling of dismantled members due to minimal lay down and hoist access.

As stated by Sowles’ superintendent, Brian Mulder, the CenturyLink tower is considered critical infrastructure. The majority of voice and data communications in Minnesota pass through the CenturyLink tower. This building must exist in perpetuity as long as there are copper and fiber in the ground. Ironworkers had to ensure that the dismantling proceeded without risk of water or fire damage.

Following a job site visit with Bridget Bataglia of Sowles safety, David Shirley, a Liberty Mutual loss control representative, stated, “The CenturyLink project was quite complex with many moving parts. The crew was working methodically with good attention to safety controls. Nice job!”
to this critical structure. The consequences of such an event would be catastrophic. The complex site presented high exposure to risk for the dismantle crew. A complete understanding of the obstacles and risks present, as well as their consequences, made pre-planning an absolute necessity. The planning helped mitigate the identifiable risks. However, even more important to planning was having a crew with strong skills in rigging, analysis and communication. The leader Sowles Co. relied heavily on was Local 512 member, Michael Sadlowsky. Sadlowsky used his 34 years of ironworker foreman experience along with Sowles Co. project manager, Mark Fjosne, to develop a plan to perform the demolition safely and systematically. Sowles Co. depended on the knowledge, ingenuity and experience of the ironworkers who often had to utilize bygone ironworking techniques. They were called upon to calculate load weights continually and safely rig off weakened members prior to lowering them to the level 27.

THE FORETHOUGHT AND ATTENTION TO SAFETY ARE EXEMPLARY OF THE IRONWORKERS AND THE TRAINING THEY RECEIVE.

Sowles Co. recently achieved Construction Health and Safety Excellence (CHASE) Level 3, due in part due to the great attention the ironworkers pay to safety. Under the leadership of Michael Sadlowsky and all those involved, the CenturyLink tower project was completed without any incidents or injuries and exceeded schedule expectations. Special thanks to the following Local 512 ironworkers: Michael Sadlowsky, John Lanners, Jake Treptau, Lance Yealey, Joseph Brave, Travis Dalzell, Ryan Moore, Michael Ugro, Robert Camm, Dave Camm, Wayne Terwey, Craig Lynch, Jacob Anderson, John Fuller Jr., John Wilner, Bradly Krautbauer, Andy Lemieux, Joe Carlson, Benjamin Hellquist, Brian Mulder, Luke Lubanksy, Nick Nelson, Chad Bermel, Robert Strong, Nathan Turcotte, Ronnie Morgan and Samuel Hamel. Also, thank you to Local 49 Operating Engineers: Bryan Gravos, John Metty, Robert Thompson and Blake Thompson.
National Steel City: Shifting the safety paradigm
Local 10 erects Kansas City International Airport new terminal project

Working with longtime partner United Rentals, National Steel City (NSC) is among the first specialty contractors to implement breakthrough social distancing technology at the Kansas City International Airport New Terminal Project. — by Bob Dunn

Safety is a word you have heard repeated nonstop recently in the media, on job sites, corporate offices and literally in every aspect of life today. The renewed focus on all-things safety can be attributed to the spread of the COVID-19 pandemic. Over this truly epic year, the world has moved at a lightning-quick speed to adapt to a new normal. For the building trades and specifically ironworkers, the amplification and execution of key safety measures, procedures and protocols have never been more detrimental to achieving success safely, on time and budget. There are absolutely no shortcuts to making safety values and commitments an integral part of National Steel City’s ongoing success.

With safety as NSC’s core value since inception, National Steel City has always been committed to excellence in safety. The consistent dedication to safety and a strong safety culture has been validated through numerous industry safety awards and accolades. Over the decades, the company’s focus on safety has been recognized and measured by one of the nation’s leading electric utilities as one of the most productive contractors ever measured.

Robert “Bob” Dunn serves as chief executive officer at Plymouth, Michigan-based National Steel City (NSC). Dunn’s leadership has catapulted NSC into one of the most respected and recognized names in safe structural steel erection and specialty steel construction for heavy industrial projects. Over the decades, the company’s focus on safety has been validated through numerous industry safety awards and accolades, including being measured by one of the nation’s leading electric utilities as one of the most productive contractors ever measured.
“Social distancing is one of the fundamental and most effective ways to prevent the spread of COVID-19. The Triax Proximity Trace System provides real-time feedback and gives NSC a management tool to assess the effectiveness of their social distancing efforts to stop the spread of the virus. The performance of this technology can make the difference in whether job sites stay open or have to close, and we commend NSC for continuing to lead the way on investing and deploying this critical safety technology.”

—Jim Stanley, president, FDRSafety

NSC implemented each of the recommended best practices but remained concerned about how best to ensure compliance beyond the obvious. In short, NSC wanted to go above and beyond the CDC guidance. Based on their track record for safety excellence and a desire to maintain a truly safe working environment, NSC remained vigilant as the world braced for difficult days ahead.

The result: Through NSC’s 20-plus year partnership with United Rentals, they became one of the first contractors to implement a new technology designed to alert employees and on-site foremen and project managers when employees are within 6 feet of one another. Proximity Trace from Triax Technologies was that solution and was implemented seamlessly for NSC employees at the Kansas City International Airport New Terminal project.

Embedded RFID tags on the employee’s person and harness trigger a real-time alert or alarm when employees are within 6 feet of each other and serve as a simple reminder to maintain effective social distancing. With no location data gathering aspect, the informa-

“to ensuring all its employees are working as safely as humanly possible at all times. This commitment extends to employees and their families with emphasis on how to maximize safety wherever they may be and whatever they may be doing. It was this commitment that led NSC in 2015 to develop SAWHORSE: Safety At Work, Home, Office, Recreation, Safety Everywhere. NSC publishes SAWHORSE advisories featuring weekly and monthly guidance to employees focused on safe practices at home, on the job site and in the community.

With the COVID-19 pandemic spreading, NSC doubled down on reevaluating safety in the context of a pandemic. The majority share of NSC projects involve building in critical infrastructure markets and are therefore deemed essential to continue. Their mandate was to immediately research ways to get employees back to work operating as safely as humanly possible. The CDC offered direction on the need for developing a questionnaire focused on COVID-19 symptoms and the need to scan employees for their temperature before entering active construction sites. NSC understood and implemented requirements for sanitizing the workplace and job site, break and trailer areas, as well as the need to educate on social distancing and the use of face masks.

Temperature scans upon entry to an NSC facility or job site.
tion captured helps only to inform and prioritize actionable response measures should a positive test case occur in an employee.

In the new normal, many practices have increased at NSC—video conference meetings; sanitization of facilities, trailers, portable restrooms and handwashing stations; social distancing with the Proximity Trace alerting system; and limits on the size of in-person meetings and new hire orientations.

While much on-site has changed in job site safety due to the deadly pandemic, much remains the same. In fact, the current assistant ironworker business agent on the KCI New Terminal project had served with NSC when the Sprint Center was built in Kansas City in 2007. NSC’s commitment to ironworker brothers and sisters is consistent and total—the well-being of even one employee is never compromised. Moreover, culturally NSC’s managers all come from the trades, so they fully understand the need to work as safely as humanly possible at all times. NSC is committed to never failing their valued employees. These union-trained craftsmen and craftswomen have made their trade and craft their life’s work, in many cases generation after generation, and the obligation is to ensure they live safely!

Building on marquee experience in more than 30 states nationwide, National Steel City is one of the nation’s leading self-perform specialty contractors. NSC has consistently ranked among Engineering News Record’s top specialty contractors. Cited with numerous awards for exceptional safety and productivity, NSC specializes in providing prime mechanical services in the power and industrial sectors while also servicing select commercial markets. NSC holds AISC certifications for erection as well as ASME Boiler R, S and U stamps. For more information, visit nsc-us.com or call 1 (800)-ERECTOR.
Nova Chemicals, a world leader in innovation, development and manufacture of chemicals and plastic resins, is expanding a second Advanced SCLAIRTECHTM technology facility (AST2) located at the Rokeby site near Sarnia, Ontario. With a capacity of approximately 1 billion pounds of polyethylene per year, the facility will allow Nova to continue to grow its polyethylene business in high-performance applications and provide greater supply reliability.

Walters Group was awarded the contract to supply and erect the rail barn, extruder and blender structures. Site preparation and erection activities are underway, with start-up targeted for late 2021.

Offloading of steel commenced in June 2019 and is currently scheduled to be complete at the end of summer 2020. Although, in the wake of the COVID-19 pandemic, Nova Chemicals made significant cuts to its construction activities, resulting in a reduction of approximately 90% of the total workforce. The ironworkers were deemed to be included in critical work with the erection of structural components and equipment installation.

Nova Chemicals values safety as much as the ironworkers! At their new polyethylene facility (AST2) in Sarnia, Nova honors deserving people for their safe work practices by naming them “Ultimate Safety Champion,” a reflection of all the workers on-site who are doing a great job following the safety program.

At the Rokeby site near Sarnia, Ontario, the ironworkers were deemed to be included in critical work with the erection of structural components and equipment installation.
Local 63 and VEI Solutions erect Chicago’s West Loop’s development neighborhood

Located in the heart of Chicago’s West Loop neighborhood, 167 N. Green Street is anticipated by many to be one of the best office locations west of Chicago’s Kennedy Expressway. Exceeding 750,000 gross square feet and offering a suite of amenities for future occupants, the office tower will include fitness facilities, a rooftop patio and even a basketball court.

The Gensler-designed office tower includes several impressive architectural highlights, including a 48-foot-tall, low iron, cantilevered glass fin wall system by Sentech. Installed by VEI Solutions, the system is dead loaded from the structure above and acts as a diaphragm to meet wind load requirements. Each glass fin weighs 2,900 pounds and is 35 feet tall, making it one of the tallest cantilevered glass systems in North America. VEI’s field crew flew the fins into place with a carry deck crane rigged to one end and an electric chain fall hoist on the other. The installation challenge lay within the limited overhead clearance space. The glass fin wall fits tight to the supplemental overhead steel, so manipulating the fins and glass with a crane boom overhead was no simple task, but nothing VEI’s Local 63 (Chicago) ironworkers couldn’t handle. VEI’s ironworkers and project team successfully installed these massive units with zero damages and zero safety incidents. Indeed, an impressive feat.

Steve Michelini, VEI’s project superintendent, who played a key role in the planning and successful installation of the project’s glass fin wall system, said, “My ironworkers on-site made my job easier, especially my lead foremen Adam Rose and Bill Michelini Jr. Installing these units wouldn’t have been easy without the dedicated support of my ironworkers on-site and VEI’s project support team.” As an MBE/DBE subcontractor, signatory with Local 63 and the Iron Workers, VEI Solutions was hired by Ventana Design-Build Systems to complete the installation of their ornamental glass and metals package on the project, which required union labor and MBE participation. In addition to the installation of Sentech’s glass fin wall system, VEI’s crews were also awarded the building’s curtain wall, louver and metal trim scopes, resulting in a projected 27,500 labor hours for Local 63 ironworkers.

Often overlooked but considered to be a point of pride for team members at all levels in the organization is the fact that VEI’s field crews were well underway with multiple installation scopes, including the previously mentioned glass fin wall system, when the COVID-19 crisis crash-landed in Chicago. As information from government agencies seemed to change daily, and at times hourly, the primary focus of VEI’s leadership, corporate and field, was the health and well-being of ironworkers and their families, who continued work throughout the crisis. According to Mark Michelini, VEI’s general superintendent and field coordinator, “COVID-19 was both unprecedented and difficult to manage while maintaining schedule and quality on-site. If not for VEI’s partnership with Local 63 and the courage of the ironworkers on-site to brave the storm, I’m not sure things would have turned
out quite as well as they had. I’m very proud of every ironworker who chose to show up to work, follow corporate safety guidelines and help make this a successful project with zero safety incidents. The attitudes of the ironworkers on-site amid the crisis speaks volumes to the contractor/union partnership that takes place every day in our city and tells me that there are very few obstacles that ironworkers, partnered with great contractors, cannot overcome.”

Ian Bean, Steve Vjestica, James Matza, Dion Serna, Richard Zaleski, Emile Marchand, Dan Nelson, Bill Michelini Jr., Eric Hursman, Adam Rose, Nick Locasio, Sebastian Niederberger, Frank Keller and Steve Michelini.

**PROJECT DETAILS**

- **Location:** Chicago
- **IW union contractor:** VEI Solutions, Inc.
- **Project description:** 17-story office tower
- **Largest floor plate available in Fulton Market**
- **87% efficient floor plates for single floor user**
- **13-foot-6 ceiling heights**
- **LEED Gold certification**
- **Private tenant terraces available**

360-degree views with floor-to-ceiling glass on all sides.
The Metrolinx Crosstown Eglinton Subway Line will create a midtown connection between east and west Toronto. With 25 stations along the dedicated route, getting across town will be up to 60% faster than before. With the city expanding and thriving at a fast pace, the Eglinton Crosstown LRT will move fast along with it, connecting communities along the way. The Eglinton Crosstown is the biggest single transit project in Canada, which covers 19 kilometers, about half of it below ground. This massive project covers Toronto from Weston Road to Scarborough.

**AVENUE AND FAIRBANK LRTS**

Walters has been awarded both the Avenue and Fairbank LRT stations. Both station’s buildings are above ground and are a part of a large light rail transit (LRT) system. The stations require a large amount of architecturally exposed structural steel (AESS) 3 steel. AESS 3 category steel is for feature elements that will be viewed at a distance of fewer than six meters, thus allowing the viewer to see the art of metalworking. The welds are smooth, yet visible and require a smooth and uniform finish. Also, tolerances are tighter than normal standards.

**EGLINGTON AND CEDARVALE**

The Eglinton and Cedarvale stations connect this new line with the existing Yonge-University line, where it intersects at Yonge Street and Allen Road. At these locations, Walters is responsible for supplying and installing the underpinning support steel that will support the existing subway structure to allow the new line to be constructed underneath.

Walters is responsible for connection design, detailing, fabrication and installation of structural steel for both the Avenue and Fairbank stations.

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**FACT AND FIGURES**

**Fairbank Station**
- Erection is underway
- Three separate buildings
- More than 65% AESS #3 steel
- 180 MT

**Avenue Station**
- Two separate buildings
- More than 80% AESS #3 steel
- Erection is expected to start in January 2021.
- 190 MT

**Eglinton and Cedarvale Stations**
- 650 tons

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**PROJECT DETAILS**

**Client:** Crosslinx Transit Solutions  
**Owner:** HMQ  
**Architect:** Dialog, Daoust Lestage, IBI Group and NORR  
**Structural Engineer:** LEA Consulting and Entuitive  
**Construction manager:** Crosslinx Transit Solutions
For the Eglinton and Cedarvale subway stations, Walters will fabricate and install structural steel, including six corbels weighing 4 tons, each welded to the tops of piles driven into the ground. The corbels support two 20-meter long girders running parallel to the existing subway structure. Each corbel is bolted to the girders. The steel supporting the existing structure is comprised of six needle beams, which are field welded to the underside of the parallel girders.

OVERCOMING CHALLENGES AT ABOVEGROUND STATIONS

» Coordination with other trades. AESS steel connections. Complex logistics.

EGLINTON AND CEDARVALE STATIONS CHALLENGES

» Dealing with as-builts of existing structures built in the late 1960s.

Photo credits: Architect renderings courtesy of Metrolinx, photos courtesy of Walters

Crosslinx corbels ready for shipping, each weighing 4 tons and welded to the tops of piles driven into the ground. These corbels support two 20-meter long girders running parallel to the existing subway structure.

Completed underpinning works under the existing Yonge University Spadina line.

JOIN CROSSLINX FOR A CURE/WALTERS FOR A WAY

We are a team of cancer fighters. While we each may have our reason for joining the fight against cancer, we are all united in our belief that we can make a difference. And your support will too!

Unfortunately, we all know someone or have experienced personally the effects cancer can have. Crosslinx Transit Solutions and Walters Group have partnered up to raise money in support of breast cancer for the Canadian Cancer Society.

Breast cancer is the second most common cancer in Canadian women and although not as common in men, breast cancer can affect them as well. It is expected that 2,470 new cases of breast cancer will be diagnosed in men and 26,900 women this year in Canada alone.

At Cedarvale Station, as part of the underpinning works under the existing Yonge University Spadina Line, there was a need to install a temporary truss support structure, provided by Walters Group, to support the underpinning piles and the TTC box. The design calls for this integral support element to be painted to prevent it from rusting and Walter thought, why not paint it pink for breast cancer awareness and to brighten up the site.

Please consider a donation online today and help the Walters team reach their goal. When you donate to the team, you are providing hope to thousands of people affected by cancer. Your generosity will fund innovative research, provide vital support services to cancer patients and help change lives.

Thank you!

The Crosslinx for a Cure/Walters for a Way Team

support.cancer.ca/site/TR/IFE_ON_Event/IFE_ON_General?team_id=472111&pg=team&fr_id=27159

Paint it pink for breast cancer awareness and to brighten up the site.

Jared Van Winkle, site superintendent and member of Local 721 (Toronto, Ontario); Drew Barritt, Local 726 (Hamilton, Ontario); Dave Fisher, Local 721; Colm Holohan, Local 736; and Jason Smith, Local 736.
Walsh Construction partnered with Local 1 (Chicago), Local 63 (Chicago) and Local 377 (San Francisco) to safely erect the Belmont Blue Line Intermodal Improvements project for the Chicago Transit Authority (CTA), nicknamed as the Gateway Canopy. The canopy was conceptually designed by the Chicago architecture firm Carol Ross Barney. The canopy creates a community gateway for the station and local neighborhood, while also visually enhancing the street-level entrance to the subway station. The project was a design-build contract, but the CTA provided stringent parameters, including requirements to comply with architecturally exposed structural steel (AESS) definitions for the construction of the Gateway Canopy, leaving Walsh Construction to get creative with the other elements of the installation. The 88-foot-by-54-foot canopy was delivered, assembled and installed within the 120-foot-by-110-foot station footprint, all while keeping the subway access open to the public.

The canopy was broken up into five major pieces with two minor arch-shaped pieces and three structural columns. The project worked around the shipping constraints and requirements to determine the size and locations of each piece. The width was determined to be 14 feet due to DOT shipping restrictions. The trailer lengths and heights determined the length of each piece, as well as the height of the column splices. The structure contained three individual steel castings, weighing approximately 6,900 pounds. Due to the size and thickness and preheating requirements of the castings, the project team decided to make all the connections to the castings shop welds so that the welding environment could be more easily controlled. The project’s determination of the splice locations resulted in four of...
the five pieces weighing approximately 65,000 pounds. Unique, tapered steel made splicing difficult. The canopy was constructed from fracture-critical plate steel. The design was challenging; adding the canopy as an overlapping ovular structure was an added difficulty.

The full penetration weld requirements of the design also dictated backer bars needed to be integral to the canopy. The project design contained a sliding backer bar system concealed inside the steel beams, with slotted openings that allowed the backer bar to slide into position on all four sides once the fit-up for each splice. Also, dog-eared style erection aids and tabs were welded on in the field to guide workers, minimize buttering of welds and ensuring the gap tolerances were maintained. The canopy is a 350,000-pound structure assembled in a temporary location and rolled into its final location. The approach required temporary shoring to be built on-site consisting of three rows of shoring towers up to 17 feet tall, with continuous carrier beams, roll bars and stainless-steel sliding plates, which would allow for positioning adjustments. The canopy's V-shaped profile necessitated come-alongs and 90,000-pound barrier wall counterweights. Once a section of the canopy was set on the shoring towers, the integral push-pull jacking system of the towers then allowed for fit-up.

Due to the small site logistics, the crane size was physically restricted to a 350-ton crane, meaning due to the length and weight the sections each critical pick would be at 97% to 99% of the crane's capacity. The project team was aided by a 3D lift plan and created a three-dimensional model of the site. If that wasn't enough of a test, the team also had to monitor the loading below the crane for its impact on the active train tunnels below. The team engaged a third-party consultant to ensure the weight of the 350-ton crane and the 65,000-pound pieces did not overload the structure below.

The caisson cap was designed to have a secondary pour and acted as a retaining wall that could handle the load of the 350,000-pound structure. If that wasn't enough, the canopy was also located adjacent to a surface with subgrade stairs/escalators. The team, foreseeing the challenge, once again engaged a third-party engineer to design a system of struts to span the adjacent structure, that could be installed and removed quickly to minimize the impacts to ridership.

Thanks in large part to the ironworkers employed, installation of the canopy into the final position occurred without incident. Through the tight quarters of the job site, the cold weather, welding and complex erection sequence, zero accidents occurred on the project. In addition, there were no incidents of property damage to any of the adjacent structures during the erection.

Before any team members are allowed onto the project site, a safety orientation that has been tailored to the job site requirements is performed and logged. Each member is then provided with an individual number and sticker indicating they have gone through the training. Many of the specific hazards associated with the Belmont Gateway construction included fall hazards, tripping hazards, space constraints and proximity to the public. These are all discussed with every new employee and subcontractor once they are signed up on the project.
A footbridge story: The Kâhasinîskâk

There’s a lot of Edmonton, Alberta, in a footbridge story, starting from the early beginnings of a river valley, and the indigenous people who lived within its beauty. Through the centuries as the population increased, safety became a reality to simply cross a gap of urban dangers.

Fast forward through time to modern day, where the brilliant technical work of designers, engineers and ironworkers come together to create a structure, so pleasing to the eye that some believe it appears to have grown from the earth.

Its name is Kâhasinîskâk.

EDMONTON’S JEWEL

A bridge, located near the base of Connors Road near Gallagher Park, close to the downtown core, was built in the heyday of the early 1980s, a time of massive expansion throughout the city, and about a decade after Alberta Premier Peter Lougheed had formally unified a 14.5 kilometer stretch of parks in Edmonton’s urban core into the Capital City Recreation Park.

The park system was the original “ribbon of green” in Edmonton—early proof of what would develop over the next half century into Edmonton’s jewel: the North Saskatchewan River Valley Parks system.

Pedestrian bridges like the one over Connors Road played important roles in the river valley path network, connecting people to their favorite destinations. The pedestrian bridge over Connors Road connected the Mill Creek Ravine to the Muttart Conservatory grounds, Gallagher Park and beyond. Edmonton currently boasts more than 160 kilometers of maintained multi-use trails.

LIGHT RAIL TRANSIT (LRT)

In the early 1980s, another vital piece of people-moving, people-connecting infrastructure was newly on the go in Edmonton: the LRT. The trains didn’t yet cross the river to the south side. And today’s modern, urban-style Valley Line LRT was still a quarter century away from being approved by city council and years on top of that from being built by TransEd, if ever.

PROJECT DETAILS

- **Start and completion dates:** June 2019 – in progress as of June 11, 2020
- **Owner:** City of Edmonton
- **Architectural firm:** ARUP
- **Engineering firm:** ARUP/Associated Engineering
- **Subcontractors (crane/heavy haul):** NCSG (crane) Mammoet (heavy haul)
- **Project superintendent:** Barry Moellmann
- **Construction manager:** Marcel Reaume
- **Crew:** Henry Leder, David Evans, Ryan Thompson, Greg Mitchell, Bryan Thornhill and Lars Pedersen
- **Craft hours:** 2,500
- **Tonnage:** 210 tons
- **Dimensions:** 210 feet long, 15 feet wide
- **Safety performance:** No lost time, no incidents
With pieces like the footbridge slotting into place, the future of the LRT has arrived. The Valley Line Southeast will take passengers to and from the south end of the city and downtown Edmonton, passing up and down Connors Road.

But not before the footbridge challenge was identified and solved. Planners saw that the catenary system on the trains (the overhead wires providing power) would need more headroom.

The solution: Rebuild the footbridge in the same location, but slightly higher in elevation.

The safety bonus: A newly constructed design would also eliminate the sharp, 90-degree angles encountered by pedestrians and cyclists entering and exiting the footbridge. It would also provide better sightlines for all users.

A STEP FORWARD FOR RECYCLING

This footbridge story takes a recycling twist. The existing footbridge would not continue to work into the LRT expansion plan, but the structure had years of service left in its steel material.

After a detailed engineering assessment, the city determined that the main truss—the span that crossed over Connors Road—could be used to replace another bridge across Blackmud Creek in the city’s south end. The bridge over Blackmud Creek was built for automobile traffic by the province of Alberta in 1971. It was closed to vehicle traffic in 1994 and kept open for pedestrians and cyclists. It remains a beloved connector in the community today.

This is the first time that a pedestrian bridge in Edmonton will be replaced using a piece of recycled infrastructure.

Recycling the Connors Road pedestrian footbridge means a quicker turnaround on the construction at Blackmud Creek, the cost-effective use of existing resources and a lesser environmental impact than building and installing a replacement footbridge.

On moving day in May 2020, crews set up a 500T Liebherr LTM1500 with its Y boom guying system. Crane service for the project was provided by NCSG Crane & Heavy Haul, Edmonton. Ironworkers attached a 70-ton spreader bar coupled to two additional spreader bars, slings and associated hardware to rig the truss for its trip to the ground. With the crane securely holding the structure, ironworkers removed the bolts to the support pier connection. The truss was rotated 90 degrees to be loaded onto a trailer for transportation.
The trailer was not a typical tractor-trailer system seen on Edmonton streets. The trailer utilized for the move was 32 meters long and equipped with 96 wheels to meet load restrictions for area roads.

From Connors Road, the footbridge traveled to a city storage yard where it will have new guard rails and a concrete deck added before it gets installed over the Blackmud Creek location next year.

The replacement footbridge, named Kâhasinîskâk, and pronounced kâ-(h)a-si-nî-skâk, is a historical Cree reference to Mill Creek. It translates as "slow-moving water over stones" in English and connects visibly to the fact that the city of Edmonton sits on Treaty 6 territory.

The final assembly of the new structure was completed off-site by Local 720 (Edmonton, Alberta) members at the Supreme Steel Acheson yard, where the locally-based company headquarters is also located. Comprising of four girders, the structure was spliced, cross-members and floor plates installed and bolted. Originally the quality control specifications called for RT of welded CP joints, although
an advanced method of ultrasonic testing called Phased Array UT was chosen instead. Once all checks were completed, it made its final trek to its new home over Connors Road.

Mammoet provided transportation services. Two self-propelled modular transporters (SPMTs) equipped with a total of 244 wheels supported each half of the load. The turning capability of SPMT (axles are independently controlled) was required to navigate tight turns in the road. The load was moved from the Supreme Steel facility to the project site during the early morning hours to avoid traffic disruption and other identified risks.

Once on-site, the footbridge was prepped and rigged up as per the lift plan with a tandem lift configuration using a 1500T Liebherr LTM 11200 and a 500T Liebherr LTM1500. Each crane was connected to a specially engineered lifting beam rated at 155 tons.

Once all crew was in place, the load was carefully lifted to elevation and guided onto new concrete abutments and a support pier, built by TransEd earlier this year.

The new footbridge is 59 meters from end to end and will stand 6.6 meters above the road. There will be ample space for vehicles and the new Valley Line Southeast LRT infrastructure (overhead catenary system and light rail vehicles) beneath.

With the main span in place, TransEd will add handrails and surfacing to the footbridge to complete the connection to the existing River Valley Path network.

**DESIGN BEAUTY COMPLEMENTS ITS SURROUNDINGS**

The Kâhasinîskâk footbridge has been architecturally designed to complement the natural flow of Edmonton’s river valley. A parametric optimization helped to manage the complex geometry of the signature bridge, and the automation of the design process facilitated BIM integration. The orthotropic slab, two box girders feature weathering steel with variable height, helps to improve the dynamic performance of the structure as well as the visual quality of the bridge. Still, due to stringent vibration requirements, the bridge had to be fixed at one abutment.

The story of the footbridge can be simple, although the community it comes from—and supports is quite dynamic.

The Kâhasinîskâk footbridge is projected to open summer 2020.
Bridging two countries: The great Gordie Howe International Bridge
Local 700 (Windsor, Ontario)

The Gordie Howe International Bridge project is a once-in-a-generation undertaking, elegantly enhancing the skyline of Windsor, Ontario and Detroit. Not only will the project deliver much-needed transportation improvements for international travelers, but it will also provide jobs and opportunities for growth to the Windsor-Detroit region and include features making the project genuinely distinctive.

The project is being delivered through a public-private partnership (P3). A public-private partnership is a long-term, performance-based approach to procuring public infrastructure where the private sector assumes a major share of the risks in terms of financing and construction and ensuring effective performance of the infrastructure, from design and planning to long-term maintenance. The $5.7-billion project will create an estimated 2,500 jobs, taking 74 months to construct.

Bridging North America is the private-sector partner for the Windsor-Detroit Bridge Authority (WDBA), comprised of ACS Infrastructure, Fluor and Aecon, all firms with local experience and knowledge, world-class transportation expertise and a proven ability to deliver the project.

AGF Rebar Inc.: Local 700 crew starts work on the massive tower foundations.

Local 700 crew: Ryan De Moor; Josh Prouin; Riley Sisco, Dave Bosson; Julien St Onge, foreman; Jason Roe, Local 700 BM/FST; and Robert Gallant, health and safety manager, BNA Constructors Canada GP.

PROJECT OVERVIEW
- Cable-stayed design
- Six lanes: three Canadian-bound, three U.S.-bound
- Total length: approximately 2.5 kilometers/1.5 miles
- Clearspan of 853 meters/2,799 feet, the longest main span of any cable-stayed bridge in North America
- Highest point: 220 meters tall/750 feet
- No piers in the Detroit River
- One approach bridge on each side of the crossing to connect ports of entry in Canada and the U.S.
- Once complete, the Gordie Howe International Bridge will be among the top five longest bridges in North America
- A dedicated multi-use path that will accommodate pedestrians and cyclists

A site visitation in March 2020 hosted by Robert Gallant, health and safety manager, BNA Constructors Canada GP with Jason Roe, business manager, Local 700 (Windsor, Ontario), and Jeff Norris, Canadian safety coordinator, allowed the opportunity to discuss the milestones, challenges and accomplishments including safety performance and goals. “This project has started on a good note and we will work closely with Bridging North America and our signatory contractors to ensure safety and health is maintained as a top performance goal along with production and quality,” says Roe.

Local 700 reinforcing ironworkers and Salit Group of Companies, Salit Steel and StelCrete, teamed up to complete the placing of 18 caissons for the Gordie Howe International Bridge. Each caisson was comprised of 165,000 pounds of reinforcing steel. AGF Rebar Inc. is now installing the reinforcing steel for the massive tower foundation on the Canadian side.

During the on-site tour, the AGF management and crew were observed working at their various tasks. Impressed by the safe behaviors, use of appropriate PPE and following procedures, the crew was acknowledged by Robert Gallant for outstanding safety performance and Ryan De Moor, Local 700 ironworker apprentice, was given special recognition for his correct use of equipment and PPE.

AGF Rebar Inc.: Local 700 crew starts work on the massive tower foundations.

Local 700 rodsman Brian Dugal, Don Dawes, Brian Heydon, Dan Dalrymple, Jean Guy-Vienneau, Taylor Van Landeghem, Colin Brauss and Riley Roe.

Follow the Gordie Howe International Bridge project at gordiehoweinternationalbridge.com.

Video: Bridging North America and the Gordie Howe International Bridge https://www.youtube.com/watch?v=ZV3nMRREPeI&feature=youtu.be

Crossing international waters: The Great Canadian Flag, located in Windsor, Ontario, with the Detroit skyline in view on the other side of the Detroit River.
Despite the disruption and challenges in the workplace the COVID-19 pandemic presented this year, the Iron Workers are pleased their training facilities employed innovative ways to continue training. The Local 416 and Local 433 shared training facility based in La Palma, California, is staffed with nine full-time instructors and 15 part-time instructors. Brad Huth is the apprenticeship coordinator overseeing the La Palma training facility and the new facility located in Fontana, California. The two facilities, La Palma and Fontana, will train roughly 1,500 apprentices shared between Local 416 and Local 433. Dick Zampa is the apprentice director for the State of California and Vicinity District Council, covering all training facilities in California, Nevada and Arizona. All training facilities in the State of California and Vicinity District Council provide state-of-the-art mock-ups for hands-on training and classroom aids for technical training and written examinations.

### FULL-TIME INSTRUCTORS

- **Ernie Penuelas | Instructor** | Years as an ironworker: 34 | Years as an instructor: 20
- **Michael Allen | Instructor** | Years as an ironworker: 20 | Years as an instructor: 3
- **George Moore | Instructor** | Years as an ironworker: 33 | Years as an instructor: 11
- **William Radcliffe | Instructor** | Years as an ironworker: 17 | Years as an instructor: 4
- **Heath Perrault | Instructor** | Years as an ironworker: 24 | Years as an instructor: 1
- **Thomas Casebeer | Instructor** | Years as an ironworker: 18 | Years as an instructor: 4
- **Mitchell Marincovich | Instructor** | Years as an ironworker: 7 | Years as an instructor: 2
- **Paul Aroian | Instructor** | Years as an ironworker: 7 | Years as an instructor: 3
- **Zachary Gilhouse | Instructor** | Years as an ironworker: 9 | Years as an instructor: 2

### PART-TIME INSTRUCTORS AND RETIREES

- Rustom Irani (retired), 43 years; Dennis Skoug (retired), 40 years; Phil Tempilton (retired), 40 years; William Spaulding (retired), 39 years.
ANTAMEX INDUSTRIES AND LOCAL 721
MEMBERS WORK THROUGH COVID-19 TOGETHER

Antamex International, founded in 1969 by a private ownership group, has grown and evolved throughout the decades, expanding offerings to include the first generation of unitized curtain wall in 1978, expansion to the United States and European markets in the 1980s, and into Asia in the mid-90s. Today, Antamex Industries, based in Concord, Ontario, Canada, installs high-performance customized façade solutions and provides engineering design services for commercial, institutional, high-end residential and mixed-use projects across North America. Antamex Partner Systems, launched in early 2020, is a stand-alone division within the Antamex Industries group, dedicated to providing a product line including engineered, assembled and unitized curtain wall, patented FuZe-WALL®, a high-performance, high-rise residential curtain wall and bolt-on modular architectural accessories.

Fred MacPherson, BM/FST of Local 721 (Toronto, Ontario), says that as the local expands their market share across the industry, the emphasis on fostering and supporting relationships is imperative and requires attention and service to the membership and the contractor to ensure success, with the safety and health of members being a top priority.

Equally, Antamex values as most important the health and safety of their employees and members of the communities in which they live and work; their safety values are clear:

- Working safely is a condition of employment
- Employee involvement in safety program is essential
- Managers/supervisors are accountable for safety performance
- All injuries can be prevented
- Training employees to work safely is a priority
- Every operating exposure can be safeguarded
- Responsibility for health and safety belongs to everyone

These beliefs form the basis for achieving the goal of zero harm.

Antamex recognizes all employees have a right to work in a healthy and safe work environment. Their management team is committed to protecting the health and safety of everyone through the effective administration of their safety program and adherence to health and safety legislation. Senior management is ultimately responsible for worker health and safety.

At the end of March 2020, Antamex took a four-day stand down to review, develop and implement a plan for working on-site during the Covid-19 pandemic.

Steven Sweetland, construction manager, Antamex and member of Local 721, states, “We took two main directions; one was to social distance staff as much as possible. As we know social distancing can be difficult to accomplish on a construction site, the second and biggest change on our sites was to update our PPE policy.”

In addition to standard personal protective equipment (PPE), additional items were added to bolster safety, including nitrile gloves, worn either over or under regular cut-resistant gloves, bandanas/cloth face coverings and face shields for all field staff. Antamex management was faced with the challenge to source equipment already in short supply and place conscious effort not to add strain to resources used by the medical community.

Sweetland added, “Two weeks after our stand down, the Ontario government closed all non-essential construction and many other trades. Sites that remained opened started implementing procedures similar to ours and I am happy to say the ironworkers working for us took these new measures in stride and have continued to perform their jobs safely and efficiently.”
PROJECT DETAILS

Contractor: Antamex Industries
Project name: The Well
Location: Toronto, Ontario
Start and completion dates: 2017–2022
Owner: Allied Properties REIT/RioCan REIT
General contractor: EllisDon Construction
Architectural firm: Hariri Pontarini / Adamson Associates
Engineering firm: RJC
Consultant: RJC
Project superintendent: Bruce Virostek
Ironworker crew size: 30
Dimensions: Curtain wall area, 370,000 ft²
Safety performance: Zero lost-time injuries to date
Project challenges and resolutions: Large shear wall full height of the tower and exterior X-bracing feature, use of wall climber and swing-stage systems to install shear wall frames and X-bracing.

Christopher Clark, Local 721.
STAYING SAFE, STAYING STRONG: OVERCOMING THE CHALLENGES OF COVID-19

In early 2020 there was concern at Local 97 (Vancouver, British Columbia). With all the work scheduled to be starting now, and continuing for years to come, Local 97 needed more ironworkers. Discussions focused on organizing, training, community outreach and the need to be “known.”

In mid-March, that all changed. Members began receiving regular email updates on a variety of COVID-19 related issues, reflecting the rapidly changing situation. In British Columbia, the construction industry was deemed an essential service and was expected to continue to operate safely. The challenges facing Local 97 members, contractors and clients were varied and needed to be addressed immediately. Guidance to contractors was issued by Local 97, which focused on following provincial health regulations, WorkSafe BC regulations and specific interpretations and applications where necessary. In addition to the industry expectations that sites immediately maintain adequate supplies for sanitary facilities, guidelines were given regarding social distancing and PPE requirements, cleaning and disinfecting common spaces and equipment and measures to control the potential spread between workers on different crews and job sites. Pre-work screenings were to take place, and anyone with symptoms, or in contact with a COVID case, was expected to self-isolate.

Several remote projects in B.C., with large work camps and workers who commute by air travel, posed unique challenges to make sure members stayed safe to maintain critical path work, such as diverting a river, before a very short window was lost. Local 97 was in constant communication with contractors and clients to ensure these projects proceeded as required while doing it safely.

Once the directives were given, Local 97 sent representatives to the field to ensure compliance. Where necessary, multiple visits were made to confirm the improvements and accuracy. When the seemingly inevitable first case of COVID-19 appeared amongst their membership, the decisive actions taken up until that point helped ensure that it would be contained; the single case led to no new infections amongst their coworkers.

The challenges of COVID-19 extend into the operations of the union itself. Measures had to be taken, such as a new workplace safety plan for the union hall, including renovating a portion of the hall to maintain service to the membership while protecting the officers and staff through social distancing and barriers. As large gatherings were canceled, so were union meetings. Not satisfied with leaving their members in the dark, Local 97 began to explore the idea of a virtual meeting. On May 30, Local 97 hosted their first town-hall-style meeting via Zoom. Although it was not an official meeting, officers and agents delivered reports and members were given a virtual tour of the training facilities being built. The meeting was well received and proved a worthwhile experiment in how to adapt operations to COVID-19.

As restrictions ease and the union returns to running its training programs, Local 97 is fully immersed in the challenges of running a public space. Social distancing, limited class sizes, classroom hygiene protocol and individual assessment times rather than group assessments are all features, which enable the delivery of training while ensuring the safety of instructors and students.

At the time of writing, British Columbia is poised to enter stage 3 of reopening with the only further stage coming after treatment or vaccine. Local 97 sincerely hopes that it is possible to maintain this new normal; to begin rebuilding so many of the things which COVID-19 has thrown into question. Whether or not this is the case remains to be seen, but the steps taken have helped to ensure members will continue to be able to work safely as an essential service regardless. Managing risk is an inherent part of ironworking, and the risk posed by COVID-19 has been managed as best as possible.

By rising to the challenge and meeting COVID-19 head-on, Local 97 has helped ensure the safety of members, the stability of contractors and the satisfaction of end users. This is crucial as they revisit those pressing questions from early 2020. The strong work picture in B.C. means a strong union and safe membership are imperative as Local 97 works to organize, train and deliver the best ironworkers in the industry.
WASHINGTON OSHA ADOPTS NEW REINFORCING STEEL AND POST-TENSIONING STANDARDS

General President Eric Dean received welcome news from Anne Soiza, assistant director of labor and industries for the Washington State Division of Occupational Safety and Health (DOSH), announcing October 1, 2020, as the effective date for the state’s new reinforcing steel and post-tensioning safety standards. These safety standards are long overdue and are part of the 2020 ZERO Incident campaign commissioned by General President Dean.

Steve Pendergrass, president of the Pacific Northwest District Council, local union representatives throughout Washington and reinforcing steel contractors, participated in stakeholder meetings in Tukwila, Washington, in support of adopting new safety standards. Reinforcing steel stakeholders are pleased with the DOSH’s decision to follow California OSHA’s lead in adopting new safety standards for reinforcing steel and post-tensioning standards. Washington state is the second state-approved OSHA plan to adopt comprehensive reinforcing steel safety standards. The safety and health department will be working with other district councils to pursue the same safety standards with state OSHA plans. On May 27, 2020, Nevada OSHA received a petition from General President Dean to join California and Washington to adopt these comprehensive safety standards.

The safety and health department will schedule a series of training sessions for members and contractors illustrating the new requirements, including job site photographs depicting the new requirements and common reinforcing steel and post-tensioning activities. For more information on reinforcing steel and post-tensions standards, please contact the safety and health department at safety@iwintl.org or (833) 355-SAFE (7233).

KEY SAFETY PROVISIONS PERTAINING TO PROPOSED REINFORCING STEEL AND POST-TENSIONING STANDARDS

1. Requirements for safe job site access and layout of reinforcing material and equipment
2. Written notifications prior to commencement of reinforcing steel activities
3. Stability requirements for vertical and horizontal columns, walls and other reinforcing assemblies
4. Requirements for impalement protection and custody of impalement covers
5. Requirements for hoisting and rigging reinforcement assemblies
6. Requirements for post-tensioning activities
7. Fall protection requirements
8. Requirements for formwork and falsework stability
9. Training requirements

UNIVERSITY OF IRON TRAINING FACILITY OPENS WITH SOCIAL DISTANCING

Mike Miller, one of many instructors at the University of Iron training facility, demonstrates proper chest compressions in a CPR course.

The Ironworker Apprentice Training facility based in Benicia, California, referred to as “The University of Iron,” conducted training on June 3, 2020, to apprentices practicing social distancing during classroom instruction to help protect members from the coronavirus.

Dick Zampa, apprentice director for California, Nevada and Arizona, has implemented safe reopening procedures at all the training facilities using published guidelines and best practices to help protect members during classroom instruction, welding shop training and certifications and for any guests entering the facilities.
LOCAL 103 APPRENTICES EMBRACE
I-CARE SAFETY PROGRAM

The Skanska USA Civil Midwest at the Duke Cayuga project continues the I-Care approach as a way for ironworkers to help each other develop and maintain self-directed safe work behaviors. Starting off the 2020 new year was the first of a series of volunteer I-Care presentations to union apprenticeship programs and the Local 103 (Evansville, Ind.) first-year apprentices’ class was a large one. Mike Wells, project safety director for Skanska, introduced the principle of actively caring for people on and off the job, followed by the I-Care values PowerPoint, video and explanation of the I-Care peer-to-peer positive recognition and reinforcement observation card process. Ironworker crews are issued special I-Care observation cards. The I-Care program, developed by Mike Wells with Skanska, is about peers recognizing individuals for actively caring. The intent is not trying to catch someone doing something wrong but to encourage safe acts by peer-to-peer recognition for safe actions. When safe work acts and behaviors by individuals are observed, the worker will be recognized and positive recognition of the act and behavior will be recorded on the card and submitted to supervision. The I-Care approach encourages workers to go beyond the call of duty to applaud coworkers. Workers are alerted to their safe behaviors and positively receive feedback.

The I-Care program is a small part of the Skanska People-Based Safety program, broken down into four parts; acting, coaching, thinking and seeing. Informal and impromptu observations during a work shift can reveal safe behavior as well as unsafe behavior. In many cases, the I-Care program has improved workplace safety and strengthened relationships with customers together as they develop behavior-based safety partnerships.

As a commitment to providing a safe workplace through the I-Care program, the Skanska Cayuga project issues stop-work authority for any unsafe condition or acts observed by workers on the project. Workers are encouraged to bring safety issues to the Skanska safety team.

YOUR STOP WORK AUTHORITY

+ You have personal authority to stop work and are expected to use it whenever you see something you believe to be unsafe.
+ You are responsible for your own safety—don’t do anything you believe to be unsafe.
+ You have a responsibility for your coworker’s safety—don’t let them do anything unsafe.
+ You are responsible for reporting all safety incidents to your supervisor, including injuries or accidents.
+ You are expected to report all safety concerns to your supervisor or the company’s safety resources.

Special thanks to Mike Wells for his commitment to the I-Care program and working with Local 103 and Local 22 (Indianapolis) members to provide a safe workplace at the Cayuga project.

CONTRACTOR PRE-QUALIFICATION
AND WHAT IT MEANS TO THE IRONWORKER

When was the last time you bought a truck or car? How about the last time you went grocery shopping? Did you think about the number of people who were hurt producing your food? Did you care how many people were injured building your F-150? Would you purchase that exact product regardless if 10 workers were hurt in production, or would you buy a comparable product instead? Tough questions, but a similar approach is what happens to signatory employers each time they are asked to bid work on a project. If too many employees were injured over
the previous year, the contractor would not be permitted to bid the work. Sure, owners/clients look at the bottom line and sometimes the low bid wins. However, with increased frequency, the general contractor or owner/client has very little information about the contractor and uses a system to pre-qualify contractors for the job. Sometimes that system is a simple checklist setting minimum parameters the contractor has to meet to pre-qualify; other times, there is a more comprehensive, computer-based system providing this pre-qualification service.

On the industrial side nearly 30 years ago, a system for selecting qualified contractors was developed to work in the oil and gas industry due to the high hazards associated with the work. Oil and gas companies, who were unfamiliar with the contractors and the skills they had to perform certain work in their plants, set out to develop a system establishing a minimum safety standard for all companies who were seeking to bid on a specific project. This helped to ensure the contractor selected met the criteria with established safety programs and training to work in these select facilities. The program had success in helping to match contractors more aptly equipped to perform the work safely and it resulted in fewer construction workers being injured on the job.

Fast forward 30 years and now we have a broader selection of industries who have copied this model. Steel mills, power plants, auto manufacturing and petrochemical facilities are using third-party vendors to pre-determine the best contractors to safely and accurately perform the work in their facilities. Many of these owners have operations that are continuing to operate in their plants, even while a scheduled outage is taking place—meaning there are live operations, that in some cases cannot be shut down, exposing ironworkers to additional hazards beyond their activities.

Again, not knowing which contractors are best equipped to perform the work in their plants, manufacturers utilize these third-party programs to automatically vet the many contractors seeking to perform work in their facilities. However, what has changed is that there is now a cost of applying through these third-party software systems. Contractors seeking to work in an industrial plant now spend thousands of dollars each year just to get pre-approved to bid the work at these sites. Even more challenging, many owners utilize three or four of these third-party programs; the contractor has to spend thousands of dollars for each one to be pre-approved to bid the work.

So, what’s the big deal? Why should an ironworker care? Valid questions; here’s why: The common measuring stick for each one of these pre-qualification applications is the contractor’s incident rate (the number of ironworkers who were hurt during their employment with that contractor) will determine whether or not that contractor is accepted to bid the work. In other words, if the contractor had too many injuries, they will be exempt from the approved bidders’ list. No project for them. No work for ironworkers. No big deal, right? Other union ironworking contractors will get the job. While that is possible, it is not always the case. The more union ironworking contractors having high incident rates opens the door for nonunion ironworking contractors with lower incident rates to step in and win the opportunity to bid the job. And, if nonunion contractors happen to do well, it does not bode well for the union ironworkers’ future. Even if not working in the industrial segment, many commercial general contractors also utilize these incident rates as part of their pre-qualification system, computerized or not. While they may not always be as comprehensive as the third-party programs, the system is still based on injury rates and helps determine the subcontractor best suited to perform the work on the project.

How can union ironworkers help union contractors? Often these owners/clients have more stringent safety rules than OSHA’s minimum standards. Ironworkers have to recognize these rules need to be followed to work in the facility. Ironworkers must take advantage of the training and opportunities provided through locals for apprenticeship and journeyman upgrading. Understand the impact of injuries as not only possibly career-threatening to members and their family, but also of the impact of signatory employers’ ability to bid many of these industrial projects. Whether performing job safety analysis (JSAs), toolbox safety training meetings, or what seems like other mundane tasks, don’t take them for granted. Some small aspect that is caught may help prevent an injury—demonstrating ironworkers as industry professionals who provide solutions on complex jobs.
Melvin Brewer, executive vice president of the Southeastern States District Council, working closely with the Tri-Lateral Safety Alliance (TLSA), continues to have a strong and positive impact in empowering the ironworkers and craftsmen and craftswomen working on TVA job sites to identify and mitigate safety hazards. Brewer serves as president of the Tennessee Valley Trades and Labor Council and conducts monthly meetings to address safety and health issues. Additionally, he serves on the executive committee of the Tri-Lateral Safety Alliance (TLSA). The TLSA was restructured last year into a more effective safety program. The executive committee is the governing body for the TLSA and Brewer’s duties extend to servicing four nuclear plants owned by the TVA and serving on the labor-management conference committee for planning the annual safety conference.

The TLSA has a singular mission—ensure all workers are safe. Unlike many safety programs, the TLSA continues to be a ground-up rather than a top-down program, where all workers determine the safest way to execute their work and are empowered to stop work at any time if unsure the job site or activity is safe. The TLSA believes the person most suited to recommend better and safer ways to do work is the trades professional performing the work; all the owner and the contractor have to do is listen and act. This approach has shown significant reductions in worker injuries since the inception of the TLSA and the positive trends continue today.

After listening to local TLSA craft leaders, the TLSA is working on several projects to help their efforts. The TLSA is actively working with smaller contractors or small geographically dispersed crews to make sure they understand the intention for them to work safely and their power (and management’s request of them) to stop work, mitigate hazards and then safely execute the job. The TLSA principles are well known at large, heavily staffed job sites, but the TLSA wants to make sure all small remote crews understand the same expectations. The TLSA is also creating a short new video for use at outage or project hire-in to emphasize TLSA’s mission to keep workers safe, coupled with the local TLSA craft leaders providing a personal message emphasizing safety being more important than the schedule.

During the COVID-19 pandemic, the TLSA was active in working with workers to identify job site hazards where the spread of the virus could occur. The principles of TLSA, identify and mitigate the hazard before starting work, was a natural fit for minimizing hazards related to COVID-19, just as it is for other safety issues. The TLSA deserves tremendous credit for preventing coronavirus outbreaks at TVA job sites to date.

The entirety of the work of the TLSA is to empower workers to mitigate the hazards in their job or job site to be able to work safely, creating a positive safety culture and generating great ideas from the craft workers. The TLSA is not effective without the commitment of each craft worker on a job site to raise concerns for addressing performance in safety is improved. Still, there is always more to do to sustain and further improve to reach zero injuries. The
craftsmen and craftswomen of TLSA can make this happen and will continue to make TVA an even safer place to work.

The 11-member alliance includes five representatives from TVA groups, three representatives from the TVTLC and three representatives from TVA’s partner contractors. The TLSA functions through the advisory committee, the ownership subcommittee, the communications subcommittee, the training subcommittee, the rules and procedures subcommittee and the special initiatives subcommittee.

GOALS OF THE TRI-LATERAL SAFETY ALLIANCE

+ Speak with one voice on safety
+ Create an environment where employees openly communicate safety and health concerns
+ Create a safe environment where questioning job safety is done without fear of retaliation or concern for the loss of job
+ Set standards and hold employees accountable
+ Encourage individual ownership of safety

VALUES: WHAT THE TRI-LATERAL SAFETY ALLIANCE BELIEVES

+ To be committed to developing and maintaining a safe workplace and workforce on TVA work sites
+ Safety is a personal value and that everyone must be committed to their safety and the safety of their coworkers
+ All accidents are preventable and zero accidents is an achievable goal
+ TVA can have an environment where unsafe work conditions and behaviors are eliminated
+ Working safely is an integral part of every activity

EXPECTATIONS: HOW THE TRI-LATERAL SAFETY ALLIANCE WILL MEET ITS GOALS

+ All work will be planned with the health and safety of workers as the primary consideration
+ Unsafe conditions and behaviors should be reported and corrected
+ Reporting unsafe conditions is welcomed and retaliation for reporting will not be tolerated
+ Every employee on a TVA worksite is authorized and expected to stop work on a task until an unsafe condition is corrected
+ Understanding and following safety rules is a condition of employment
+ Health and safety processes and procedures will be followed
+ Training will be provided on health and safety principles and practices
+ Health and safety performance will be audited to ensure the requirements are met
+ Safety performance will consistently be reviewed for improvement

PROTECTING MEMBERS’ HEALTH

USING THE VOLUNTARY AIR-SAMPLING PROGRAM

The voluntary air-sampling program is part of the 2020 ZERO Incident campaign commissioned by General President Eric Dean focused on identifying and preventing health hazards. The IMPACT board of trustees approved funding for the safety and health department to establish a voluntary industrial hygiene air-sampling program for signatory shop and field contractors. The voluntary outreach program is designed to provide professional industrial hygiene services to help evaluate harmful exposures of welding fumes metals, paints, solvents and other chemical compounds that become airborne during common shop and field operations.

The safety and health department utilized the expertise of Jim Kegebein, an independent industrial hygienist, to work with contractors and members in accordance with the air-sampling program.
program. Air-sample testing has been provided in fabrication shops to monitor welding fumes, silica, and other airborne contaminants to help determine action levels and workplace exposures. When protecting members from airborne welding exposures, several variables such as the base metals, mild steel, stainless steel, and galvanized steel, that are being used must be taken into consideration. Other variables affecting welding fume exposures and levels are directly tied to the welding consumables, welding rods and wire, and differences in outdoor and indoor environmental conditions.

The voluntary air-sampling program for evaluating welding fume exposures uses cartridges that will determine the levels of the airborne metals of aluminum, antimony, arsenic, barium, beryllium, cadmium, calcium, chromium, chromium VI, cobalt, copper, iron oxide, lead, magnesium, manganese, nickel, potassium, sodium, thallium, vanadium and zinc oxide.

For more information on the voluntary air-sampling program, please contact the safety and health department at safety@iwintl.org or (833) 355-SAFE (7233).

COVID-19: FACE COVER, FACE MASK OR RESPIRATOR
DO YOU KNOW THE DIFFERENCE?

The novel coronavirus has impacted a lot of the ways ironworkers do things—the way we work, the way we shop, how we celebrate milestones. In many of these situations, face coverings of some type are recommended. The challenge is the terms face covering, face mask, mask, surgical mask and N95 are used interchangeably. Each term means something different, referring to different products and different uses. Compounding the confusion is the media, who use the terms interchangeably with images of various products across television and other media outlets. Unfortunately, this has led to a lot of confusion and could unintentionally put members or their families in harm’s way.

N95 FILTERING FACEPIECE RESPIRATOR (FFR)
The N95 Filtering Facepiece is a respirator and is what many of us know for work on the job. It looks like a dust mask and most commonly has two straps, one that fits around the neck and another that fits around the crown of the head. It provides a seal around the mouth and nose and has to be NIOSH-approved for use as a respirator. If it is required to be worn on the job, an employer must follow a respiratory protection program with elements such as:

+ Medical evaluation
+ Fit testing (quantitative or qualitative) for the N95 respirator
+ Understanding proper respirator care
+ Medical surveillance
+ Training

If an N95 is not required on the job but provided as an option for voluntary use, the employer needs to provide the worker with Appendix D of the OSHA respirator standard. Appendix D advises the worker the amount of hazardous substance in the area does not exceed the permissible exposure limits set by OSHA standards, but that an employee may choose to wear a respirator on their own. But, if they do, they have to make sure the employee has the right respirator for the job and the contaminants encountered; the employee will...
follow all instructions on the proper use, maintenance, cleaning and care of the respirator; and the employee will keep track of their respirator not to get it mixed up with someone else’s respirator.

Prior to the COVID-19 pandemic, the N95 FFR was a very common respirator and used quite frequently on the job. However, as of this writing, the N95 has been very hard to find in the construction and industrial markets, as available inventory has been directed to the health-care community. Due to the shortage, other options for N95 respirators are to go to a higher level of respiratory protection, which may include P100 filtering facepiece respirators, or even ½-face or full-face respirators with the appropriate filters or cartridges.

SURGICAL N95 FILTERING FACEPIECE RESPIRATOR

A surgical N95 filtering facepiece respirator is a combination N95 filtering facepiece respirator and surgical mask, approved by NIOSH as a respirator and the FDA as a medical device. Surgical N95 filtering facepiece respirators are most often found in the health-care industry.

Studies indicate a significant number of individuals with coronavirus lack symptoms (asymptomatic) and those who eventually develop symptoms (pre-symptomatic) can transmit the virus to others before showing symptoms. This means that the virus can spread between people interacting in close proximity, for example, through speaking, coughing or sneezing, even if those people are not exhibiting symptoms.

Face masks may slow the spread of the virus from those who may have the virus from transmitting it to others.

FACE MASK

Surgical face mask, face mask intended for a medical purpose and a face mask not intended for a medical purpose are all examples of face masks. Loose-fitting, face masks do not provide a seal around the mouth and nose and are not for respiratory protection and worn over the mouth and nose and, depending on the material, may help to prevent the spread of germs from affected individuals to others. Surgical masks must receive clearance from the FDA as a medical device. None are approved by NIOSH as respirators.

CLOTH FACE COVERING

Cloth face coverings, homemade masks and neck socks are not respirators, not approved by NIOSH as a respirator and not cleared by the FDA as a medical device. Cloth face coverings are made of a variety of cloth materials, loose-fitting around the mouth and nose and leak around the edges.
SHOPMEN ADAPT TO A NEW NORMAL OF SAFETY REQUIREMENTS

The novel coronavirus pandemic has disrupted businesses around the world. Most operations, whether on the construction project or in the shop environment, have been impacted and adjustments have been necessary to keep doors open in compliance with federal, state, local and provincial mandates.

Handwashing, personal hygiene, covering coughs and sneezes and the use of face coverings have become more common reminders of the new normal faced by everyone. Shops are adjusting, and so are ironworkers in these environments. Most employers are coming up with strategies to help keep members safe while remaining productive. Some of these strategies include staggering work shifts to limit the number of employees in the facility at the same time, providing more frequent breaks for handwashing and additional training to help combat the disease. Additionally, modifications to work areas have included a renewed approach to hazard communication with various chemicals and products being used to clean and sanitize. For example, one employer noted the use of alcohol as a disinfectant in a welding shop. The flammable hazards still exist, and diligence of the new hazards is necessary to protect from COVID-19.

While the staggered shifts have helped, additional measures for COVID-19 protection have included daily temperature screening and the use of face covering to help prevent transmission of the disease. “What is important for people to remember is the virus can be transmitted by someone who...”
doesn’t feel sick or have any symptoms; therefore, they can have it and pass it on without knowing they have it,” says David Landis, president of EPIC Metals in Rankin, Pennsylvania.

“EPIC has been an early adopter of many innovations, products and processes that have helped provide a constant stream of work for our members,” says Martin Marinack, general organizer. “Before the virus, EPIC had worked on some unique-shaped wind turbines to increase efficiency. Not only that, but they modified their headquarters for solar power and switched out the old batteries on their forklifts to lithium-ion, meaning more efficient charging and longer runtime during the workday.”

With the onset of the virus, EPIC bought 3D printers and started producing headbands for face shields. While the original face shield design was not made by EPIC, it has been approved by the University of Michigan for its medical equipment drive; Ford Motor Company is planning to use the same design to produce 75,000 face shields.

As far as in the shop, “We had some challenges adjusting to our new normal at the onset in complying with some of the Pennsylvania state requirements, but once we got past that hurdle, we were able to safely continue our operations,” said Landis.

Aristeo Construction Company, out of Livonia, Michigan, is a full-service general contractor offering a comprehensive suite of services across the United States. One aspect of their business is their self perform services, steel fabrication and erection, concrete and equipment installation. Shopmen from
Regional Shop Local 851 (Cleveland) perform the fabrication work and have also adjusted to the challenges associated with working in compliance with COVID-19 protections. “Aristeo implemented a very comprehensive COVID-19 work plan,” stated Marinack. It details many of the precautions taken from several guidelines, including screening, social distancing, hygiene and sanitation and personal protective equipment (PPE). Marinack noted, “They are doing the right thing to protect their employees, our members, during this pandemic. We need to adhere to these strategies to protect ourselves and our families.”

RECOGNIZING THE DEADLY DOZEN SHOP HAZARDS

The safety department maintains a list of the dirty dozen shop hazards—the hazards most likely to injure or kill members in the shop environment. How does your shop measure up in reducing worker exposure to these hazards?

1. Exposure to toxic welding fumes that create serious health hazards.
   Welding/torch cutting operations performed safely: employee properly dressed, has inspected hoses, provided ventilation, cylinders secure, valves turned off when job completed, caps in place, cylinders segregated, kept away from flammable materials.

2. Striking hazards during material handling, loading and unloading trucks.
   Continue programs of recognition, instruction and enforcement in the safe movement of equipment and materials with provisions for mechanical handling equipment where possible.

3. Dismemberment pertaining to machine guarding of shear presses, punch presses and other equipment.
   Guards suitable to effectively eliminate the hazard are properly installed on all mechanical equipment where exposure exists, i.e., belts, chains, gears, machinery such as drills, grinders, saws, etc.

4. Rigging failure and use of chains, slings, plate dogs and other rigging equipment.
   Prior to operating cranes or working with suspended loads, ensure the weight of material to be lifted and the properly rated rigging equipment to be used for the job.

5. Hazards pertaining to the use of overhead rail cranes, gantry cranes and other cranes.
   Hoisting equipment and lift trucks maintained in good condition. The scheduled checklist followed.
   Buttons on cranes and other lifting devices are marked as to their function and direction. Employees are trained adequately in operation.

6. Hazards pertaining to the use of forklifts and mi-jacks (gantry-style cranes).
   Before each use, do a quick visual on forks, tires, fluids, battery, the mirrors, lights. Make sure that everything looks normal and the operator is trained to operate that specific forklift.

7. Exposure to toxic paints and chemicals through inhalation and skin absorption.
   Ensure employees are trained in hazard communication, know the location and how to read Safety Data Sheets (SDS) and understand the pictograms associated with chemical hazards.
8. **Exposures to airborne metals, dust and compounds during grinding and hot work operations.**

Ensure proper ventilation, hazard communication and appropriate respiratory and personal protective equipment.

9. **Electrical hazards, de-energizing equipment and lockout/tagout systems.**

When servicing equipment, ensure proper lockout/tagout procedures are followed to prevent unauthorized start or restart of that equipment.

10. **Improper signals, communication and clearances.**

Review signals, communication and clearances prior to work. Do not proceed if signals or communication is unclear.

11. **Exposure to heat illness and dehydration.**

Quickly identify any heat-related symptoms, take frequent breaks and consume adequate fluids, water and sports drinks. Steer clear of caffeinated beverages.

12. **Lack of protective eyewear, leathers, gloves hearing protective devices and other personal protective equipment.**

Perform job safety analysis to ensure hazards are contained. Personal protective equipment (PPE) should only be worn as a last resort – after engineering, work practice and administrative controls are utilized. PPE should be properly fitted to the individual and damaged, or worn-out equipment replaced immediately.
In response to the COVID-19 crisis, the safety and health department has implemented the following initiatives to serve our members and signatory employers better.

- Notification report of members suspected or confirmed with COVID-19
- New toll-free phone number to reach the safety department: (833) 355-SAFE (7233)
- New safety@iwintl.org email address to contact the safety department

REPORTING FORM STATS (AT TIME OF SUBMISSION)

- 118 total reported cases (111 actives; 1 pre-apprentice; 6 retired)
- 113 reported U.S. cases
- 5 reported Canadian cases

STATUS OF CASES

- 42 members recovered
- 69 members in self-quarantine
- 7 deceased members (4 actives; 3 retired)

The Iron Workers have developed and distributed the Notification Report of Members Suspected or Confirmed COVID-19 to local unions and contractors for remittance to the safety and health department. The document is for internal use only and helps the department track information related to COVID-19 and provide weekly updates to leadership on the number of members and employers affected.

Help collect accurate COVID-19 data by sharing some basic information with the safety and health department of any members who are suspected or confirmed with COVID-19. The form is available by contacting the safety department at safety@iwintl.org. The form is formatted as an editable PDF document to allow for easy completion and remittance via email. Also, to better serve our members and industry partners, the Iron Workers has established a new toll-free number and email address for contacting the safety and health department. Simply call (833) 355-SAFE (7233) or email safety@iwintl.org for immediate assistance in reporting all serious workplace incidents, COVID-19 pandemic information and general safety and health inquiries.

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**Suspected/Confirmed COVID-19 Case Report**

Complete and send to the Safety Department

For Internal Use Only

- Report Date:
- Member First Name:
- Member Last Name:
- Status (select one): [ ] Apprentice [ ] Journeyman [ ] Retiree
- Local Union:
- Member Number:
- Employer:
- Job Title:
- Project Name:
- General Contractor:
- City:
- State/Province:
- Zip Code/PC/Country:
- Home Phone:
- Mobile Phone:
- E-mail:

**COVID-19 Status:**

- Did/Is the member experiencing any of the following related to COVID-19?
- [ ] Suspected (SD)
- [ ] Negative Test (NT)
- [ ] Deceased (DC)
- [ ] Awaiting Test Results (AR)
- [ ] Self-Quarantined (SQ)
- [ ] No information (NI)
- [ ] Positive Test (PT)
- [ ] Recovered (RC)
- [ ] Not Applicable (NA)

**Additional Information:**

Report Submitted By:

Name: ___________________________ Mobile Phone: ___________________________

District Council/Local Union No.: ___________________________ Direct Phone: ___________________________

E-mail: ___________________________

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Due to varying devices, if buttons fail to work properly, save and email to Safety@iwintl.org.
Kiewit Power Constructors Co., based in Lenexa, Kansas, has a unique and proactive approach to increasing ironworker safety performance on projects based on their Kiewit core values.

People
Without a safety-minded workforce, Kiewit Power Constructors would cease to exist. It is that simple. That is why Kiewit Power Constructors hire the best and brightest minds in the industry. And by providing the best training, Kiewit Power Constructors watch their employees strengthen their skills to further the company’s success.

Integrity
Kiewit Power Constructors conducts business and personal affairs with the highest levels of integrity by taking responsibility and accountability for all their words and actions. They are honest, straightforward and deal fairly with everyone. Operational and financial records are maintained accurately and truthfully. No exceptions.

Excellence
At Kiewit, they never stop raising the bar. Consistently focused on high-quality production, Kiewit Power Constructors commits to excellence in all they do. They encourage new and innovative ideas with forward-thinking. They build work right the first time, delivering with a sense of urgency the highest value to clients.

Stewardship
Every day, Kiewit Power Constructors realizes the role they have as stewards in communities and on this earth. After all, Kiewit Power Constructors work in their own backyards as much as yours. By preserving their legacy and developing a new generation of leaders, they are building a more vital organization for future employees and owners of tomorrow.

Rusty Brown is the EHS director for the Kiewit Energy Group and a leader in the safety community with more than 25 years of industry experience. In a concerted effort to reduce ironworker incidents and improve safety performance, Brown hired four ironworkers to implement and manage safety on projects. Before hiring the four ironworkers, Brown reported during the Iron Workers/IMPACT Safety Summit and Roundtable meeting that ironworker incidents continue to be the highest of all trade workers. He was aware of the Ironworker Safety Director Training Course (IWSDTC) and he recognized the value of having ironworkers who performed the work be trained to manage the hazards associated with steel erection, reinforcing
steel installation and other everyday ironworker activities. Ironworkers working for Kiewit Constructors are making a difference to increase safety performance.

Archie Bradshaw is a retired Local Union 10 (Kansas City, Mo.) ironworker currently working on the Niles Energy Center in Niles, Michigan. The project is to engineer, procure and construct an air-cooled 1,000 MW 2-by-1 combined-cycle natural gas facility and a 2.2 miles 345kV transmission line.

Bradshaw’s job description as a safety manager includes:

- Prepare for a.m. meetings or training as required.
- Field safety walks 80% of the time. Learning what ironworkers do and how it is done. Have conversations with superintendents, foremen and craft employees. Be personable.
- Hold superintendents, foremen and craft accountable.
- Understand the safety manual and the SSSP (site-specific playbook), then apply it in the field.
- Ask questions if you are not 100% sure; then do the research and find out.
- Compile safety tour observations and make presentations for the morning meeting.
- Complete a minimum of one observation per day. Input findings through safety tracker.
- Participate in the daily safety tour walk.
- Develop weekly foremen’s meetings.
- Consult with business and coordinate 30-day follow-ups with the construction manager.
- Support daily operations of subcontractors.
- Perform all site-specific training if needed.
- Investigate incidents and gather needed information and input into KieTrac.
- Be a good reviewer of JHAs and be able to coach if it is needed.
- Communicate issues with crews and management properly.
- Address all unsafe acts or conditions on the job.

Steven Summers is the project safety manager at the TVA Shawnee project in West Paducah, Kentucky. Craft and staff appreciate the safety culture coming from someone that has been in the field, along with knowing what a bad day truly is. The benefit of having been an ironworker is the can-do attitude. “You may not like it, but you must do it correctly,” says Summers. Summers is passionate about safety. He supports Kiewit Power Constructors’ motto of “Nobody Gets Hurt” and continually strives to create a strong safety culture on every project. He understands craft and subcontractor involvement are crucial to creating a safe work environment, which is why he gets them involved in safety programs from project initiation.

“With 25 years in the industry and almost a decade spent with Kiewit on some of the most notable projects Kiewit has built, Summers has mastered the skill of identifying workplace safety
hazards. He immediately moves to implement all necessary corrective actions to mitigate those hazards,” says Brown.

Robert Delker is managing safety at the Hill Top project in Carmichaels, Pennsylvania, a 620-MW, natural gas-fired combined cycle power generation plant, that includes a GE HA02 combustion turbine, Alstom heat recovery steam generator, steam turbine, self-synchronizing clutch and generator. Intake and discharge structures on the bank of the Monongahela River were also included in the scope. Delker’s responsibilities include, but are not limited to, development of project safety plans and policies, the establishment of a Kiewit safety culture during early development of the site, perform workplace audits to correct unsafe conditions and behaviors, injury case management, coach craft and staff regarding safety policies to ensure project culture aligns with client and Kiewit culture, and perform new hire orientations and specialized safety training as needed. He stays on the offensive and always is proactive.

Knobby Leedy is currently working at the NGM CHUG project in Northeastern Nevada. Leedy is responsible for managing a team of four safety professionals and for the project safety program and its components. He holds staff accountable for providing a safe work environment as well as worker accountability for performing the work safely. He was asked to join the CHUG team recently after the project experienced a series of safety struggles the previous couple of months. He is using project incident and observation data, as well as personal observations, to make decisions intended to improve worker safety. Leedy is also tasked with interacting with project and client management teams to resolve issues efficiently and effectively.

The projects highlighted in this article have been erected without any recordable injuries. The Kiewit philosophy on safety is simple, “Nobody Gets Hurt.” Knowing one lapse in judgment can lead to catastrophic events, the safety of the men and women on Kiewit Power Constructors’ job sites and in the community is always first. Special thanks to Rusty Brown for his leadership in safety and willingness to utilize the field expertise of iron-workers to implement and manage the Kiewit safety and health program.
In 2017, the Iron Workers (IW) instituted the groundbreaking Maternity Provision Policy (MPP), first of its kind in the building trades. It offers qualifying ironworker women up to six months of pre-delivery and six-to-eight weeks of postpartum paid leave, which is extremely rare in the construction industry and the United States at large.

Physically demanding work in the ironworking trade can endanger a pregnancy. Stories some ironworker women shared about working while pregnant during a trade-specific caucus at the 2016 Women Build Nations Conference inspired the IW leadership to launch the revolutionary program.

“The IW MPP was a lifesaver for me,” said Katlynn Surfus, a journeyman from Local 292 in South Bend, Ind. “I was thrilled to see it being implemented. I felt supported and safe during my pregnancy.”

Since its inception in 2017, 56 ironworker women have claimed well over half a million dollars in benefits from the ironworker-employer partnership IMPACT under the program. The benefit not only keeps ironworkers from having to put their unborn children at risk, but it also helps the organization retain well-trained workers. A report on the correlation between the MPP and ironworker retention revealed that the organization retained 83% of the ironworkers who received benefits from 2017 to 2019.

“The IW MPP helped ensure that my baby and I were safe during my pregnancy,” said Shania Pelage, an apprentice from Local 46L (New York). “I didn’t have to spend all my life savings just to get through the pregnancy. I will go back to work as soon as the COVID-19 pandemic lockdown ends in New York and I’m cleared to report to work.”

“The MPP worked out very well for me,” said Kelci Mauldin, journeymen ironworker from Local 808 (Orlando, Fla.). “It helped me stay ahead of everything during pregnancy and after.” Kelci returned to work seven weeks after giving birth and she’s working during COVID-19 lockdown.

The IW MPP also brings relief to partner contractors. It helped Red Cedar Steel in Menomonie, Wisconsin, retain well-trained journeymen-level ironworker women after their pregnancies. “It’s a huge weight off my shoulders knowing that our ironworker women are safe during their pregnancies, they get to keep their health insurance and return to work afterward,” said Pete Hayes, president, Red Cedar Steel. “The IW national joint apprenticeship and training committees invest heavily in training a skilled workforce. The IW MPP helped us retain our seasoned ironworker women after their pregnancies and relieved us of any probable liabilities. It’s just good business sense to have a program like it.”

Ironworker apprentices who are starting their careers find the IW MPP a significant incentive in deciding to make it a lifelong career. Audrey Osborn, a third-year apprentice from Local 46 (Springfield, Ill.), felt that she finally found a career where she didn’t have to sacrifice her family life when she first joined the IW apprentice program at Local 46. She worked many jobs in retail that didn’t pay well and offered little to no benefits before entering the IW apprenticeship program. In fact, she had not heard of paid maternity leave in the retail jobs she held. The IW MPP was just being launched when she first started her career as an ironworker. “When I heard about the MPP, I was ecstatic,” said Audrey. “I was already happy with being an ironworker, but the MPP being available to us convinced me to stay and make it my forever career. My husband and I are thinking of starting a family and it’s very encouraging to know that I wouldn’t have to choose between having a family and a satisfying career.” The MPP is the first benefit Audrey mentions to high school students and their parents when representing her local at career fairs, among other great benefits a career as an ironworker offers such as a pension, bereavement, annuity, health, dental and vision.

The IW became a trailblazer in diversity and inclusion with the launch of the MPP three years ago. The news of its launch drew praise from the media in 2017 with CNBC naming the IW one of the “15 Best Companies for Parents” and it ranking No. 1 in Entrepreneur’s “19 Companies and Industries with Radically Awesome Parental Leave Policies” among reputed giants such as Microsoft, Facebook, Twitter, Dell, Bill & Melinda Gates Foundation, Johnson & Johnson and Adobe.
Common union and organizing myths and misconceptions

Many workers—even some who are members of a union—are unfamiliar with the guiding principles and ideals of a union. Likewise, many workers have no real understanding of the role organizing plays in the healthy funding and sustainability of a union, its pension plans and health benefits. The organizing department will be periodically running articles to address the most common myths and misconceptions about the role unions and organizing play in the construction industry.

ORGANIZING MYTH #1:
The function of a union organizer is just to strip workers, “sell” them books and slide them in the back door of the hall. Depending on who you talk to, the myth typically infers that an organizer does this to fill jobs during busy times.

This myth has been widely spread within union membership. It is particularly damaging because it strikes at the lifeblood of any union organization—membership growth. It nullifies the real purpose of organizing, which is to gain more contractors. Increasing our signatory contractor base leads to more permanent jobs, a larger pool of work opportunities, more work hours and more members paying into the funds.

THE TRUTH:
Stripping is counterproductive to organizing and hinders the growth of our membership and market share.

THE FACTS:
• Stripping is not organizing. It is counter to the vision and intention of our forefathers when they organized to grow our union over 100 years ago.
• Every “stripped” worker is a missed opportunity to organize the contractor and his or her workers.
• Stripping provides training to workers and gives them hope for a better future for themselves and their families under false pretenses. This creates deep animosity when those same workers are cut loose once the job, project or boom is over, leaving a deeply bitter, highly skilled anti-union worker. They return to work for nonunion contractors and spread anti-union sentiment to other unrepresented workers, making it nearly impossible to gain support for beneficial organizing activities.
• Stripping sends the message to membership that it is acceptable to seek employment with a nonunion contractor when work slows down, which destroys the strength of our collective bargaining power. It shows contractors we as workers are divided and you know what that leads to—united we bargain, divided we beg.

Unfortunately, as with most myths, some of the concern over stripping is based in fact. For union members to truly understand the work of an organizer, we must educate ourselves on the differences between stripping, recruiting and organizing.

“Stripping” is the term many people in the industry use when referring to the act of bringing one solitary worker into the union with no intention or strategy for organizing that worker’s co-workers and employer. For example, a local nonunion steel erector employs 20 iron-workers year-round. The local union organizer “strips” three of them and puts them to work because the local needs to fill manpower shortages. The nonunion steel erector hires three new guys and continues to complete his current and future jobs in the market. The local union may have gained three new members to fill a short-term need but did not gain additional market share to keep them working year-round. While at times, there can be a valid reason for stripping, it does not increase the market
share or bargaining power of a local union and should be a solution of last resort.

Recruiting is the term most often used for increasing membership through a union apprenticeship program. Most union members will tell you this is the only way a worker should be allowed to join the union. Customarily, recruiting targets young workers who are attracted to the high wages and benefits, but have little to no experience with the trade. Many of these workers are not prepared for the grueling conditions and strenuous physical toll an ironworker must endure, and never complete their apprenticeship. Most apprenticeship programs cost approximately $8,000 per year for each apprentice. While apprenticeship programs are an essential benefit to joining the union, it is a time consuming and expensive path to increasing union membership.

Organizing is the act of assisting unrepresented workers to unionize their current employer. Organizing often involves workers coming together to make changes at work by a majority of the workers demanding that the contractor recognizes the Iron Workers as the workers representative or filing a petition for an election at the National Labor Relations Board. The workers then have a secret ballot vote to decide if they want the Iron Workers to represent them. In either situation, if the employer recognizes the union or the workers win the election, the employer is now bound by law to negotiate a contract. Organizing increases both the contractor and membership base of a local union. It also generally costs less per worker than recruiting with the added benefit that most workers who are actively employed in the industry already understand the physical requirements and conditions of ironworking. Many organized workers need minimal training and consider it a benefit to union membership.

**UNION MISCONCEPTION #1:**
A union apprenticeship is the only way a worker can become skilled in their trade.

**THE TRUTH:**
This deeply held union misconception is incredibly expensive and slows a union’s ability to increase membership.

**THE FACTS:**
- Working nonunion was not the first or ideal choice for most unrepresented workers. Many have tried to get into a local union at one time and were denied for different reasons.
- Many unrepresented ironworkers have worked through a union hall on permit or as probationary members during a busy time but were never made members because the local’s work slowed down or they weren’t “good enough.”
- Most unrepresented ironworkers will readily accept an appropriate amount of training for their experience level.

In 2019, there were roughly 8 million construction jobs in the United States. Of those, approximately 1.1 million were represented by a building trades-affiliated union. That means there are 7 million unrepresented construction workers in the U.S. that have erected massive structures that have stood the test of time with no union and no apprenticeship training. The question should not be whether or not they are “good enough,” it should be, “How can we make them part of our union?”

Our apprenticeship programs have become the best in the industry and through them, we have created the most well-rounded ironworkers ever. However, not every graduate of the apprenticeship 25 years ago received the same level of training or classes as apprentices today. Do we require our experienced union journeyman to go back through the apprenticeship to meet today’s standards? The answer is no. We recognize the “in the field experience” of a seasoned ironworker as proof of their continued journeyman status. Why then, do we expect unrepresented structural ironworkers with experience to go through an apprenticeship program to learn other aspects of the trade? It would be less costly and more productive to organize them as structural...
ironworkers who can, like any other union ironworker, opt to learn other parts of the trade by attending journeyman upgrade classes or sit in classes on his own time.

Our founding fathers’ mission on February 4, 1896, was to organize “all qualified ironworkers.” They defined “qualified” as any worker that was able to perform the work of an ironworker for the day. It didn’t matter if a worker did not know how to drive a rivet or if they were there to tie rods or any other single job in the trade. If they showed up to work, the Iron Workers wanted them as a member. Our union cannot and will not survive if we continue to believe that to be a union ironworker an individual must know and do every aspect of the trade.

So how do we debunk two of the most strongly held and organizationally damaging organizing myths and union misconceptions? The simplest response is to quote directly from our own Iron Workers’ constitution, a living document over 100 years old and still as true today as the day it was written:

“…Unity of action among all workers in the iron and steel industry is necessary in order to successfully deal with the ever-growing encroachments of organized capital and the many grievances to which our trade is subjected and upon satisfactory settlement of which may hinge the welfare of all brothers and sisters in our craft; therefore, believing that this may best be obtained by united action and effort, thus forming a solid representative organization, pledged to carry into effect the immortal injunction that ‘an injury to one is the concern of all’ we pledge ourselves to make any reasonable sacrifice in order to uphold these principles and to advance and perpetuate the union.”

The very foundation of our great union was built on the belief that all workers performing ironwork in the industry should be organized into our union. Our founding fathers understood that the power in organized labor was the sheer volume of numbers. They also understood by helping workers to organize and unionize their employer increased union market share, which in turn created more opportunities for current members and the community at large. In short, they knew organizing was the key to collective bargaining power.

We must organize with no obstacles!

Excerpt from The Bridgemen’s Magazine, Vol. V, No.1 August 1905:

“....it finally dawned upon the members of the craft on both sides that while we were fighting each other, the Employers were realizing the benefits of the quarrel and the workers were paying the cost.”

— George W. Geary, founding father, first national organizer of the Iron Workers Union
Risk is not something we can do away with entirely. The first and easiest way to manage risk is to transfer the risk to someone else. This can take the form of insurance or subcontractor. Insurance would transfer some of the risks, but getting someone else to perform the work can transfer the risk entirely. If the company undertakes the work or operation, then it can use the second method, which is to mitigate the risk using a standard methodology.

Interestingly enough, the type of risk does not matter all that much. Financial and operational risk can be identified and mitigated in much the same way as what we often term safety risk. These two ways to manage risk are the most common and most widely discussed.

However, there is a third way in which corporations manage risk. They accept it. This is often called residual risk or acceptable risk. This is where we see the term risk tolerance used. How much risk will a company or workplace accept?

In terms of insurance, it means setting the deductible on the policy along with the upper limits. We do much the same with car insurance. The cost for the insurance is based on the probability of you having an incident based on research by insurance companies, but another function of the cost is the deductible. A high deductible will get you a much cheaper policy. The insurance rate will vary on your performance just as it does for a company, whether that is property insurance or workers’ compensation insurance rates.

When it comes to safety, the impression often is that there is no acceptable risk, but that is not right. Decisions are made every day to accept risk. So when it comes to risk tolerance, the question often is, “Do we understand the risk?”

Risk is a function of the frequency of exposure, probability of an incident and potential severity of the outcome. We recognize hazards and assess the risk using these criteria. Any high-rated risks will get dealt with first. But as we work down the scale, when does a risk become acceptable? That depends on the organization and its risk tolerance.

On an individual level, there also is risk tolerance. Workers are very good at spotting hazards. Most incidents are not all that surprising to the workers in the area, as they knew the hazard existed. Some may say they just thought the risk was acceptable.

Maybe we are overthinking this a little.

In safety, the risk is mitigated using the hierarchy of controls. It has been around a long time and almost anyone in the safety profession knows what it is:

- Elimination. Most effective.
- Substitution. Using a different method, process or products.
- Engineering. Design out the hazard or separate it from workers.
- Administrative. Procedures, policies or checklists.
- Personal protective equipment (PPE). Least effective.

In safety, the risk is mitigated using the hierarchy of controls.
Many people who have been to a construction site will be familiar with the belief that “be careful” is an effective control. Many personal or group hazard assessments contain this phrase as do many the job hazard analysis. So, is using “be careful” demonstrating that workers have a high-risk tolerance or just that they have no clear idea of how to control those hazards?

Workers do their job in the workplace provided by their employers. The employer is charged with keeping them safe and determining what controls are required to mitigate known hazards. The only tangible portion of that process for the employee is the PPE the employer requires them to wear. Workers have some control over the final and most ineffective of all the controls (PPE) but not the others; those are controlled by the employer.

How many companies have a process for workers to suggest or request engineering controls or administrative controls? What about substitution or elimination? As we move up the hierarchy, the time and resources required to implement those controls also tend to rise.

Have we left our workers with only two choices—“be careful” or PPE? A good example is the one you would see on any construction or industrial site. Workers must move across uneven ground. Assuming that there is adequate lighting, what must a worker do to mitigate this hazard? The outcome could be a fall or a twisted ankle, but the company has deemed the risk acceptable. This is where we often see “be careful” listed as the control.

More appropriately, we would use a hazard reporting process if the ground became very uneven or slippery to ensure action was taken. Still, the most effective control is for the worker to wear boots with 6-inch uppers to provide ankle support (they must be laced up and tied, of course) to mitigate the hazard, as we know it is inevitable a worker will roll their foot and possibly twist their ankle.

Now, many safety people reading this are thinking they would never do that. Well, when incidents are investigated, the most common corrective actions usually revolve around training or retraining and PPE. Other action items are to follow existing processes or to continue to be more careful. This is hardly a practical approach.

A recent article in the February issue of Professional Safety found that higher-order controls seldom are recommended in incident investigations. When looking to mitigate risk, we must start at the top of the hierarchy and work our way down.

Have we left our workers with only two choices—“be careful” or wear PPE? Safety personnel can be under pressure to show quick results or quick action after an incident. PPE is quickly available and distributed. Retraining ensures the worker is trained but implies the training was ineffective the first time or the supervisor was ineffective; perhaps both may apply. Engineering out a problem can be both costly and time-consuming.

If we are frustrated by workers who think “being careful” is what it takes to keep them safe, does that mean they must live in fear of an incident? It seems they are not highly risk-tolerant but perhaps lack access to the control mechanisms and methodology. If there is no way for workers to influence the control methods or risk mitigation in the workplace more directly, that probably means we only have left them with PPE and “being careful.”

Branding workers as having a high-risk tolerance is complicating things. They are great at identifying the hazards but are in the dark about the hierarchy of controls. Are we giving them the knowledge and means to reduce risk or just asking them to be careful — and wear that PPE?

ABOUT THE AUTHOR:

Dave Rebbitt is a long-practicing safety professional with over 25 years of experience. Since leaving a senior post at the Canadian Department of National Defence after 22 years of military service, he has held senior positions in various companies. Rebbitt is an experienced speaker and has spoken at conferences and to industry groups on various topics. He holds CRSP and CHSC designations as well as a CET technical designation. Rebbitt also holds an MBA from Athabasca University and has instructed in the University of Alberta OHS Diploma Program. Rebbitt is currently president and owner of Rarebit Consulting, a safety and management consulting firm.
Regulatory clarification on connector activity

The safety and health department receives many calls each year from members and contractors regarding the common practice of connectors working on or traversing across beams that are suspended from the crane hoist line to make beam-to-column connections, prompted by project safety personnel or OSHA compliance officers claiming the activity as riding the load, which is unsafe and prohibited by federal and state regulatory agencies. The safety personnel and OSHA compliance personnel are incorrect. Let’s clarify the issue from a regulatory and legal perspective to prevent confusion in the workplace and costly delays.

When connectors make beam-to-column connections, they are trained to recognize the common hazards and how to perform this activity in the safest way. Safety and agency compliance personnel have questioned this, making false assertions.

**FALSE:**
The ironworkers are riding the load because it is still suspended from the crane hoist line.

**FALSE:**
The OSHA standard prohibits connectors from traversing suspended beams.

**FALSE:**
The crane manufacturers prohibit this practice during crane operation.

**FALSE:**
Ladders and scaffolds are a safer method for connectors to make beam-to-column connections.

Our members and contractors must be prepared to confront these false assertions to avoid confusion and costly project delays. The first course of action is for the steel erection contractor to carefully read the project safety requirements contained in the contract during the bidding process. Specific requirements may be contained in the contract prohibiting this common activity. The contract safety specifications may stipulate the use of aerial lift equipment, scaffolding or ladders to perform connecting activities for making beam-to-column connections. Facts are available to respond to the defining of connectors performing beam-to-column connections.

**TRUE:**
The OSHA Subpart R – Steel Erection standard does not prohibit connectors from traversing across beams suspended from the crane hoist line.

**TRUE:**
Riding the load is defined when an employee is being hoisted vertically or swinging horizontally from the crane hoist line to reach their work point.

**TRUE:**
There are no incident trends to support claims that traversing beams suspended from the crane line has produced injury results.

**TRUE:**
Crane manufacturers do not address or prohibit the industry custom practice of connectors traversing beams while supported from the crane hoist line.

This issue has been addressed and adjudicated in the courts supporting the Iron Workers’ position. The Occupational Safety and Health Administration (OSHA) and state-approved OSHA plans have issued citations alleging connectors accessing or traversing across beams suspended by the crane hoist line are riding the load with the results in our favor.

**Federal OSHA case:**
Secretary of Labor vs. Soffco Erectors, Inc. — the administrative law judge ruled that OSHA was incorrect and the employees were not riding the load while making beam-to-column connections. The
The act of working from or traversing beams from the crane hoist line was common and necessary for final positioning. The citation was dismissed.

**State-approved OSHA plan case:**
*California OSHA vs. California Erectors, Inc.* — the judge ruled under the summary judgment that the Soffco Case was nearly identical to the California Erectors citation and dismissed the citation.

We want to make every effort to protect our connectors during activities such as making beam-to-column connections. Many hazards associated with connecting activities exist and have produced incident trends for our organization to rectify. However, traversing across a beam that is suspended from the crane hoist line is not one of them. The safety and health department will work to deliver additional information as it becomes available. We continue to challenge all members to “See Something! Say Something!” to recognize and avoid this workplace health hazard. Jeff Norris, Wayne Creasap and I will continue to work with district councils, local unions and IMPACT regional advisory boards to promote the 2020 safety initiatives. Please contact me in the safety and health department at (847) 795-1714, Jeff Norris, Canadian safety coordinator at (780) 459-4498, or Wayne Creasap, district representative of safety at (703) 887-0455, if you have any questions pertaining to workplace safety and health concerns in the shop or field.

**Iron Workers’ safety and health department**
- **Email address:** safety@iwintl.org
- **Phone:** (833) 355-SAFE (7233)

We continue to challenge all members to “See Something! Say Something!” to recognize and avoid workplace health hazards.
Local 33’s Big Spud wrench speaks volumes

How about a spud wrench on the side of your union hall that boldly says to anyone going by: “We are proud union ironworkers”?

That’s what you’ll find at Northwestern New York’s Local 33 in Rochester. This storied industrial city is perched on Lake Ontario and long famed for Kodak and Xerox and making something of a comeback. The recent passage of state prevailing wage for private work is one sign of new sway. It will give union contractors a level-playing field to secure more work for our members and spur the local economy.

Not long ago, I visited my native state and worked with Business Manager Scott Gardner as we prepared for the Davis-Bacon survey and talked about local wage enforcement. The thing that struck me right away was the big spud wrench on the side of the union hall. They recently opened a brand-new hall across town (with the oversize spud wrench) with eight brand-new welding booths via IMPACT. The finished professional building allows the local to present the right image when meeting with contractors, public officials, etc. You can also see the spirit the giant spud wrench generates in prospective ironworkers (like the high schoolers shown in the photo from New York’s vocational BOCES program). “Everybody wants to take a photo in front of it,” Gardner says.

The “Big Spud” is the craftsmanship of two ironworkers, with the idea hatched by Norman (“Hickory Fingers”) Swanson, now retired. He is the son of his legendary namesake, the late business manager (who passed in 1980), now honored with a room in his name. With the cooperation of longtime
signatory Boulter Industrial Contractors (in nearby Webster), Norm teamed with Jeff “Chip” Smith to create this artwork, honoring the famed tool of the ironworker. Smith, still a dues-paying member, has since become a superintendent and estimator for the multi-trade union contractor.

Both are proud of the attention this unique “king-size” spud wrench attracts from the public and visitors. It’s also a reminder that pop culture can be a key part of how we stand out from other trades and industries in a way that speaks to the eyes and the heart. Recently we’ve all been talking up apprenticeship with educators and public officials to recognize the need for a skilled workforce. And here’s a mega-tool that just grabs you as you pass by. Brother Gardner himself is a former BOCES student who served in the Marines and then joined the union. He also knows that organizing the unorganized ironworker into the union is key to meeting the demands of the industry and mission of the local. Rochester is a city with a strong building trades council (with one of the best monthly labor newspapers nationwide) that’s proud of the landmark expansion of prevailing wage. A tip of the hat to Rochester’s Local 33!
Important OSHA and welder certification updates during the pandemic

I’m sure every member of our organization has had to make changes in the way he or she does their job during the COVID-19 pandemic; from taking temperatures before entering the job site or union hall, wearing masks on the job, washing hands and tools more frequently, and the hardest of all, maintaining social distance while trying to get the job done. Well, the pandemic did not spare the National Training Fund’s apprenticeship and training department. Early in the shutdown, this office had to cancel all regional training center classes. For those of you who are not familiar, there are four regional training centers where we conduct Train-The-Trainer (TTT) courses to train, certify and upgrade instructors. We immediately turned our focus to assisting locals forced to shut down their training departments during the pandemic. We helped many of them with the resources and ability to get set up for online training delivery. Still, it did not take long before apprentice coordinators were calling inquiring how they could get their OSHA instructors recertified since we were forced to cancel all regional training center classes. OSHA 10-hour and 30-hour instructors must recertify every five years.

Fortunately, the Iron Workers, along with CPWR and the national building trades unions, were already in the process of petitioning OSHA to allow online training for the OSHA 502 class. The OSHA 502 class is a TTT class to recertify current OSHA outreach instructors and will enable them to continue to teach OSHA classes to our members. To date, OSHA has never allowed any organization to conduct online trainer classes. However, in late May, OSHA realized the need for a temporary change in its policy during the pandemic and allowed all OSHA education centers to teach the OSHA 502 classes online. The National Fund immediately applied for three OSHA trainer classes and we were approved (The dates for the three classes were June 24–26, July 14–16 and August 12–14).

Since the National Fund had canceled two OSHA trainer classes already, the three OSHA classes were filled immediately. Priority was given to the students registered for the two canceled classes, as most of these instructors were past their certification date to teach OSHA classes. The remaining seats in the class were given to instructors about to expire. The instructors who attended the online classes had to spend three consecutive days online to meet the requirements to be recertified to teach OSHA 10-hour and 30-hour classes. Over 40 local instructors completed and renewed their teaching credential with OSHA during these three classes. I applaud these instructors who dedicated the time and effort to get recertified to teach these valuable safety classes to our brothers and sisters working in the field.

The challenges we face from this pandemic have made things difficult for everyone. It is more important we do a couple of things, weather this storm as a group and keep all our welding qualifications and certifications up to date. The Iron Workers have the best welding certification program in the construction trades. But, if we cannot supply current certifications when called upon at the job site, someone else will be required to do our work! No one wants that!

It’s imperative everyone keeps their welder continuity current. We realize many job sites and training programs have been closed for some duration, which makes this even more of a challenge. The good news is that the American Welding Society (AWS) has given us some help. AWS has drafted some language giving our welding program a little flexibility regarding the timelines in accepting continuity. Therefore, if you allowed your continuity to lapse, email it in as soon as possible. We will review your continuity and do everything we can to update your record and provide you with updated credentials. But there is a timeline; get it into our office promptly; don’t delay!

We prefer that you email a legible copy of your welder continuity to the welding website, wcp@ironworkers.org. Or, if you choose, you can mail a copy to Iron Workers Welding Program, 1750 New York Avenue NW, Washington, DC 20006.
Arlington Structural Steel Company knows how to get it done

Arlington Structural Steel Company, located 30 miles northwest of downtown Chicago in Arlington Heights, Illinois, is where Midwest Regional Shop Local 853 (Chicago) members make their living. Established in 1945, for over 75 years, Arlington Structural Steel has been a leader in the steel fabrication business.

Arlington builds the strength of its business in one word, “Yes.” Yes, Arlington Steel can do the job. Yes, they can do it on budget. Yes, they can make that change. Yes, they do have a few ideas on how to help you with your project. They are problem solvers from the drawing board to the shop floor and out on the job site. It all starts with YES.

On average, Arlington Structural processes more than 500,000 pounds of steel per month. They can handle structural members up to 30,000 pounds (15 tons), 80 foot in length and beam cambering up to 36 inches wide. The cambered beams enable them to preload steel members for future loads on the steel once erected. Their welders are continuously trained and certified to AWS D1.1 — they can do any weld needed for the job.

Arlington Steel projects have included coordinating the fabrication of 145-foot-long by 13-foot-deep trusses that span the showroom at Trumpf Smart Factory, located in Hoffman Estates, Illinois. The trusses were fabricated from massive plate sections into a three-dimensional box truss, with varying depths across the trusses. Arlington is also very proud of “The Web,” belonging to the headquarters of the Fabricators & Manufacturers Association (FMA) in Elgin, Illinois. “The Web” has horizontal and vertical members that make up the frame and a series of other elements create a sort of cross-hatched pattern.

“Yes!” Midwest Regional Shop Local 853 is proud of its members and its long relationship with Arlington Structural Steel.
IN MEMORIAM

AND IN HONOR OF MEMBERS WHO LOST THEIR LIVES IN THE WORKPLACE

The Iron Workers and their local unions, members and contractors are extremely saddened when a report of a workplace fatality occurs; this article is dedicated to the memory and in honor of members who lost their lives on the job site from July 2019 through June 2020. The Iron Workers (IW) take great pride in building North America’s bridges, buildings and other structures. General President Eric Dean, General Secretary Ron Piksa and General Treasurer Bill Dean are committed to the safety and training departments in efforts to prevent workplace fatalities and disabling injuries. On many occasions, the IW general officers are directly involved in meetings with the Occupational Safety and Health Administration (OSHA) and state-approved OSHA plans to address regulatory issues affecting Iron Workers’ members. Additionally, IW general officers participate in industry forums with project owners and contractors to address safety and health matters.

General President Eric Dean issues fatality notices to district councils, local unions and training facilities expressing his heartfelt feelings when the Iron Workers suffer the loss of a member. As a follow-up to every fatality and disabling injury, the safety and health department, National Training Fund and IMPACT work together to develop any necessary programs or practices to help prevent reoccurrence. As you read the following notices, remember the commitment to the 2020 ZERO Incident campaign, recognize the deadly dozen hazards and adhere to the duty to “See Something! Say Something!”

I am deeply saddened to report the death of seven union brothers, killed while working on the job July 2019–June 2020. The fatality of an ironworker, who died from injuries sustained on the job site, should remind us of our pledge to zero incidents and fatalities and that we are the best keepers of our brothers and sisters. The memory of our fallen brothers and sisters should inspire us daily to be aware and intervene when possible, to look out for each other and to “See Something! Say Something!” In honor of our deceased brothers, our commitment to prevent another tragedy and to eliminate job site fatalities and injuries must be steadfast and strong.

Eric Dean
IN MEMORIAM

**Sergio Cruz**
August 9, 1986 – July 25, 2019

Sergio Cruz of Local 229 (San Diego) died on July 25, 2019, from injuries sustained while working on the job.

Brother Cruz was a loving father to his daughter, Atheanna, who was his heart and soul. He was also a beloved son, brother, nephew and friend.

Sergio was a hard worker who always took care of his family and friends. He will be greatly missed by all who knew him.

**Curtis Appleyard**
August 18, 1975 – November 12, 2019

Curtis Appleyard of Local 721 (Toronto, Ontario) died on November 12, 2019, from injuries sustained while working on the job.

Brother Appleyard was a devoted father to his son, Jacob, and was a cherished son, brother and proud uncle. He will be greatly missed by his aunts, uncles, cousins and many lifelong friends.

Curtis will forever be remembered for his quick wit, confident manner, tenacious spirit and ability to make connections. His enthusiasm and love of learning were infectious on the job site. Curtis was a wonderful soul who will not be forgotten.

**Loren Shoemake**
November 23, 1973 – February 1, 2020

Loren Shoemake of Local 44 (Cincinnati) died on February 1, 2020, from injuries sustained while working on the job.

Brother Shoemake is survived by his fiancée, his daughter, a granddaughter and two grandsons, five sisters and two brothers, many nieces, nephews and close friends.

Loren was a member of Local 44 for 17 years. He was well respected and was known for his humor and wit. Loren was a great person in everything that he did and will be greatly missed by all who knew him.

**Braxton Ulmer**
March 28, 1992 – March 17, 2020

Braxton Ulmer of Local 847 (Phoenix) died on March 17, 2020, from injuries sustained while working on the job.

Brother Ulmer was engaged to the love of his life, and he was an adoring dad to their two little girls.

Braxton was a wonderful man who cherished his family. He was a hard worker and a proud member of Local 847. He will be greatly missed by all of his ironworker brothers and sisters and by all who knew him.

Reported fatalities for the period of July 2019 through June 2020.
IN MEMORIAM

John Faber
August 10, 1957 – April 18, 2020

John Faber of Local 75 (Phoenix) died on April 18, 2020, from injuries sustained while working on the job. Brother Faber was a dedicated member for 24 years; he held office as a sergeant of arms and was a trustee for Local 75. He was also an instructor for Local 75’s apprenticeship.

John enjoyed spending time with his siblings and family. He was a great friend and was always up for a friendly debate. John was a great man who will never be forgotten.

Juan Barajas
December 24, 1980 – May 9, 2020

Juan Barajas of Local 416 (Los Angeles) died on May 9, 2020, from injuries sustained while working on the job.

Brother Barajas was a loving husband, father, son and brother. He was a true family man who loved nothing more than spending time with those that he loved.

Juan was a hard worker and a well-respected member of Local 416. He was a caring friend who treated everyone like family. He will be greatly missed by all who knew him.

Paul Cryderman
August 10, 1971 – May 8, 2020

Paul Cryderman of Local 25 (Detroit) was injured on the job May 6, 2020, and died on May 8, 2020, as a result of those injuries.

Brother Cryderman is survived by his mother and father, his brother, his beloved Nana and many loving extended family and friends.

Paul was a member of Local 25 for 22 years. He was a passionate outdoorsman. He loved the farm that he grew up on and his dogs with whom he spent countless hours going hunting. Paul was loved by everyone and will be greatly missed.
Local 97 (Vancouver, British Columbia) carried on the tradition of commemorating the Ironworkers Memorial Second Narrows Bridge collapse on June 17, 2020, despite the COVID-19 challenges.

Lucien Lou Lessard, a 91-year old living in a retirement home, is the only surviving ironworker today. “Never did I think that I would have to choose between honoring my fallen brothers and protecting my vulnerable neighbors,” Lou said with a heavy heart about this year’s memorial ceremony. “Not a day goes by that I don’t think about my brothers who passed, not a day goes by that I don’t cherish the gift of life.”

In place of the traditional large memorial event organized in previous years, an intimate memorial ceremony took place, consisting of Local 97 President Paul Beacom, Local 97 Business Manager Doug Parton, a reverend, a piper and a small number of guests leading the wreath procession. The event was broadcast via Facebook Live @joinlocal97 and...
IN MEMORIAM

Zoom. A video of the bridge collapse and survivors, including an interview with the last surviving ironworker Lou, is posted on Facebook Live.

It was disheartening that Local 97 and Lou will not be able to memorialize the 62nd anniversary of the bridge collapse tragedy as they had done in the past. Still, they were determined to honor those who died in the tragic collapse with a small and mainly virtual memorial ceremony this year. It allowed Lou to share memories and praise his fellow brothers, who died in the tragic collapse. A special tribute was added to this year’s memorial at the request of Lou—an ornamental steel rose be passed on to an apprentice from him. Kelly Wolff, an apprentice of Local 97, was chosen to accept this honor for 2020. Next year, Kelly will present the rose to another member apprentice and continue the custom as a lasting symbol for the young ironworkers taken too early in their lives, forever changing the history of families.

“Local 97 has lost all but one surviving member of the bridge collapse in the recent years, so it’s important to continue the memorial tradition and honor the memory of the lives lost in the tragic collapse,” said Beacom. “Our local is committed to preserving those memories and sharing them with the families of those ironworkers who are not with us anymore, despite the challenges COVID-19 present and the need to avoid social gatherings.”
Ironworkers lead interesting lives on and off the jobsite. Ironworkers& is the members’ chance to showcase the happenings in their lives. Did your local union have a recent pinning ceremony? Have you participated in a community event? Are you running for a local office? Want to share an ironworker memory or cool job you’ve been working on?

Opportunity and experiences abound for a union ironworker and we want to hear about it! Forward your Ironworkers& story to iwmagazine@iwintl.org. Make sure you include a photo and brief write-up, including members’ names and local numbers.

As an ironworker, there is no limit to what you can do. Ironworkers& will feature the many varied facets of ironworking life. Send in your stories, and more importantly, download IW Mobile to catch up on what is going on in ironworking communities across North America.

Because while the possibilities are endless, it’s all happening at One Union. The Iron Workers.
### Monthly Report of Lifetime Members

Lifetime members are published in the magazine according to the application approval date. Members previously classified as Old Age or Disability Pensioners that were converted to Lifetime membership effective January 1, 2007, will not be reprinted in the magazine.

**MARCH 2020**

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JCDecaux makes Juneteenth a paid holiday for Boston shopmen

JCDecaux, which employs members of Shopmen’s Local 501 (Boston), has announced its recognition of June 19 as a paid company holiday. Massachusetts has recognized June 19 as Juneteenth Independence Day, an annual state holiday, commemorating the day in 1865 that all enslaved Black people learned they had been freed from bondage, more than two years after President Abraham Lincoln issued the Emancipation Proclamation. JCDecaux stated their action was a restatement of its “commitment for an open and diverse workplace and to being a platform for equal opportunity and equal experience.” The company affirmed its commitment to “engaging and deepening their understanding and to shaping our community’s future.”

JCDecaux employees repair, clean and maintain street furniture in Boston and surrounding towns. The company, which has been signatory with Local 501 since 2002, sells advertising space on its numerous bus shelters, information kiosks and automatic toilets in the Boston region and at Logan Airport. Iron Workers’ members at JCDecaux have been deemed essential workers for their duties in maintaining necessary public transportation structures during the pandemic.
### APPROVED DEATH CLAIMS FOR MARCH 2020

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### OFFICIAL MONTHLY RECORD

**THE IRONWORKER**

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**TOTAL DEATH BENEFITS PAID:**

**MARCH 2020:** 197,070.00

**APRIL 2020:** 83,750.00

**TOTAL DEATH BENEFITS PAID:**

**MARCH 2020:** 1,250.00

**APRIL 2020:** 83,750.00

**DISAPPROVED DEATH CLAIMS FOR MARCH 2020:**

**NONE**

**DISAPPROVED DEATH CLAIMS FOR APRIL 2020:**

**SUSPENDED**
**DEADLY DOZEN**

**ACTIVITIES AND HAZARDS OUTSIDE**

1. Falls through unprotected or inadequate floor opening covers.
2. Collapse of unsecured open web steel joists.
3. Lack of fall protection and inadequate use of fall arrest equipment.
4. Falls during installation of floor and roof decking.
5. Material-handling injuries during steel erection and reinforcing steel activities.
6. Column collapse due to anchor bolt failure and/or insufficient concrete strength.
7. Structural collapse of unsupported reinforcing steel columns, walls and decks.
8. Struck-by injuries from falling objects, tools and materials.
9. Caught-between injuries during hoisting and rigging operations.
10. Impalement from unprotected reinforcing dowels or other vertical projections.
11. Electrical hazards and injuries from high-voltage power lines.
12. Heat illness and toxic exposure to chemicals and airborne contaminants.

**DEADLY DOZEN**

**ACTIVITIES AND HAZARDS IN THE SHOP**

1. Exposure to toxic welding fumes that create serious health hazards.
2. Striking hazards during material handling, loading and unloading trucks.
3. Dismemberment pertaining to machine guarding of shear presses, punch presses and other equipment.
4. Rigging failure and use of chains, slings, plate dogs and other rigging equipment.
5. Hazards pertaining to use of overhead rail cranes, gantry cranes and other cranes.
6. Hazards pertaining to use of forklifts and my jacks.
7. Exposure to toxic paints and chemicals through inhalation and skin absorption.
8. Exposures to airborne metals, dust and compounds during grinding and hot work operations.
9. Electrical hazards, de-energizing equipment and lockout tag-out systems.
10. Improper signals, communication and clearances.
11. Exposure to heat illness and dehydration.
12. Lack of protective eyewear, leathers, gloves, hearing conservation and other personal protective equipment.