



Research & Education

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OSHA Rescinds Interim Fall Protection Guidelines for Residential Construction

The U.S. Department of Labor's Occupational Safety and Health Administration issued a directive on December 22, 2010, rescinding the Interim Fall Protection Compliance Guidelines for Residential Construction (STD 03-00-001). Employers have until June 11, 2011, to comply with the new directive, which mandates that all residential construction employers comply with 29 Code of Federal Regulations 1926.501(b)(13). This section of the Fall Protection Standard requires the use of conventional fall protection methods (e.g., guardrails, safety nets or personal fall arrest systems) or alternative methods such as warning line systems and safety monitors for low-sloped roofing work to protect employees working six feet or more above lower levels.

The Interim Guidelines (STD 03-00-001), which were first issued in 1995, allowed roofing employers engaged in certain residential construction activities to use specified alternative methods of fall protection (e.g., slide guards or safety monitor systems) rather than conventional fall protection. Employers could use the alternative measures described in STD 03-00-001 without first proving that the use of conventional fall protection was infeasible or created a greater hazard and without a written fall protection plan.

The Interim Guidelines were never intended to be a permanent policy and arose out of concerns about the feasibility of establishing proper anchor points on wood-framed structures. With the continuing high number of fall fatalities from residential roofs and the availability of safe and effective fall protection methods in residential construction, OSHA decided to withdraw the Interim Guidelines and require better protection. Recommendations from the Advisory Committee on Construction Safety and Health, the National Association of Home Builders and the Occupational Safety and Health State Plan Association provided a separate and independent foundation for OSHA's decision.

Even with this change, if a residential roofing contractor can demonstrate that fall protection required under 1926.501(b)(13) is infeasible or presents a greater hazard, he or she can use alternative measures to eliminate or reduce the possibility of falls. Under this scenario, the employer would be required to develop and implement a fall protection plan which outlines the alternative measures and documents the reasons why conventional fall protection systems are infeasible or why their use would create a greater hazard. The plan must be site-specific and developed by a Qualified Person.

OSHA believes that this new directive will improve worker safety and result in a consistent enforcement policy with respect to all residential construction activities.

Meeting the Training Requirements of the New OSHA Crane Standard

Many of the Local Union training centers around the country aren't wasting any time helping signatory contractors comply with the training requirements for signal persons and riggers as specified by the new OSHA Crane and Derrick Standard. Most provisions in this standard went into effect on November 8, 2010.

Signal persons and riggers must be qualified but are not required to be certified by an independent third party. It's a different story for crane operators. The standard requires that crane operators must be certified by an independent organization such as NCCCO – the National Commission for the Certification of Crane Operators. NCCCO is only one of a handful of organizations accredited to issue these certifications.

The provision that requires crane operators to be certified will become effective in 2014, but a number of our Local Union training centers, in conjunction with their signatory contractors, are already working to get roofers—those who already have experience operating cranes—certified in the operation of mobile cranes.

Five-day Crane Operator Certification Training Programs were held at the Roofers Local 26 training center in Merrillville, IN, and at the Chicagoland Roofers' training center in Indian Head Park, IL. Both training programs were delivered by a company called ATS Specialized, LLC, which is located in Sun Prairie, WI, and is authorized by NCCCO to administer practical tests required for certification. A group called AIA monitored the written exams.

Candidates must pass two written exams and a practical exam in the category for which they are seeking certification. Those seeking certification to operate mobile cranes must pass a core examination in basic crane operation and then both written and practical exams specific to operating mobile cranes. The certifications are valid for five years. All recertification requirements must be met within 12 months of the expiration date.

Crane Operator Practical Exams

The following pictures show a few of the tasks crane operators must successfully complete as part of the practical exam: One involves navigating a load through a zigzag corridor; the other requires the operator to move the overhead ball from a start area into one barrel and then another barrel, without moving either barrel more than two inches.



A Local 26 operator is shown navigating a load through the zig-zag corridor, one of four tasks each operator must pass in order to successfully complete the practical exam. The operator is required to move the test weight through the corridor in a forward direction and then in a reverse direction without touching the load to the ground or touching or knocking over any of the corridor PVC barriers. Points are also taken off for exceeding the optimal time.



In this part of the practical exam, the Local 11 operator is required to bring the overhaul ball from the start circle and place it into barrel 1 and then barrel 2. Points are taken off for moving the barrel more than 2 inches, knocking over the barrel, allowing the hook or ball to touch the ground and exceeding the optimal time.

Signal Person Training Conducted for Local 143, Oklahoma City, OK, Members

International Assistant Director of Market Development Frank Wall and International Representative Eric Anderson teamed with Apprentice Instructor Vernon Cole and Business Agent Wes Whitaker to put on signal person program in Oklahoma City, OK, Local 143 in January. Thirty members of Local 143 attended the class.



Instructor Eric Anderson answers a question about OSHA requirements for qualified signal persons.



Apprentice Instructor Vernon Cole, Assistant Director of Market Development Frank Wall and Local 143 Business Agent Wes Whitaker lead roofers through signal person training.



Local 143 members take the written exam, which is mandated by the new OSHA requirements.



New Foreman Training Module Introduced in Local 49, Portland, OR

On December 8 and 9, 2010, Roofers Local 49 and the Southwest Oregon Roofers and Waterproofers Joint Apprenticeship Training Program hosted a two-day foreman training program, which centered on the recently completed module *Planning and Managing the Project and Workforce Skills*. Three instructors delivering the two-day program on behalf of the Roofers International Union included Marty Headtke, Apprentice Coordinator for the Chicagoland Roofers JATC, Indian Head Park, IL; Dan Knight, Apprentice Coordinator for Roofers Local 2 JATC, St. Louis, MO; and Jim Currie, Apprentice Coordinator for Roofers Local 10 JATC, Paterson, NJ. The class comprised 19 foremen from five contractor shops in the Portland area. Participation also included Southwest Oregon Roofers JATC Apprentice Coordinator Clint Mapes and Instructors Joel Gonzalez and Ray Carpenter, and Dan Smith, Training Director of the Bay Area Roofers and Waterproofers Training Center, Livermore, CA.

Including the training program held the Portland, OR, the International Union has now delivered 15 two-day foreman programs around the country since its initial rollout in February 2009, reaching more than 300 new and experienced foremen across the country. Eleven instructors can now deliver this training, and more instructors will continue to be integrated as this program moves forward.

The focus of this program was *Planning and Managing the Project and Workforce Skills* and addressed the following topics: Leadership Styles; Motivating and Reinforcing Workers; Dealing with Conflict; Planning, Setup and Jobsite Management; and Reading Plans and Specifications. As with the other modules that comprise the Foreman Training Program, this module was designed to allow participants to engage actively in learning. Lecture is minimized, while interaction and activity is maximized.

As an example, there is a series of exercises within the *Leadership Styles* topic that attempts to build effective leadership, promote rapid problem-solving and encourage teamwork. Others are designed to promote quality control and quality workmanship. For these and many other exercises, students are divided into crews of four or five, given some instruction about the exercise, and expected to work together to solve the problem or find a solution. Instructors debrief the group after each exercise, linking to experiences and situations in the workplace.

The training program continues to rate highly among the foreman attendees, leaving many attendees eager for more. All have regarded the training as valuable, and many have learned skills that will make them more effective leaders.

Dan Adams
Jeff Albrecht
Sam Cabrales
Reed Cook

John Davis
David Garcia
Kenny Howe
Luke Johnson

John Kneisler
Shain Knox
Trevor Matson
Rich McLeod

Jeremy Olney
Bill Sallee
Rick Samson
Bill Taylor

Dean Threet
Sergio Velazquez
Fred Munoz



Instructors Dan Knight, Jim Currie and Marty Headtke join foreman attendees from Local 49 for a group photo.



Members of this crew are working diligently to make an identical LEGO building of a master model, which is set up in a different room. Individual members for each crew, one at a time, rotate in to the master model and back out to their model putting the proper blocks in place EXACTLY! Fastest crew with the least mistakes wins.

Instructors provide directions to this crew on one of the blindfold exercises, which requires the crew to line up by order of height and to do this using non-verbal communication.



In this blindfold exercise, foremen must work together to figure out a way to line up these containers by order of weight.

Local 189's Commitment to Training

Local 189, Spokane, WA, delivered an OSHA 10-hour course under International Instructor Walter Smith last year for close to 20 members. This is just part of Local 189's ongoing commitment to providing the most qualified, best-trained roofers to contractors in the area.

"Local 189 will keep up with the national standards for OSHA, asbestos removal, first-aid training, crane certification and signal and rigger qualifications. This makes us more marketable for our signatory contractors," says Local 189 Business Manager Leo Marsura.



The crew from Bennett and Brosseau Roofing is proud of their job done well and done safely at Los Alamos National Laboratory.

Attention to Safety Pays Off for Local 11 Crew

A crew of Local 11, Chicago, IL, roofers received a letter congratulating and thanking them for their safety efforts and workmanship on a recent project. Bennett and Brosseau Roofing was asked to put a new roof on

Los Alamos National Laboratory after another contractor's roof had failed. It took just one week of observing the roofers' work for the safety officers to recognize their excellent performance and attention to safety. The crew won the safety award from the Laboratory.

Here are several comments from the safety officers and other management:

- "These guys understand safety"
- "Best sub-contractors they have seen"
- "There is no screaming just understanding"
- "Keep everything clean, tidy, and organized"
- "They have pride in their work, looks like they are doing it for their own home"
- "Organized, they all know what to do next"
- "Hard working"
- "Very respectful"