



Research & Education

by John Barnhard
Director of Research & Education



Local 195 Foremen Conquer Weather to Participate in Two-Day Program

Gusting winds and heavy wet snow, which is not an unusual occurrence in the Syracuse, NY, area in February, didn't stop foremen in Local 195 from participating in a two-day foreman training program held on February 24 and 25, 2011, at Local 195 in Cicero, NY.

Despite the winter assault, attendance was terrific both days, and all who attended received their foreman training completion cards. Four instructors delivered the two-day program on behalf of the Roofers International Union and 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; Jim Currie, Apprentice Coordinator for Roofers Local 10 JATC, Paterson, NJ; and Ed Rolfe, Apprentice Coordinator for Roofers Local 33 JATC in Boston, MA.

The International Union has now delivered 16 two-day foreman training programs around the country since its initial rollout in February 2009, reaching 335 new and experienced foremen across the country. Eleven instructors can now deliver this training, and more local union instructors will continue to be integrated as this program moves forward.

The highly interactive program that was delivered to Local 195 foremen included the following modules: Communications, Problem Solving, Diversity and Harassment, Safety, Teaching, and Math and Measurement Skills.

As is always the case, many are skeptical going into the class. But they are soon surprised at how energetic the class becomes and with how much they learn. It's an activity-based

learning experience where lecture is minimized and interaction and activity is maximized. Additionally, participants are asked to reflect on their experience and share ideas with each other. During the course, participants learn the roles and responsibilities of foremen, how to communicate more effectively, apply problem-solving skills, sharpen their teaching skills, understand their critical role in job safety, refresh their math skills and learn the value of diversity and how to deal with sexual harassment.

The training program continues to rate highly among the foremen; all continue to regard the training as valuable. Many have learned skills that will make them more effective leaders.

"I feel it was a very successful class and the four instructors were very knowledgeable. The subjects were useful and can be applied on the job. I enjoyed the two days and would attend similar classes."

"Class was good and very informative. Good energy from the instructors."

"The class was well presented and very informative. I felt that the instructors were well informed about the material and well versed with what they did."

"I learned more than I thought. I would enjoy a more advanced math class."

Because this experience was so upbeat and helpful, many of the foremen attendees said they couldn't wait for the next class. There is, of course, more to the foreman training program. The new module on Planning and Managing the Project and the Workforce is a two-day program which addresses the following topics: Leadership Styles; Motivating and Reinforcing Workers; Dealing with Conflict; Planning, Setup and Jobsite Management; and Reading Plans and Specifications.

We want to congratulate all of the foremen who completed the program and thank Business Manager Ron Haney and Local 195 and their signatory contractors for their support and assistance in making this program successful.

Syracuse, NY 2/24 - 2/25/2011

Justin Allman
Anthony Chiarizia
Joseph Chiarizia
Sven Christensen

Paul DeSimone
Todd Forman
John Gibson
Charles Gratton

Thomas Izyk
Eric Larsen
Lawrence Leaf
Nicholas Maselli

Michael Maselli
John Moorehead
Brian Redhead
David Rieben

Lawrence Rieben
Paul Rieben
Ryan Shampine



Instructors Dan Knight, Marty Headtke, Jim Currie and Ed Rolfe join foreman attendees from Local 195 for a group photo.



New Apprenticeship Training Facility Boosts Local 188 Program

Dreams of having their own hands-on training facility have become a reality thanks to the hard work of officers and members of Local 188, Wheeling, WV. Earlier this year, volunteers placed the finishing touches on a 30' x 36' training addition to the local union building.

The facility, constructed of concrete block, contains a metal deck, flat top roof (for hands-on training), and dedicated electric for hot air and robotic welders. The classroom holds a blackboard, flat screen and DVD player for conducting training. The building is finished with glass block windows, steel man door and insulated 9' garage door.

They hired a local union contractor to construct the building, but the hard work—the roofing—was done by Local 188 volunteers. Included in the design are parapet walls which are adapted for personal fall arrest systems, so the area can also be used for safety training.

Now that it's complete, the local will be able to offer training for apprentices and upgrades for journeymen, right in its backyard. Areas of training include wall flashings and curb flashings.

“This summer we'll paint it and add signs,” so it will be more visible and marketable, said Local 188 Business Manager and Apprentice Co-Chairman Gary Zadai. With or without paint, the new training facility will be a tremendous asset to all members of Local 188. ■



The new classroom can seat about 24 students.



Tony Long flashes roof curb.



Volunteers who roofed the new addition include, from left, Steve Groome, Tony Long, Training Coordinator John Dolak, Ben Roxby and Rick Burlenski. Not pictured are Gary Zadai, Jim Zadai and John Nuckles.



The beginning stage of construction on the Local 188 training facility shows just the concrete block exterior.



Behind the instructor's desk are the roofing instruction manuals and blackboard.



First-year apprentices learn ply lines during one of their training sessions.



Training Directors Tackle



Leading a session on problem-solving exercises for 100% fall protection solutions, Dan Knight of St. Louis, MO, provides insights to (seated, left to right) Marvin Cochran of Columbus, OH; Clint Mapes of Portland, OR; Jim Currie of Paterson, NJ; and Dan Craig of Cleveland, OH.

With a grant from the OSHA Susan Harwood Program, the Roofers and Waterproofers Research and Education Joint Trust Fund held a national Trainers Workshop on personal fall arrest systems (PFAS) in April at the Chicagoland Roofers and Waterproofers Training Center.



As part of the Fall Protection Competent Person Certification course, trainers learned how to attach PFAS anchors without exposure to fall hazards. Rick Subiono of Honolulu, HI, (left) and Marvin Cochran of Columbus, OH, practice their techniques.

Twenty training directors and apprenticeship coordinators from local training trusts all over the country devoted four days to exchanging ideas, learning new skills, and developing new instructional methods for improving fall protection training in the union roofing industry. In the first two days, these master trainers completed the

Fall Protection Competent Person Certification course conducted by Capital Safety-DBI/Sala. All 20 received their certifications. The hands-on course covers every aspect of personal fall arrest systems – from legislation to special solutions for roofing.



Garlock Safety Systems exhibited new products. Above, National Field Sales Manager Jeff Vannatta shows a new hole guard to (left to right) Marty Headtke of Chicago; Dick Tessier of Twin Cities, MN; Keith Vitkovich of Hammond-Gary, IL; Bill Barnes of Cedar Rapids, IA; and Darrell McQuilling of Indianapolis, IN.

Day 3 of the Trainers Workshop brought an unusual new activity. The 20 master trainers worked on the development and testing of checklists for evaluating trainees' PFAS skills. The checklists cover the donning of harnesses and



Dr. J. Nigel Ellis (standing) consults with this PFAS checklist team led by Dan Smith of Northern California and including (left to right) Dan Knight of St. Louis, MO; William DeLeon of Bridgeport, CT; Bill Barnes of Cedar Rapids, IA; Keith Vitkovich of Hammond-Gary, IL; Marty Headtke of Chicago, IL; Dan Smith; and Kevin Coleman of Chicago, IL.



PFAS in Workshop

inspection of harnesses, lanyards, and lifelines. Trainers worked in three teams, each led by a master trainer. Technical expertise was provided by Dr. J. Nigel Ellis, the internationally recognized fall protection authority.

On the final day, trainers worked on lesson planning led by Marty Headtke of Chicago, IL, and Dan Knight of St. Louis, MO, and heard a presentation on OSHA rights by



Above, Capital Safety-DBI/Sala trainer Becky Danielson provides hands-on instruction in rope grab installation. Each trainer took a turn demonstrating his capability. Below, Jim Currie of Paterson, NJ, seeks technical advice from Dr. J. Nigel Ellis for this PFAS checklist team of (right to left) Mark Woodward of Ann Arbor, MI; Dan Craig of Cleveland, OH; Billy Wiggins of Decatur, IL; Marvin Cochran of Columbus, OH; Darrell McQuilling of Indianapolis, IN; and Brian Gregg of Detroit, MI.

Andy Smoka of Minnesota State OSHA. The Roofers and Waterproofers Research and Education Joint Trust designed and organized the Trainers Workshop with local trusts and with help from FOF Communications.



Clint Mapes of Portland, OR, (standing) leads this PFAS checklist team of (right to left) Scott Johnson of Erie, PA; Dick Tessier of Twin Cities, MN; Guadalupe Corral of Southern California; Rick Kujawa of Toledo, OH; and Rick Subiono of Honolulu, HI.

Certified Competent Persons



Dan Smith of Northern California; Scott Johnson of Erie, PA; Marty Headtke of Chicago, IL; and Dan Knight of St. Louis, MO, take turns practicing personal fall protection (PFAS) rescue. The two-day Fall Protection Competent Person Certification course was conducted by Capital Safety-DBI/Sala Instructors Becky Danielson (suspended) and Jim Hutter (right).