
MICHIGAN CHAPTER SMACNA & THE FIVE CITIES ASSOCIATION OF MICHIGAN

A MICHIGAN ALLIANCE

DATES TO REMEMBER

National Convention

September 27 - 30, 2015
Colorado Springs, CO

Chapter Golf Outing

Wednesday, July 29, 2015
Bucks Run Golf Course

Construction Safety Day

March 19, 2015
Michigan State University

Supervisor Training Academy

March 26-28, 2015
St. Louis, MO

Financial Boot Camp

May 18-20, 2015
Tempe, AZ

New OSHA Reporting Requirements

Revised record keeping rules went into effect January 1, 2015, changing what employers are required to report to the Occupational Safety and Health Administration. Employers will now be required to report all work-related fatalities within eight hours and all in-patient hospitalizations, amputations, and losses of an eye within 24 hours of finding about the incident.

“OSHA will now receive crucial reports of fatalities and severe work-related injuries and illnesses that will significantly enhance the agency’s ability to target our resources to save lives and prevent further injury and illness. This new data will enable the agency to identify the workplaces where workers are at the greatest risk and target our compliance assistance and enforcement resources accordingly”

**Assistant Secretary of Labor for Occupational Safety and Health,
Dr. David Michael**

Previously, OSHA required an employer to report only work related fatalities and inpatient hospitalizations of three or more employees. Reporting single hospitalizations, amputations or loss of an eye was not required under the previous rule.

**Updates to OSHA's
Recordkeeping Rule . . .
continued from page 1**

All employers covered by the Occupational Safety and Health Act, even those who are exempt from maintaining injury and illness records, are required to comply with OSHA's new severe injury and illness reporting requirements. To assist employers in fulfilling these requirements, OSHA is developing a web portal to report incidents electronically, in addition to the phone reporting options

You can report to OSHA by calling OSHA's free and confidential number at 800-321-OSHA (6742)

OSHA is developing a new means of reporting events electronically, which will be available soon at www.osha.gov.

**Michigan Construction Safety
Training Day**

March 19, 2015

University Club of MSU

Lansing, Michigan

Michigan Construction Safety Training Day is sponsored exclusively for Michigan's construction industry by the AGC of Michigan, the Michigan Department of Licensing and Regulatory Affairs-Construction Safety and Health Division, and the O.E. #324 Labor Management Education Committee. Safety Day offers a general safety program, an executive safety forum, and an exhibitor trade show.

A number of pertinent safety training classes are scheduled, including: Fall Protection, Traffic Control, Crane Signal Safety, Soil Erosion & Construction, Trench Safety & Underground Construction, and Working Safely on Healthcare Projects. Training session details are on page 8.

Registration includes: Attendance in up to four training sessions of your choice; Admittance to the Exhibitor Trade show; Buffet lunch; and Prize drawings.

Contact Jan at the Chapter Office to register - smacna@comcast.net or telephone 517-339-1123

***Michigan Chapter SMACNA wishes to recognize
MICHIGAN AIR PRODUCTS of Saginaw, Michigan
for their continued support of our annual golf outing***

COLLEGE OF FELLOWS SCHOLARSHIP APPLICATIONS NOW BEING ACCEPTED

The Sheet Metal and Air Conditioning Contractors' National Association (SMACNA) College of Fellows Scholarship Program is now open and accepting applications at www.smacna.org/scholarship

Applicants must be a SMACNA contractor, employee of a SMACNA contractor, SMACNA Fellow, employee of a SMACNA chapter, employee of SMACNA National, SMACNA National Associate Member, or a family member of any of the aforementioned.

All scholarships are open to students seeking to further their education by attending an accredited four-year university or college. The applicant may pursue any course of study, however, it is hoped that a career in a field related to the sheet metal industry will be considered.

Over the years many Michigan Chapter SMACNA family members have received this outstanding scholarship award, and we are hoping for many more in the future.

For additional scholarship information and the application, contact Jan @ the Chapter office @ smacna@comcast.net

Supervisor Training Academy

**March 26 - 28, 2015 in St. Louis,
Missouri**

There's no question that contractors who provide employee education and training reap the rewards of their investment. SMACNA now has developed a Supervisor Training Academy for both new supervisors and those with several years experience. The program will take a new supervisor and put them on the right track to success in the field. Seasoned supervisors will fine tune their skills and learn the core values of high-performing supervisors. This highly interactive program will cover leadership, communication, productivity, profitability measurement, and tune in to leading industry trends.

The Supervisor Training Academy is recommended for HVAC/ sheet metal foreman, shop foreman, superintendents and other critical managers.

For additional information contact Jan @ the Chapter office @ smacna@comcast.net

**Michigan Chapter SMACNA
Wishes to Thank
John LaMarre of Nelson Trane
Sales Co.
for Their Support of the SMACNA
Annual Golf Outing**

SMACNA MANUAL

ENERGY SYSTEMS ANALYSIS AND MANAGEMENT MANUAL

With the rising cost of fossil fuels and the increase of environmental concerns, reducing the energy consumption of HVAC systems is increasingly important. With these changes and with new changes coming on the horizon, the SMACNA contractor needs to be positioned to meet these challenges. New construction is only one part of the opportunities that are available for the contractor. Opportunities exist in other parts of the industry and the Energy Systems Analysis and Management Task Force was formed to develop a revised and updated manual that addresses the variety of services which can be provided by the SMACNA contractor.

Second Edition, 2014

Copies of all SMACNA technical manuals can be obtained from the chapter office, contact Jan at 517-339-1123 or email to smacna@comcast.net

A Manager's Most Important Words

It's tempting to think more is always better. But when it comes to words, often less is more. At the dedication of a cemetery in 1863, key note speaker Edward Everett talked for two hours and his oration was praised on the front pages of the nations newspapers. But history remembers the heartfelt two-minute speech that followed: Abraham Lincoln's Gettysburg Address. As Everett later told the president, "I wish that I could flatter myself that I had come as near to the central idea of the occasion in two hours as you did in two minutes." When speaking with your employees, remember the power of brevity in the...

- five most important words: You did a great job!
- For most important words: What do you think?
- Three most important words: I was wrong.
- Two most important words: Thank you.
- One most important word: We.

Brevity

"The most valuable of all talents is that of never using two words when one will do.

Thomas Jefferson

10 Things You Don't Know About Your Foremen

by Mark Breslin

I bet you think you know your foremen pretty well. You don't. Really.

They have been working for you forever right? But you haven't really been paying attention.

Your foreman are the backbone of your company. And they are holding back on you. You're missing a lot by making assumptions about who they are and what they think. And those assumptions are costing you hundreds of thousands (if not millions) of dollars in lost profits over the course of their and your, careers.

I've spent the last several years talking with and training several thousand foremen and superintendents all over the U. S. and Canada, so I know what I'm saying when I tell you, honestly, you don't have a clue what's going on inside their heads.

Let's start by examining a list I put together of 10 very important things you probably don't understand about your foremen.

1. Your foremen don't see themselves as professionals. They don't describe themselves that way. They don't see it as a professional position - in fact, they barely see it as a management position. If guys who are going to manage \$100,000,000 to \$1 billion in projects over the course of their careers aren't professionals, then what are they? Maybe you should ask them.
2. On average, your foremen have received zero formal professional leadership and management training to prepare them for this high level responsibility, role and identity.
3. Your foremen don't know what they do for a living. When I ask them, a full 90% respond, "I'm a (pipefitter, ironworker, boilermaker ..." fill in the craft)." This is the wrong answer. It reflects a craft-worker mindset, not a supervisory one. The correct answer is "I am a professional construction foreman/superintendent". It is very difficult for them to make that jump and not feel embarrassed, but how they see themselves determines how they act and lead on the job.

"They're doing the best they can with what they've got, but they need their employers to help them understand how important and vital they are to their company and the industry."

... Mark Breslin

KNOW YOUR FOREMAN

4. Your foremen rarely solicit input from their crews. They a) think they will look weak, b) worried that someone else will get credit for a good idea and take their job, c) would never think to ask, or d) don't even know that it's part of their job.
5. Your foremen run their crews almost 100% of the time using authority, not influence. Which approach do you think is more effective, productive and profitable?
6. Your foremen are often stuck between the roles of "boss" and friend. This kills the ability to discipline and hold others accountable for their actions.
7. Your foremen do not effectively delegate. They are get-it-done people and therefore over participate in the action at the job site. They are excellent at directing tasks. They generally do not empower people and wouldn't know how to anyway. Wonder who's fault that is?
8. Your foremen often have confused loyalties between their roles as multi-million dollar company managers and union members. The peer pressure of being a "good union guy" is leveraged regularly by their peers, reducing effectiveness and authority.
9. Your foremen do not admit mistakes or failures. Failure is not a learning experience in their eyes; failure is simply failure.

10. Your foremen do not know how to effectively motivate their crews. The most effective and well-documented tools of praise and positive reinforcement are generally entirely absent. What was not given to them will not be given to others.

Now let's review. I'm willing to guess a few of the items on this list don't come as a surprise to you. So the obvious question is, what are you doing to fix these attitudes among your foremen? By refusing to act or address the problems you own them — they're all on you.

How about the attitudes and actions on the list that you didn't know about? Now that you do, what is your next move? Are you going to discuss them and provide your guys with the tools to address them, or just rationalize them away and take the path of least resistance?

Several hundred thousand foremen are waiting for your help. They're doing the best they can with what they've got, but they need their employers to help them understand how important and vital they are to their company and the industry.

BY MARK BRESLIN -

Author of "THE FIVE MINUTE FOREMAN BOOK" - visit his website @ www.breslin.biz to order

SHEET METAL TRAINING SCHOOLS FIND SUCCESS IN E-READER PILOT PROGRAM

Three sheet metal training schools (Locals 12, 2 and 104) found success in the recent e-reader pilot program. For the last six months, three union sheet metal training centers participated in an e-reader pilot program with the International Training Institute. The training centers received partial reimbursement of funds for providing tablet devices to apprenticeship classes as a way to access textbooks and other education materials in lieu of paper resources.

All apprentices had the option to use the best technology for them, including continuing to use the paper books in conjunction with the e-readers.

The tablets were used by first through third year apprentices while in class.

Assignments, books and online training such as foreman certification and HVAC Fire Life Safety I and II were all made possible by the tablet. Also, the ability to teach Microsoft Word and Excel as well as AutoCAD was invaluable to the students.

Local #2 Training Director Rivera said “Apprentices told us every foreman in their company was using a tablet”. Even when they are away from campus, apprentices can access their books from any device with an internet connection through the ITI’s Read application. “They see their foremen using tablets on the job. So, that was a big deal. And, when they’re on the job, the apprentices have a complete library with them because they have those books.

The three schools have stated their satisfaction of the e-reader as a diversified tool for education.

A second pilot program is now being considered beginning next fall.

SAFETY CORNER

Cold weather can be just as dangerous as hot when it comes to keeping outdoor workers safe. Exposure to cold can cause injury or serious illness such as frostbite or hypothermia.

Keep workers safe in cold weather:

- *Dress appropriately before going outdoors. The air temperature does not have to be below freezing for someone to experience cold emergencies such as hypothermia and frostbite. Wind speed can create dangerously cold conditions even when the temperature is not that low.
- *Avoid being outside in the coldest part of the day, or for extended periods of time in extreme cold weather
- *Dress in layers so they can adjust to changing conditions.
- *Wear a hat, preferably one that covers the ears.
- *Wear mittens, if possible; they provide more warmth
- *Wear waterproof, insulated boots
- *Stay hydrated.
- *Get out of wet clothes immediately and warm the core body temperature with a blanket or warm fluids like hot cider or soup. Avoid drinking caffeine or alcohol.
- *Recognize the symptoms of hypothermia, these include confusion, dizziness, exhaustion and severe shivering. Have workers seek medical attention immediately if they have these symptoms.
- *Recognize frostbite warning signs: gray, white or yellow skin, discoloration, numbness, waxy feeling skin. Seek medical attention immediately if they have these symptoms. Do not rub with snow.

Regardless of how cold conditions become, usually work can continue in a healthy and safe environment as long as workers recognize the environmental and workplace conditions that lead to potential cold-induced illnesses and injuries.

Train workers to recognize the signs and symptoms of cold-induced medical issues and what to do to help

SAFETY DOESN'T HAPPEN BY ACCIDENT

Michigan Construction Safety Training Day - Class Sessions

1. **New Hazcom** - When working with chemicals that are part of the building process, employees need to know the dangers and how to protect themselves. Attend this class to learn how chemical safety will be handled in the future.
2. **Crane Signaling** - Changes in the crane standard, a new mandate requiring anyone signaling a crane needs to be trained and pass a written and practical test to be a qualified signaler. Attend this class to understand the parameters that enable an employee to be recognized as a qualified signal person.
3. **Good, Bad and Ugly: 40 Year Evolution of Construction Accidents** This program will discuss the transition that occurred in the last 40 years of construction fatalities. Although the types of accidents have changed over the past 40 years the basic causes of fatalities remain the same when safe practices are overlooked by employers and employees.
4. **Miss Dig** New legislation in 2013 created the Miss Dig Underground Facility Damage Prevention and Safety Act 174 that went into affect on April 1, 2014, attend and find out what new changes have been made and how to be in compliance with both Miss Dig and MIOSHA standards.
5. **Rigging Fundamentals** This session will describe the many new rules regarding working with a crane and proper rigging. Attend and you will learn about the requirements for identification for rigging and how the capacities can be affected by the configuration being used
6. **Trench Safety and Underground Const.** This program will explain the basics of trench safety, provide an overview of OSHA and MIOSHA standards for excavations and explore the best practices for installation or repair of underground utilities

7. Health Hazards in Construction

Awareness Hazards on the construction site are considered obvious, but others are not. The dangers from asbestos, lead, silica cadmium and other hazards may be invisible to the naked eye so many times no one recognizes it and therefore action to protect oneself is not taken and a slow death can result. Attend this class to get an awareness of the health hazards and how to protect yourself.

8. Fall Protection Falls are the construction industry's biggest killer. Using passive types of fall protection is best but not always possible. Using personal fall arrest protection (PFAS) is the alternative. When used correctly PFAS is very effective but adds a mandate for a quick rescue. Attend this class to understand the need for a quick rescue and the proper procedures that need to be employed.

9. Working Safety on Healthcare Projects

Working in a healthcare facility can be challenging and dangerous not only to the construction workers but also the healthcare workers and patients. This session is a must for anyone who is working or going to be working on a healthcare facility project. Covered will be infection control risk assessment and interim life safety measures. Incorporating these in your projects safety strategy is a must to ensure that not only your workers but also the healthcare worker and patients are protected.

EXECUTIVE SAFETY FORUMS

1. MIOSHA is celebrating its 40th year in protecting the working men and women in Michigan. This session will outline what MIOSHA is doing in the present and plans for the future that will impact your company.
2. MIOSHA Appeals - MIOSHA has one of the most "customer friendly" appeals processes. Learn details related to the appeals process and information on appealed cases in the past.