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**STEPPING UP SAFETY:
THE NUMBERS MAY
SURPRISE YOU**

**OSHA TRACKING:
STATUS AND DEADLINES**

INVESTING IN **SAFETY**

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ENFORCING NEW
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INVESTING IN **SAFETY**

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FROM OUR PRESIDENT

Safety cliché or safety culture?



I'M SURE YOU'VE HEARD OR USED THE CLICHÉS, "SAFETY IS NO ACCIDENT" OR "SAFETY FIRST." There are hundreds of safety adages like it. While they may be used with well intentions, Psychologist and Trainer, Rob Long, PhD., says the use of safety language like this is meaningless. It dumbs down our safety culture and distracts us from taking safety seriously.

Workplace safety is a very serious issue, but it never actually comes first, Long argues. If safety were placed as a priority ahead of production, most companies would be out of business. Long says when absolute language is used on this serious issue, it has the potential to be viewed by employees as "spin" and they won't take it seriously. Obviously, the odds of safety incidents rise with dismissive employee attitudes about safety.

More importantly, it's the culture that matters more than words used. This culture starts at the top with you. You can't just talk about it either. For employees to truly take safety seriously, leaders must lead by showing they practice good safety habits, effectively communicating safety procedures, offering training to all employees, establishing accountability and rewarding success. Culture

is more of a system – or the way things are done in your workplace – rather than a program.

Sure, you can have a program in place with the intention of preventing injuries or loss of life, but "programs" can be disregarded and lead to complacency. Safety culture goes beyond programs. Safety culture is more about mindset, attitudes and behaviors of everyone on the jobsite.

Unless you've had your head buried in an OSHA 1926 Construction Manual all year, you know we've experienced significant safety activity in 2017. You may have heard OSHA fines and citations have skyrocketed 50 to 75 percent this year. Also, OSHA began a new tracking system of workplace injuries and illnesses. By now you've heard about OSHA's new Respirable Silica Standards for construction and about the Safety Training Evaluation Process (STEP) to put you on a solid path to new safety goals.

These important items are all be addressed in this edition. Use it as an excellent first source to change your company mindset and safety culture, which are sure to improve your odds of avoiding costly injuries to your workers and big compliance penalties in the future.

— John Mielke

“
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WHEN CONSTRUCTION
COMPANIES MAKE SAFETY
THEIR CORE VALUE, GREATER
PRODUCTIVITY WILL FOLLOW

SAFE AND SUCCESSFUL

By Don Moen — ABC of Wisconsin, HR & Safety Director

When the new CEO of Alcoa Aluminum, Paul O'Neill, met the board and major investors for the first time, he didn't mention profits, productivity, distribution or competition.

Instead, he delivered a shocking message: "If you want to understand how Alcoa is doing, you need to look at our workplace safety figures."

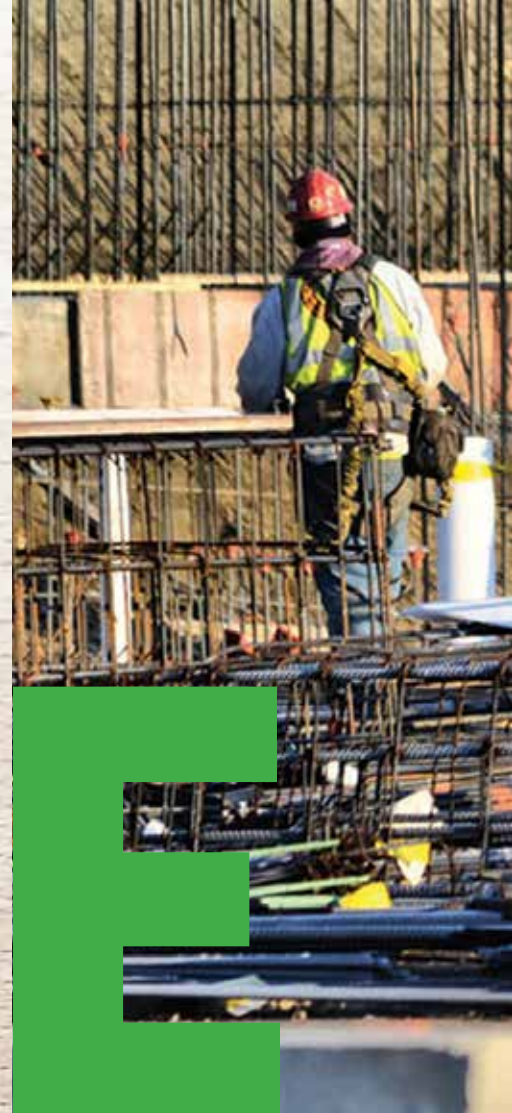
O'Neill understands the role that safety plays in establishing an organization's values and culture. The one common thread that runs through every workforce is the desire to be safe; to go home at night in the same condition in which you arrived at work.

By stressing that safety is the most important value in the company, O'Neill laid the framework for what he called a "Habit

of Excellence." When the company rallied around safety as their priority, the habit of excellence followed suit in all other areas.

The commitment to safety from any workforce starts with a commitment from the management team that goes beyond the basics of being OSHA compliant and hazard-free. The stronger the commitment and the more consistent the follow through, the fewer times injuries will occur; leading to greater productivity. A jobsite crew that is dedicated to the habit of excellence in safety is dedicated to performing their jobs the right way.

Safety is a major consideration in all aspects of the construction process. Maintaining high safety expectations creates a place where your employees can be productive and feel confident.





Attention to safety is not just about being socially responsible. It also makes good business sense. It should be regarded as important as the achievement of any other key business objectives.

Of course, working out what modern safety and health law means for your business can be quite a headache. Don't be frustrated. On the face, there does seem to be a lot of regulations, but the underlying principles are really quite straightforward. Here's what all needs to happen to make safety a core value:

Put Systems in place to Manage Health & Safety

You need to have a system (e.g. a policy, designated persons and clear procedures) in place to manage health and safety. You need to be able to show how you plan, organize, control, monitor and review your systems. Lastly, you need to place someone in charge to help you comply with your legal obligations.

Identify hazards

You need to identify your main hazards (things that could cause your company and individuals harm).

Assess Risk

You need to assess your risks. Risk assessment is the key to working out what needs to be done; but don't make it over-complicated. Remember, it is a working tool to help you prove to yourself and your employees that you have identified the main areas in your business which could cause accidents and that you are doing everything you should to prevent those accidents from happening.

Risk Control Measures

You need to make sure that your risk control measures are adequate and that they are used, maintained and continue to work. (You also need to put in place any back up measures that may be needed, like health monitoring or emergency procedures.) You also need to inform, train and supervise your employees.

For the most part OSHA, State and Federal law sets out certain safety and health goals (rules) to be achieved and indicates appropriate benchmarks to help you work out whether your controls are up to reasonably practicable standards. There is an underlying requirement to reduce or eliminate hazards at the source or isolate

people from them (for example, when working at heights over six feet, placing guardrails up) before using other forms of control. Relying on the use of personal protective equipment – like respirators or protective footwear – is a last resort and is only acceptable when all other options have failed.

Getting Started

If all this is new to you, where do you start?

Where Are You Now

Armed with the knowledge you have gained, try to answer the following questions: "When it comes to safety and health, where are you now as a company?" and "Where do we want to be this time next year?"

- Start by completing ABC's STEP program, evaluating the 20 key construction safety components.

- Next, look at your company's health and safety policy statement. It should be the basis of your company's health and safety action plan.

- Ask yourself whether you have an effective safety and health management system in place. In other words, a planned way of tackling problems. Again utilize ABC's STEP.

- Do you have clear policies and objectives for safety and health?

- What specific training do your people need?

- Have you appointed a competent person to help you comply with your safety obligations?

- Have you identified your main hazards and assessed the risks?

- Have you selected the right control measures to tackle these risks? Are they adequate or do you need to do more and are they actually being applied in practice on the jobsites?

- Are you monitoring progress, for example, by inspecting the workplace regularly or investigating accidents and "near misses," to learn from your mistakes?

- Have you set a date to review your safety and health performance against your plan?

If you are the person in overall control of your business, "the buck stops with you." You cannot achieve a safe and healthy working environment on your own, however. It has to be a team effort and you need to consult with your employees and other safety professionals (ABC, Insurance company, etc.). You need to get proper safety and health coordination going with other businesses with which you come into contact, such as clients, customers, suppliers and/or contractors. You need to build ownership and commitment to safety throughout your workforce to make it a core value.

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You need to remember that besides protecting people and the environment, action on safety and health can also make a major contribution to business success. Not only will it help stop accidents among your people, it will reduce your accident losses, improve your profit and loss statement and help you become more efficient. Don't think accidents can't happen in your company. Above all, don't wait for things to go wrong and then go for the "quick fix." Build safety and health in your business plan from the start. Don't delay – make time to get started today!

Who Can Help You Start Your Path to Financial and Safety Success?

In your construction partnership with ABC of Wisconsin, be assured safety is our first core value. Safety is a major consideration in all aspects of the construc-

tion process. Helping members maintain high safety expectations creates a culture where your employees can be productive and feel confident. A successful construction project is one that is safe, clean, well-managed and profitable; and ABC of WI can assist you in achieving that goal.


Dealing with the ever-changing safety regulatory rules

Complying with the ever-changing construction safety regulatory rules and standards, combined with meeting individual safety requirements, can be an overwhelming task that demands particular expertise and understanding. ABC of Wisconsin helps members in any number of areas, including:

- Free Answer Service to discuss safety-related questions.
- Free Video Loan Program from ABC of Wisconsin's Safety Library.
- Safety Manager for the Day programs

available at hourly rates, or one, two, three and four day(s) a month rates.

- Job site Inspections to assist members in providing a safer workplace.
- Customized, written safety programs designed to meet ABC members' individual needs.
- OSHA and WisCon Partnership.
- Assistance in dealing with OSHA.
- Annual Construction Workers Safety Conferences.
- STEP Program.
- Annual Safety Awards.

ABC's in-house safety team is comprised of four dedicated professionals whose practice is the structure and implementation of construction workplace safety, loss control and regulatory compliance. They not only hold highly-technical degrees but have practical "in-field safety" experience to assist you in making safety a core value. 

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OSHA BEGINS ENFORCING

NEW RESPIR SILICA

IN CONSTRUCTION INDUSTRY

By Chuck Palmer — Attorney, Michael Best & Friedrich, LLP

The Occupational Safety and Health Administration (OSHA) began enforcing its respirable crystalline silica rule for the construction industry on Friday, September 23, 2017. Originally set to go into effect in June, the Department of Labor (DOL) and OSHA delayed enforcement of the rule by 90 days. The delay was intended to provide DOL and OSHA additional time to issue guidance to industry regarding compliance.

Respirable crystalline silica is airborne particles containing quartz, cristobalite or tridymite that meet certain size specifications. OSHA estimates that about 1.85 million workers in construction workplaces are exposed to respirable silica dust during activities such as grinding, cutting or crushing brick, concrete, stone and other masonry materials. The construction silica rule is a companion to OSHA's general industry silica rule that is enforceable, beginning June 23, 2018.

In a memorandum to regional OSHA administrators, Acting Deputy Assistant Secretary of Labor for OSHA, Thomas Galassi, said that OSHA will evaluate good faith efforts taken by employers to comply with the new standard during the

RESPIRABLE RULES

first 30 days of enforcement. However, if an employer makes no effort to comply, OSHA may inspect, collect air samples and consider employers for citation. General contractors should collaborate with subcontractors to ensure that all personnel on their sites are taking steps to achieve compliance.

The rule significantly lowers the permissible exposure limit (PEL) for respirable silica dust in the construction industry, imposing a 50 microgram per cubic meter ($\mu\text{g}/\text{m}^3$) exposure limit, calculated as an eight-hour time-weighted average (TWA). This new uniform numeric-value standard replaces a prior formula-based standard that varied depending on the composition of silica present and often permitted higher exposures.

Employers subject to the construction rule may comply in one of two ways. First, for certain listed tasks involving materials containing crystalline silica, the employer may comply by fully and properly implementing required engineering and work practice controls and respiratory protection as prescribed by Table 1 of the rule. Thus, an employer may be able to fully comply with the rule by implementing dust control measures such as water dust suppression or vacuum dust collection meeting the particular requirements for the activity. In the alternative, an employer may comply by completing “exposure assessments,” of employees above the action level of 25 micrograms per cubic meter, expressed as an eight-hour TWA.

Employers choosing the “exposure assessment” option may meet their obligations by (1) using air monitoring data or objective data to characterize and monitor employee exposures to

ensure compliance or (2) adopting a scheduled monitoring procedure to identify and periodically evaluate the exposure of employees who may be above the action limit of 25 micrograms per cubic meter when measured as an eight-hour TWA. Based on the results of the exposure assessments, the employer must

The rule significantly lowers the permissible exposure limit (PEL) for respirable silica dust in the construction industry.

implement engineering and work practice controls to limit exposures to or below the PEL, where feasible. If attaining employee exposure levels below the PEL is not feasible, the employer must implement controls to reduce respirable silica to the lowest feasible level and provide employees with respirators compliant with federal regulations.

The rule also contains several ancillary requirements.

Under the rule, employers must:

- Make medical screening available to employees who are required to use a respirator more than 30 or more days per year;
- Develop a written exposure control plan;
- Maintain certain records;
- Comply with certain limitations on housekeeping practices, such as using wet sweeping, HEPA-filtered vacuuming, or other methods designed to reduce employee exposure when feasible.

OSHA's enforcement approach means that employers need not solve respirable silica problems overnight, but immediate good faith efforts are necessary to avoid potential citations. If you are digging, breaking up, or cutting pavement or other hard structures, drilling rock/wells, mixing concrete, tunneling, repairing/relining rotary kilns or cupola furnaces where dust is airborne – and of course if you are sand blasting – action is necessary now. If OSHA inspectors observe airborne dust in connection with these activities, they will ask what you have done to address silica issues. It's best not to approach silica issues by burying your head in the sand. Start by evaluating exposure, followed by evaluating engineering and other controls and utilize proper respiratory protection until you are satisfied employee exposure is below OSHA limits. Put the plan to do this in writing this month with target dates and then follow the plan.

Chuck Palmer can be reached at cbpalmer@michaelbest.com or 262-956-6518.

OSHA TRACKING

**New “Improve Tracking of
Workplace Injuries and Illnesses” Rule:
What’s the status and what are the deadlines?**

By Eric Hobbs — Attorney, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

ON MAY 12, 2016,

OSHA published its “Improve Tracking of Workplace Injuries and Illnesses” rule (“Rule”), also often referred (errantly) to as the “Electronic Recordkeeping” rule. (In fact, it doesn’t mandate anything new, electronic or otherwise, in the way of recordkeeping.) The Rule requires employers to submit their 300 Log, 301 Form and 330A Annual Summary data electronically by certain dates and prohibits employers from discriminating or retaliating against employees for protected safety activity. When published, the Rule

stirred quite a controversy, which continues and will continue, in part but not only because it provides for the publication of the submitted data on OSHA’s website with attribution to the employers who have submitted them. Two legal challenges to the Rule are pending in federal courts in Dallas and Oklahoma City, though both suits have been stayed by the courts pending the Trump Administration’s reconsideration of its position in each.

In the meantime, OSHA has pushed back the due dates for

The Rule requires employers to submit their 300 Log, 301 Form and 330A Annual Summary data electronically by certain dates and prohibits employers from discriminating or retaliating against employees for protected safety activity.

electronic data submissions under the Rule on two occasions, most recently delaying the first submission date (originally July 1) to December 1 of this year. On December 1, all establishments having 250 or more employees *and* all establishments in “high hazard” industries, including construction, having 20 or more employees must electronically submit the data on their OSHA 300A Annual Summary forms to OSHA through the Agency’s electronic portal. As of now, on December 1, 2018, establishments having 250 or more employees also will have to submit the data on their OSHA 300 Logs and OSHA 301 forms through the portal.

It should be noted that, unlike in the case of other OSHA standards and rules, the applicability of the Rule depends on establishment size, not employer size. The “more than 250 employees” and “more than 20 employees” measures apply to the size of an employer’s workforce at a particular location, not the size of the employer’s workforce company-wide.

Having nothing to do with data reporting, OSHA also included in the new Rule a repeat of the Occupational Safety and Health Act’s (“OSHAct’s”) already-existing prohibition against discrimination/retaliation toward employees who make safety complaints, participate in OSHA inspections or proceedings or assist others in doing the same. Unlike Section 11(c) of the OSHAct, however, the Rule’s anti-discrimination provisions allow for investigations by OSHA compliance safety and health officers – that is, inspectors – of potential discrimination/retaliation by employers without any employee first having complained; extend the statute of limitations for pursuing employers for alleged discrimination/retaliation from 30 days to six months; and provide for citations and an administrative remedy through the normal citation appeals process (called “contest”) before the U.S. Occupational Safety and Health Review Commission. In other words, the Rule turns on its head the traditional prohibition and investigative/prosecutorial processes for discrimination and retaliation that Congress put in place in Section 11(c) of the OSHAct in 1970.

Whether, come December 1, affected employers still will be obligated to submit their Annual Summary data electronically remains to be seen. Some members of Congress have

threatened to condition OSHA’s funding on non-enforcement of the Rule. OSHA, itself, might attempt to settle one, the other or both of the pending suits challenging the Rule. The judge in one or the other of those suits might decide against OSHA and strike down the data submission requirements. Or the electronic portal OSHA has developed – and which was hacked in August – either might not be functional or, if a new OSHA chief has been nominated and confirmed by then, might be shut down. Time will tell.

It would be unwise for any employer required by the Rule to report, however, to plan on not having to report on December 1. All affected employers, therefore, should review OSHA’s “Injury Tracking Application” (or “ITA”) to determine which of the allowable mechanisms they will use to submit their 300A Annual Summary data on December 1. For more, visit: <https://www.osha.gov/injuryreporting/ita>. Employers may do so manually by entering information into the online form provided by the app. They may upload a CSV file, instead. Or they may opt to transfer their data electronically using what is called an application programming interface, or “API.” Then it would wise for each affected employer to prepare the data from the 300A it posted in February of this year (based on its 2016 data) for submission by whatever option it chooses so that, on December 1, the employer can make its submission timely and, hopefully, without complication, if it is still required by then to do so.

It is this author’s view that the Rule is unlikely to survive in its present form. Even if some sort of electronic data submission ultimately is required, publication of those data on OSHA’s website, which is what the Rule calls for, is highly unlikely. And, while the anti-discrimination/anti-retaliation provisions of the Rule already are in effect, a new Assistant Secretary of Labor for OSHA is likely either to focus resources and direction away from enforcement of those provisions or to follow through on rulemaking to change the provisions. (OSHA’s regulatory agenda includes action on the Rule.) And that presumes neither federal court strikes the provisions or the whole Rule as unlawful before the new OSHA chief has the chance to do so. →

That said, all employers should note that OSHA *presently* takes the position under the Rule that “blanket” post-accident drug testing (that is, testing under all post-accident circumstances and without, essentially, individualized suspicion) and safety incentive programs based on OSHA recordables or other occupational injury/illness data, already violate the Rule’s anti-discrimination/retaliation prohibitions. (To be clear, neither of those prohibitions is the law; neither appears in the new Rule, itself, but only in OSHA’s interpretations of the

Rule. And interpretations can be changed with the stroke of the OSHA chief’s pen.) Though OSHA does not appear to be proactively seeking out discrimination and retaliation during the course of traditional safety and health inspections, employers nevertheless should consider the lawfulness of their application of their post-accident drug testing programs and their safety incentive programs and, if concerned, consult their legal counsel. abc

Eric can be reached at eric.hobbs@ogletree.com or 414-239-6414.



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INVEST IN SAFETY

By
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Troy D. Thompson —
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TRAIN YOUR EMPLOYEES TO MINIMIZE RISKS OF INJURY & LIABILITY EXPOSURE

Contractors can help keep employees safe and significantly reduce their liability exposure to OSHA, worker's compensation and other employment-related claims by providing basic safety and human resources training to managers, supervisors and rank and file employees.

Is training really worth it?

Absolutely. A good training program is an especially effective tool for keeping employees safe and reducing the kind of conduct that often leads to OSHA citations and other claims. OSHA's mission is to ensure the protection of employees and prevent work-related injuries, illnesses and deaths. OSHA is not alone

in this mission; it is uniformly shared by contractors as well. However, some contractors don't know that many OSHA standards include explicit safety and health training requirements to ensure that employees have the required skills and knowledge to safely do their work. These requirements reflect OSHA's belief that training is an essential part of every employer's safety and health program for protecting employees from injuries and illnesses.

In many cases, these injuries and citations can be avoided through an appropriate employee training program. Contractors can learn about safety training requirements in many ways.

OSHA FREQUENTLY CITES CONTRACTORS IN THE FOLLOWING AREAS, AMONG OTHERS, ESPECIALLY AFTER INJURIES OCCUR:

- Training
- Hazard communication
- PPE
- Ladders
- Scaffolding
- Fall protection
- Trenching and excavation
- Electrical shock and arc flash

One excellent option is by contacting ABC of Wisconsin, which is blessed with some very knowledgeable and respected safety trainers to provide training and related services to members. Contractors can also find some good information on OSHA's website at <https://www.osha.gov/doc/index.html>.

The benefits of a good employee training program go far beyond safety and compliance. Experience teaches us that employees are more likely to accept responsibility for their actions when they are formally advised – through training – of your performance and behavioral expectations at the outset of employment and periodically thereafter. Training also signals to employees that you are serious about helping them be successful in your organization; and they will frequently respond positively to you for taking such an interest in this culture.

A good training program is also helpful

in the defense of employment-related claims. Let's face it. We live in a day and age that makes it very easy for a disgruntled employee to manufacture and file a discrimination, harassment or retaliation claim against a contractor, in multiple legal forums, even when the contractor has done nothing wrong. No contractor is seemingly immune. Simply put, a good training program – well executed by you – can be the difference between a prompt dismissal of a claim and expensive litigation.

When an employee files a claim, you can be certain that some of the first questions a government agency or the employee's lawyer will ask are whether the contractor has appropriate policies, whether the contractor communicated those policies to its employees, whether the contractor has an appropriate training program, whether the contractor appropriately trained its employees and whether

the contractor appropriately enforces its policies and programs.

If you can point to good policies, well executed training and consistent enforcement of those policies, then you are likely putting yourself in a much better defensible position than in the absence of such matters. Obviously, each case rises or falls on its own merits. However, you can certainly improve your likelihood of success, while reducing your liability exposure, by taking some small steps now, through training, before a claim arises.

Bottom Line

Invest in the safety of your employees and the success of your company by engaging them in appropriate training.

Troy D. Thompson is an attorney with Axley Brynerson, LLP in Madison. He can be reached at (608) 283-6746 or tthompson@axley.com

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STEPPING UP SAFETY:

THE NUMBERS MAY SURPRISE YOU

By Jared Weber — ABC of Wisconsin Safety Manager

Every company has a goal for its employees to work safely and make it home without injury at the end of the day. Each company goes about achieving this goal differently. Some provide basic training to employees – outfitting them with personal protective equipment – and trusting them to work safely. Others take it a step further, providing training for day-to-day tasks AND protocol for what they may be exposed to on job sites. So where does your company land when being measured against others?

Taking safety to the next level

When it comes to being a safety leader in the construction industry, there are many variables to consider. They range from proactive safety training and having good lagging indicator numbers (such as a low EMR), to establishing an active safety committee. But what does it take to have a world-class safety

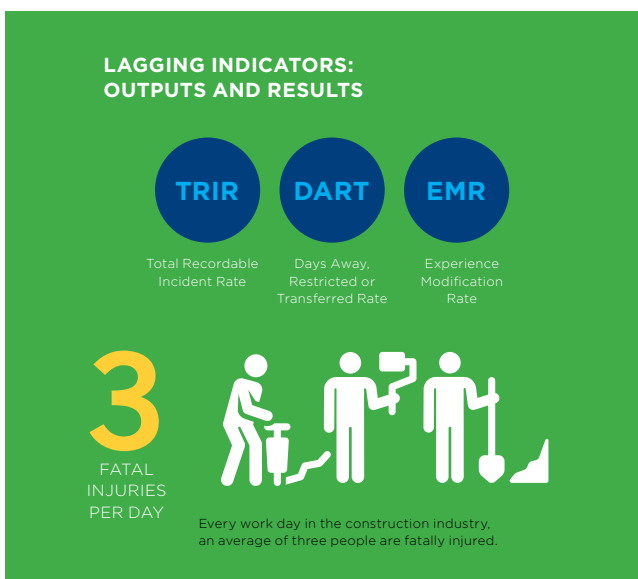
program? Associated Builders and Contractors (ABC) is paving the way for companies to achieve world-class safety through its Safety Training Evaluation Process (STEP).

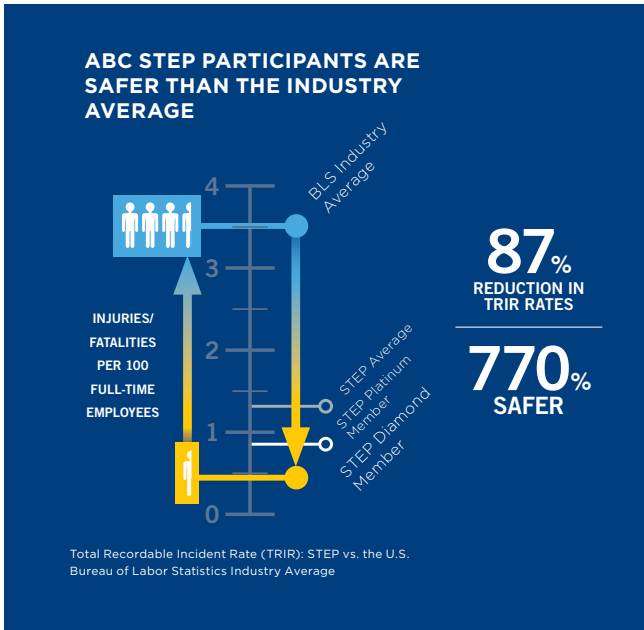
STEP is simply a safety benchmarking and self-improvement tool. It gathers information about your company's safety processes and policies to rank your safety program. These levels range from Participation to Diamond. Diamond means you're running a world-class safety program.

STEP is created to benefit companies of all sizes. Simply participating in STEP is enough to help improve your safety practices. Many companies set out to improve their safety programs but could use direction on where to start. STEP is your answer. STEP incorporates information from your company's OSHA 300A form, as well as your EMR and other good safety practices, like whether toolbox talks are conducted. However, the real tool to improving your safety program lies in the 20 Key Components of Safety Self-Assessment Worksheet. This is where the rubber meets the road on the path to world-class safety. For each key component, you grade your company based on criteria provided. If your company employs each of the tactics listed in a column, you have achieved the score correlated with that column. To obtain a top score, you will have implemented your industry's proven best practices toward achieving world-class safety. If you do not obtain a top score, you will at least know what it takes to achieve it. This can be done by setting future goals. It's that simple!

A different perspective

Another great practice in the process of completing the self-assessment is to have as many employees as possible participate. This will ensure that feedback from all levels of the company is obtained. Often, that can serve as either an awakening moment or a moment of confirmation for an Owner/CEO. The Owner/CEO may view the safety program as strong and worthy of a Diamond





Award. However, employees at another level may see the Safety program as insufficient and worthy of Participation in the program. Simply completing this portion of STEP may assist a company in building a bridge between the Owner/CEO's perception and their employees' reality.

percent reduction – compared to companies with a low score – in Total Recordable Incident Rates (TRIR) and Days Away, Restricted or Transfer Rate (DART). ABC is an active member of the Construction Coalition for a Drug and Alcohol-Free Workplace. Take the pledge at drugfreeconstruction.org.

On-boarding new employees through a thorough orientation can have a huge impact on a company's TRIR and DART rates. Introducing them to potential hazards before they experience them, and giving them the information and tools to protect themselves, will prepare a new employee for what they are about to encounter in the field. This is also the time to fully explain the expectations of the company as a whole. Perhaps the Owner/CEO of the company can make a brief introduction during the orientation to really drive home the organization's commitment to safety culture. This proves to the new employees that leadership is involved and engaged in safety. Companies with a high component score in new employee orientation have a 48 percent reduction in TRIR and a 50 percent reduction in DART rates. That is an invaluable return. Think of the savings in worker compensation insurance premiums if you reduced rates to this degree.

Take your orientation to the next level with site-specific safety orientations. Companies that do this have a reduction in TRIR by 45 percent and DART by 37 percent. Site-specific safety orienta-



STEP IS SIMPLY A SAFETY BENCHMARKING AND SELF-IMPROVEMENT TOOL. IT GATHERS INFORMATION ABOUT YOUR COMPANY'S SAFETY PROCESSES AND POLICIES TO RANK YOUR SAFETY PROGRAM.

Six Indicators

Not only has ABC created the STEP program, but within this program they have identified Six Core Leading Indicators. A leading indicator is a system or process used to identify hazards and eliminate or minimize the condition to prevent injury. Those Six Core Leading Indicators are:

- a substance abuse program
- new hire safety orientation
- site-specific safety orientation
- toolbox talks
- near-miss/near-hit analysis
- and site safety committees

One-third of all incidents on construction jobsites are drug or alcohol-related. A company that achieves the highest possible score on the 20 Key Component self-assessment has a 36

percent reduction in TRIR. These six indicators allow companies to drill down exposures and really focus on the specific tasks for individual jobsites. Perfecting the exposures for each site can reduce the chance of injuries exponentially.

A brief, single-topic training session of 15-30 minutes, conducted on the job site for all employees, is known as a toolbox talk. Those companies that conduct effective toolbox talks on a daily basis have a 64 percent reduction in TRIR and a 66 percent reduction in DART, compared to those who conduct them monthly. By setting time aside each day to conduct a toolbox talk, you are guaranteeing that the employees are seeing your commitment to the safety program while providing them with knowledge to help make them safer on the job site.

A near-miss/near-hit is defined as an unplanned event that did not result in injury, illness, or damage, but had the potential to do so. If you don't have a near-miss/near-hit program, you are not do-


ing everything you can to prevent incidents from happening in the future. Say you have three employees; each of them experiences a similar near-miss performing the same task. The first two employees' actions result in the near-miss and nothing is reported or done. Now, a third employee performs the same task, but doesn't get so lucky. The result is an incident. Is this a preventable incident? With a near-miss/near-hit program it is preventable. Companies that have such a program have a 41 percent reduction in their TRIR and a 39 percent reduction in their DART rates.

A site-safety committee is one that is represented by all subcontractors on a site. It serves as a communications hub to enhance jobsite safety and meets regularly to raise and correct safety concerns. On larger job sites, there may be a lot of different subcontractors performing work. Some of these subs may be creating hazards for other subs and not even know it. In instances like this, concerns should be raised and corrected. A site-safety committee is the perfect way for all sub-contractors to discuss the actions of their people and those around them. This is not the time to point fingers at each other, but a time to try and make everyone a better and safer worker. After all, at the end of

SITE-SPECIFIC SAFETY ORIENTATIONS ALLOW COMPANIES TO DRILL DOWN EXPOSURES AND REALLY FOCUS ON THE SPECIFIC TASKS FOR INDIVIDUAL JOBSITES.

the day, we all want to get home and we all want those working around us to be going home as well. Those companies that actively participate in site-specific safety committees have a TRIR that is 47 percent less and a DART of 46 percent less than those that do not.

If all the previous data I've laid out isn't surprising enough, let me provide you with one more statistic. The U.S. Bureau of Labor Statistics (BLS) Industry Average is 3.5 injuries/fatalities per 100 full-time employees (AKA TRIR). ABC members that comprise the data for STEP in the Average Category have a TRIR of 1.4, which is a 60 percent difference than that of the BLS industry average. Those ABC members who are at the Platinum Level in STEP have a 0.8 TRIR average, an impressive 77 percent decrease. Finally, those in the World-Class Level score a TRIR average of 0.4. This equates to an 88.6 percent difference in comparison with the U.S. BLS industry average. Think about what that means for your company bottom line, not to mention the most important goal of getting everyone home safely.

To enroll in ABC's STEP Program, please go to <http://abc-step01.businesscatalyst.com/>. 

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NEW MEMBERS

For membership information contact **Bill Stranberg**, Membership Director
Associated Builders & Contractors of WI – 608-244-5883

SEPTEMBER 2017 NEW MEMBERS

• Braun Building Center Inc.

Paul Braun

3303 Menasha Ave.,

Manitowoc, WI 54220

Phone: (920) 982-0143

Description: Building Supplier

Sponsor: Stan Johnson, A.C.E. Building Service, Inc.

Beam Club Members-to-date: 23

• Foster Plumbing and Repair LLC

Jeffrey Foster

E5270 Cty Rd WC

Spring Green, WI 53588

Phone: (608) 588-7567

Description: Mechanical Contractor

Sponsor: Dave Murphy, PDC – Electrical Contractors

Beam Club Members-to-date: 9

• Gillitzer Electrical Contractors, Inc

Tim Gillitzer

1377 Sherman Rd.

Cedarburg, WI 53012

Phone: (262) 250-0430

Description: Electrical Contractor

Sponsor: Lance Gillitzer, Gillitzer Electrical Services, Inc.

Beam Club Members-to-date: 3

• Klein Tools, Inc.

Stephen Ratkovich

450 Bond St., Lincolnshire, IL 60069

Phone: (847) 821-5608

Description: Associate

Sponsor: Bill Rozga, Rozga Plumbing & Heating Corp.

Beam Club Members-to-date: 22.5

• Mand Plumbing

Jeremiah Mand

PO Box 1341, Fond du Lac, WI 54936

Phone: (920) 924-4575

Description: Plumbing Contractor

Sponsor: Troy Carlson, McClone

Beam Club Members-to-date: 9

• Bliffert Lumber

Josh Brown

6826 S. 13th Street, Oak Creek, WI 53154

Phone: (414) 762-9090

Sponsor: Mike Engen, Stevens Construction Corp.

Beam Club Members-to-date: 1

• Carlson Dettmann Consulting, LLC

Scott Dettmann

1405 C Capitol Drive, #320

Pewaukee, WI 53072

Phone: (608) 215-1237

Description: Associate – HR Consulting Services

Sponsor: Greg Jones, Dave Jones, Inc.

Beam Club Members-to-date: 7

• Catcon, LLC dba Catalyst Construction

Jonathan Stocco

833 E Michigan St, Suite 100

Milwaukee, WI 53202

Phone: (414) 727-6840

Description: General Contractor

Sponsor: Greg Jones, Dave Jones, Inc.

Beam Club Members-to-date: 8

• Cedar Valley Preserve

Jeff Maier

3731 Dolan Road

Spring Green, WI 53588

Phone: (608) 583-3570

Description: Associate – Executive Retreats, Hunting

Sponsor: Greg Jones, Dave Jones, Inc.

Beam Club Members-to-date: 9

• Designz Screen Print & Embroidery Inc.

Paul Grant

528 Loomis St

La Crosse, WI 54603

Phone: (608) 782-6701

Description: Associate – Screen Print & Embroidering

Sponsor: Eric Bauer, Brickl Bros., Inc.

Beam Club Members-to-date: 15.5

• Droel, PLLC

Tim Droel

7900 Xerxes Ave S #1930, Minneapolis, MN 55431

Phone: (952) 835-1928

Description: Associate – Legal Services

Sponsor: Dan Ross, Ross & Associates, Ltd.

Beam Club Members-to-date: 16

• Early Bird Painting

Anitra Zafari

594 Grand Canyon Dr.

Madison, WI 53719

Phone: (608) 446-3206

Description: Painting & Staining Contractor

Sponsor: Pat Holzem, McGann Construction, Inc.

Beam Club Members-to-date: 1

• Ferguson

Preston Breunig

4505 Triangle Street

McFarland, WI 53558

Phone: (608) 838-3181

Description: Plumbing & HVAC Supplier

Sponsor: Greg Jones, Dave Jones, Inc.

Beam Club Members-to-date: 10

• Hallada Auto Group, Inc.

Frank Hallada

310 E Leffler St.

Dodgeville, WI 53533

Phone: (608) 935-2352

Description: Supplier – Vehicle Service & Sales

Sponsor: Greg Jones, Dave Jones, Inc.

Beam Club Members-to-date: 11

• Hellenbrand Painting

Dennis Hellenbrand

6182 Hwy VV

Sun Prairie, WI 53590

Phone: (608) 220-8222

Description: Painting Contractor

Sponsor: Dan Bertler, Supreme Structures Inc.

Beam Club Members-to-date: 16

OCTOBER 2017 NEW MEMBERS

• Alberts Plastering Inc.

Polly Alberts

1610 Orchard View Ln.

Brussels, WI 54204

Phone: (920) 825-7373

Description: Associate – Drywall Installation

Sponsor: Steve Klessig, Keller, Inc.

Beam Club Members-to-date: 44

• Bell Ford

Nolan Campbell

804 Main St., Arlington, WI 53911

Phone: (608) 635-4383

Description: Associate – Ford Dealership

Sponsor: Greg Jones, Dave Jones, Inc.

Beam Club Members-to-date: 6



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NEW MEMBERS

For membership information contact **Bill Stranberg**, Membership Director
Associated Builders & Contractors of WI – 608-244-5883

• Kenealy Plumbing LLC

Adam Kenealy
N8208 Lone Road
Theresa, WI 53091
Phone: (262) 689-0760
Description: Plumbing Contractor
Sponsor: Steve Klessig, Keller, Inc.
Beam Club Members-to-date: 45

• McCormick Lumber & Cabinetry Inc.

Andy McCormick
3156 Milwaukee St., Madison, WI 53714
Phone: (608) 244-4741
Description: Retail Building Materials Supplier
Sponsor: Dan Bertler, Supreme Structures Inc.
Beam Club Members-to-date: 17

• Rusty Berger Masonry, Inc.

Rusty Berger
406 Allamakee Street, Waukon, IA 53172
Phone: (563) 568-2713
Description: Masonry Contractor
Sponsor: Brian Wieser, Wieser Brothers General Contractor, Inc.
Beam Club Members-to-date: 39.5

• Sign Art Studio

Dan Yoder
325 W. Front St., Mount Horeb, WI 53572
Phone: (608) 437-2320
Description: Interior/Exterior Signage Contractor
Sponsor: Lindsey Yoder, TheBlueBook Building & Construction Network
Beam Club Members-to-date: 4

• Speedy Madson

Tony Szak
300 Sherry Lynn Lane, Sparta, WI 54656
Phone: (608) 304-7972
Description: Masonry Supplier
Sponsor: Jeff Wieser, Wieser Brothers General Contractor, Inc.
Beam Club Members-to-date: 1

• Step Up Ceilings, LLC

Ben Shanks
319 S Atwood Ln., Deerfield, WI 53531
Phone: (608) 764-3124
Description: Drywall Contractor, Acoustical Products
Sponsor: Mike Engen, Stevens Construction Corp.
Beam Club Members-to-date: 2

• TEK Roofing Company

Mark Biermeier
1239 Bellevue Avenue, Suite 300, Eau Claire, WI 54703
Phone: (715) 834-6211
Description: Roofing Contractor, Commercial
Sponsor: Jim Bunkelman, Royal Construction, Inc.
Beam Club Members-to-date: 1

• Water Works Plumbing Co.

John Carney
1201 Milwaukee Ave., Burlington, WI 53105
Phone: (262) 763-7385
Sponsor: Kevin Day, Corporate Contractors Inc. (CCI)
Beam Club Members-to-date: 1

• Work Truck Stuff, Inc.

Al Strauss
2155 Rimrock Road, Madison, WI 53713
Phone: (608) 255-9675
Description: Supplier – Commercial Truck Equipment
Sponsor: Greg Jones, Dave Jones, Inc.
Beam Club Members-to-date: 12

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