

## President's Message

I hope that you all had a safe and wonderful Holiday. The beginning of a New Year seems like a great time to make changes to improve our lives both professionally and personally. You will notice that this newsletter has a fresh new layout. Thank you Jamie Arnold for taking over the newsletter!

As we continue through the year, I need each of you to decide what NAWIC means to you. My term will expire this year and the continued success of the chapter will depend on you. The direction of the chapter will depend on the vision of the New Board and the membership as a whole. Over the last several years WE have all built this Chapter into something wonderful. At the end of November we were the largest Chapter in the Region. Last year at National Convention we received a National Spotlight Award for being the number one chapter nationally with a retention rate of 87%.

I am asking that you consider the future of our chapter. Would you like to see it grow? Would you like to see more education programs? Would you like to see more safety talks? Would you like to have more Networking events?

This is YOUR chapter.

The success of it depends on you. We are ALL volunteers. It seems that in the last three months we have been fighting for attendance to meetings and events. I would hope that with the New Year that you will make a commitment to yourself to participate in the meetings and events that we have scheduled. I know that everyone is busy but again, the success of the chapter depends on YOU.

A few big events that we have coming up are Block Kids (Feb 6), Women In Partnership Networking Event (March) , Regional Forum in Mystic, CT (April 30, May 1), Industry Appreciation (May) and MAGIC Camp (June). I encourage each of you to participate in one or more of these events.

I wish all of you a healthy and prosperous New Year!

Rhonda Malatesta, CIT

President

Chapter 96

NAWIC

# OSHA Safety Section

## CSO Alert - Manufactured Railing Systems

The following alert relates to a portable rail system that is becoming a common replacement for conventional wood barriers for perimeter fall prevention. Most common on roofs, these devices are easily assembled, moveable, and re-useable while providing the protection specified by OSHA. The CSO recognizes the value of these engineered systems compared to traditional wood handrail systems but is recommending that the installations be well planned and maintained on our projects. Like manufactured scaffold, the focus must be on the assembly of the entire system for these to be safe and effective.

### Assembly:

- Inspect each component before use - everytime you assemble or modify.
- Use only the specified tool (torque wrench, Allen, etc.) for connections.
- Fall protection may be required to install these barriers.
- These must be installed on a clean surface - they cannot slide on stones.
- Systems like Guardian, require the base plate to be specifically oriented.
- Many systems require a set-back from the edge being protected - most are 24". **Turner is requiring** a set back of six feet unless the base can be mechanically fastened to the floor or roof.
- These systems often require a specific end configuration so they are never free standing.

### During Use:

- Remove any damaged component from surface and render unusable.
- If the system is struck by anything it should be inspected and all connections examined and re-tightened as needed.

### Material Handling:

Base plates are extremely heavy and should be wheeled into position using a "buddy-system" to deploy and collect them as workers have injured their backs moving these up flights of stairs to the roof. Be alert for electrical hazards in the area as these are metal.

### Note:

You must read and understand the assembly directions supplied by the manufacturer and ensure these are installed exactly as instructed.



### January Birthdays

Pat Dalecki-Doble

1-1

Rachel Rossitto

1-3

Karen Easterday

1-7

Victoria Petrone

1-16

Bernadette

Krajewski

1-22

Rhonda Malatesta

1-25

# OSHA Safety Section

## OSHA Alliance Safety Meeting Re-Cap

On Wednesday, December 2, 2009 NAWIC had their first OSHA Alliance Safety Speaker Meeting held at the DCA Classroom. Vince Soss, a Compliance Assistant Specialist with OSHA, spoke to the attendees about the importance of the NAWIC/OSHA Alliance Agreement and also of the general changes that OSHA is making that will affect each and every one of our workplaces. Since there were quite a few members not able to attend, I wanted to make sure I got the important points across to everyone.

I have attached a copy of the OSHA Alliance Agreement, as well as a press release from The White House and a news article giving an example of the increased penalties being handed out by OSHA for noncompliance. All these handouts contain very interesting and important information that pertains to all of us, so please take a minute to read them.

Vince began the meeting on Wednesday by stating that, at a time when OSHA is dismissing many of their alliances and taking a new direction, we have signed an agreement with them that they are hoping set the stage for many more like it. We are the first NAWIC chapter to sign with OSHA and even the White House has taken interest. The idea is that if this alliance works out positively they hope to expand it regionally and even nationally. So we are creating a precedence here that could change NAWIC on a national level!! This means our compliance with this agreement is obviously very important, and it will require the support of the whole membership to make it happen.

Among other requirements, one of the most important will be safety and health related meetings on a bi-monthly basis for the membership. These have to be work related and industry related. They can be informational including speaker meetings, or hands on training sessions. There is a minimum member attendance requirement so we really need members to participate. Guests are also welcomed and encouraged. Hopefully within the next week or so we will have firm dates to give you so you can update your calendars, but for now the next meeting will be in February, followed by an April meeting, June and August.

We will also be sending out monthly articles (either by email or included in the regular newsletter) to the membership to help inform everyone of important safety information and alerts. These can come from anywhere and anyone, you may even write one yourself!! For example, if you're a roofer than you know about fall protection. Write up what you know, and forward it on to us! Or if you find a really great article, pass it on. It just has to be about safety or health and be work and industry related.

Ideas for meetings, articles, etc would be greatly appreciated, and can be emailed directly to me at [dburroughs@emcbrick.com](mailto:dburroughs@emcbrick.com)

Vince finished the meeting by informing us of the "new face of OSHA". They are increasing their forces and increasing their penalties and it seems no one will be immune, as is evidence in this article: <http://www.toledoblade.com/apps/pbcs.dll/article?AID=2009912020345> if you are not working towards a safer work environment, and think you can elude punishment, the fines can easily but a small construction company out of business. This is no joke. They are even advocating criminal charges with possible jail time if someone is injured or more due to a willful safety violation on the employer's part! So please make sure your company is taking their safety procedures and rules seriously, and if you don't already have them in place make it a top priority, because they will be out in full force.

If there are any questions, Vince is available to us through the Alliance. Email [Soss.Vince@dol.gov](mailto:Soss.Vince@dol.gov) or call (302) 573-6518 ext 304. Or if you have any questions about the requirements of NAWIC in our alliance or anything pertaining to this email, please feel free to contact me.

## HR CORNER

### Does money drive performance with construction executives?

Construction CEO's often struggle with motivating their executives to top performance levels. They know that money usually does not provide a long-term motivator that will drive executives to higher levels of long-term performance - especially construction executives whose basic financial needs are usually being met. Construction executives who feel they are not being fairly compensated are likely to lose motivation. Most CEO's agree that as long as their executives view their pay as being fair, the lure of more money is not likely to drive performance.

Recent retention studies from Hay Consulting Group and Hornberger Management Company's Annual Construction Executive Retention Survey indicate that executives work hardest and achieve more for "meaning in their lives" and for "job challenge" than any other reason. According to these studies, contractors who ignore these primary motivators and choose to motivate by money, are simply "bribing their executives" and undermining their employee's long-term retention, loyalty and commitment.

Unfortunately the easy path for CEO's is to blame their executive's lack of hard work and motivation on today's uncertain economic, social and political climate. Yet over 73% of executives surveyed in an August 2004 Construction Executive Online poll indicated that today's construction executives want to feel challenged and fulfilled at work. Executives want to take pride in

### Upcoming Events

January 12, 2010  
Game Night

February 3, 2010  
Board Meeting

February 6, 2010  
Block Kids

February 19, 2010  
Bowling Night

March 1-5, 2010  
WIC Week

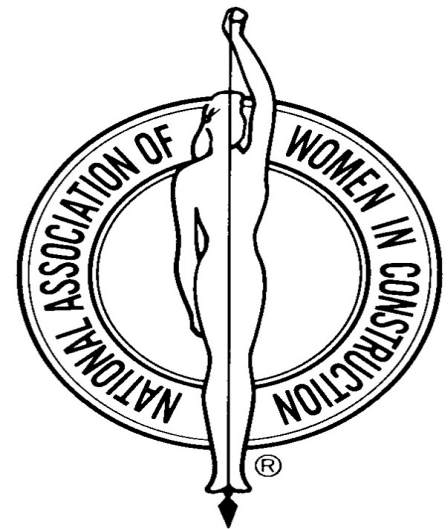
March 18, 2010  
WIP Event

April 7, 2010  
Board Meeting

April 13, 2010  
Speaker Meeting

April 16-17, 2010  
Region 1 Forum

what they do, belong to a winning team, and be part of a firm that they truly believe in, says Kevin Carney, Marketing Director for Construction Executive Online. The August poll also indicated that construction executives believe that a primary problem with their motivation is a lack of leadership from their CEO. Many CEO's are not as effective at inspiring or empowering their executives to work harder than they believe they are, according to the executives we spoke with. We heard that the more a CEO wants commitment and higher levels of performance from its executives, the more he or she must involve their executives in establishing work goals, defining specific plans for achievement, and providing them with the autonomy and resources to be successful says Carney.



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