

Driving the safety issue

—PHCC awards truck to promote OSHA 10-Hour course

Ask Local #12 plumber Jim Krasco what he thinks of the contractor-sponsored Safety Incentive Program and he is bound to sound enthusiastic. Krasco was the grand prize winner of a new Ford F-150 truck awarded by the Greater Boston PHCC's Industry Fund to encourage participation in Local #12's OSHA 10-Hour Safety Training course.

Greater Boston PHCC President Paul Harrington had the honor of awarding Krasco the F-150 keys at a special Safety Awards Dinner held at the Venezia Restaurant in Dorchester. The PHCC awarded the truck along with thousands of dollars in cash prizes. Martin Maddaloni, the General President of the United Association, picked Krasco's name.

Maddaloni came up from Washington to support the joint labor-

management effort. He brought words of congratulations to both Local #12 plumbers and their contractors. "This is a special kind of cooperation you have here in Boston," said Maddaloni, who heads an organization of over 350,000 UA mechanics throughout the US and Canada. "It's the kind of cooperation we hope to see everywhere between our union members and their employers."

Maddaloni noted that hundreds of Local #12 plumbers had participated in the voluntary Safety Incentive Program and praised their efforts.

Months of training

During the last contract negotiations, PHCC of Greater Boston contractors proposed establishing an incentive program to encourage safety training and safe work

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ALL KEYED UP James Krasco, with his wife Georgia, sits in his new pickup truck. Krasco was the grand prize winner in the OSHA 10-Hour Safety Incentive Program sponsored by the PHCC of Greater Boston.

OSHA 10-Hour: From the contractors' perspective

By offering incentives, including vacations and a pickup truck, to course graduates, the Plumbing-Heating-Cooling Contractors (PHCC) of Greater Boston clearly supports the OSHA 10-Hour program. But, what do member contractors think about the safety-training program?

"If nothing else, the course makes you aware of what's out there and why OSHA does what it does," says Dan Harvey, Director of Loss Control and Risk Management for J. C. Higgins in Stoughton. "It helps change attitudes."

Higgins takes a proactive approach to safety, Harvey adds. The company's OSHA incident rates are below—in some cases, half—the industry average. Higgins' position, from management down to its 80 plumbers in the field, is that safe worksites make sense for everybody.

Nancy Shine, president of J. F. Shine Mechanical in West Roxbury, agrees. With less downtime, clients see their projects completed

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"If nothing else, the 10-Hour Safety course makes you aware of what's out there and why OSHA does what it does."

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The LMCT's mission is to protect public health and safety by ensuring that plumbing systems are properly designed, installed and inspected. Our goal is also to promote the mutual interests of our industry's licensed craftsmen and their employers.



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TEAM EFFORT Martin Maddaloni, the General President of the United Association, (shown on the right holding the Patriots banner) toured the new CMGI Field taking shape in Foxboro. He also greeted some of the plumbers, pipefitters and sprinklerfitters working on the stadium project. Included in the photo are Local #12 business managers and agents, UA International Association officers and plumbers working with project contractors J. C. Cannistraro and American Plumbing and Heating.



THE KEY TO SAFETY Martin Maddaloni, U.A. General President congratulates truck winner James Krasco at the Safety Awards Dinner. (L to R) Local #12 Business Manager Kevin Cotter, PHCC of Greater Boston President Paul Harrington, Krasco, Maddaloni, PHCC Executive Director Hugh Kelleher and U.A. General Secretary-Treasurer Thomas Patchell.

Construction industry trades unite to promote safety

With high injury and fatality rates, construction is one of the nation's most hazardous industries. That's why building trades, including plumbers, share a common commitment to improving worksite safety. That's also why labor-management organizations representing a host of construction trades across New England banded together to form the Construction Safety Alliance.

The group, according to Mary Vogel, Executive Director, is "dedicated to safeguarding the lives and health of union construction workers." To achieve this mission, the Alliance organizes education and training classes. It also presents an annual construction safety conference.

Created in 1998 with a federal grant, the Alliance grew out of a labor-management construction organization known as the Massachusetts Safety Congress. That group, Vogel says, was run solely by volunteers and found it difficult to accomplish goals. The Alliance, which includes two paid staff members, is a more formal, region-wide organization. Vogel adds that she's not aware of any similar groups elsewhere in the nation and that

the Alliance is something of a trailblazer.

The group offers many OSHA safety courses, including 50-hour "train the trainer" programs. Unlike Local #12 OSHA courses that focus on plumbing, the Alliance safety programs cover a broad array of building trades. In addition to plumbers, member trades include sheet metal workers, roofers, ironworkers, operating engineers and elevator constructors.

Local #12 and the Greater Boston PHCC are very supportive and play an important role in the Construction Safety Alliance. "The plumbers have been very generous to us," Vogel says. "We are most grateful that they open their training facilities to us for many of our programs."

Recently, the Alliance partnered with the engineering department at U. Mass Lowell to develop an ergonomics-training program. Tapping the university's expertise, instructors coach building trades workers about potential risks and strategies to prevent strains, back injuries and other accidents.

"We can lower on-the-job accidents," says Vogel. "Education is the key."

PHCC puts safety in the driver's seat

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practices. The program won the endorsement and support of Local #12 Business Manager Kevin Cotter and labor-management Trustee and Business Agent Jack McGinness.

The contractors and the union worked together with Local #12 Training Coordinator Joe Conley to set up the OSHA program. Conley had already been training hundreds of Local #12 apprentices. The challenge was to get journeymen into the weekend classes.

"We knew incentives would be the key," said Harrington. The PHCC committed support from its Industry Fund and gave away dozens of TV/VCR combos to raffle winners in individual classes. At last fall's Industry Appreciation Night, the PHCC awarded trips to New York, the Bahamas and Europe. "But from the beginning, we planned to have a special safety awards night where we would raffle off a truck," Harrington added. "And anyone who had taken our

course would qualify—if he also had a safe work record."

"Local #12 and its union contractors make a special commitment to ensure that our employees go home every day in one piece," Harrington noted. President of the E.M. Duggan Company in Canton, he said that, "We contractors knew that if we provided strong incentives for safety training and safe on-the-job performance, our employees would benefit. And, as employers, safe work records help lower our insurance costs. Everyone benefits."

New truck owner Krasco is a long-time employee of Valante Mechanical in Quincy. He said that he was shocked when Maddaloni drew his name before hundreds attending the awards dinner. In a thoughtful follow-up letter, Krasco said, "I want to give the PHCC Association of Greater Boston a sincere thank you for instituting the OSHA 10-Hour Safety course."

Krasco also offered to put a PHCC sticker on his new truck.

College scholarships awarded

As part of the Massachusetts AFL-CIO scholarship program, the following sons and daughters of Local #12 members received awards from the plumbers' union:

- Laura Michelle Kelly, \$4000
- Julia Gagnon, \$4000
- Nicole Santosuosso, \$2000

- Thomas Santosuosso, \$2000
- Daniel Lattuada, \$1500
- Jason Pinheiro, \$1500
- Joseph Kennedy, \$1500

The scholarship winners qualified for the awards by scoring highly on an exam about the history of the American labor movement.

WELCOME

We are pleased to welcome the following signatory contractors that have recently joined the LMCT

Boston Power Group	Walpole
Burke Plumbing & Heating	Raynham
A.H. Burns Co., Inc.	Wollaston
Classic Plumbing & Heating Contractors	Waltham
Crane Mechanical Co., Inc.	Wilmington
D.J. Plumbing & Heating, Inc.	Danvers
Emerald Isle Plumbing, Inc.	Norwood
P.J. Dionne, Inc.	Woburn
S.A.W. Mechanical Contractors, Inc.	Amesbury

Contractors' view on safety

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more quickly. Contractors benefit from lower workers comp rates and insurance premiums. "With reduced rates, we can be more competitive," she explains.

Harvey also says that fewer on-the-job injuries translates to the bottom line. At first glance, OSHA regulations may seem meddlesome and disruptive for productivity. But injuries can *really* slow down a job.

Employees win when everyone is focused on safety too, although Shine says that it can be a little challenging to get them to see the light. With more competitive bids, she is able to offer more work to her company's plumbers.

Raising awareness

"Nobody, certainly not plumbers or their families, wants to see workers suffer an injury, especially a major one," Shine adds. The OSHA 10-Hour safety course is about preventing accidents and raising awareness. "People often refuse to believe that injuries can happen to them—until they happen."

In hindsight, the adage about "an ounce of prevention" might seem obvious. But having to commit 10 hours of valued weekend time can make the OSHA course a tough sell.

Safety legislation pending in Mass

House Bill 2619, "An Act to Ensure Health and Safety on Public Construction Projects," would require all contractors bidding on government-funded projects in Massachusetts to certify that their workers have completed the OSHA 10-Hour training program.

Local #12, along with the Massachusetts Building Trades Council, supports passage of the

Shine says that the PHCC incentives have proven effective. And, she reports, Local #12 Training Coordinator, Joe Conley, and his instructors do a great job keeping the classes engaging and lively. Shine should know; she took the course.

She says that some Shine Mechanical employees were initially resistant to signing up for the course. But when some early participants gave positive feedback about the training and bragged about the prizes they had won, the resistance melted.

Nearly all of Shine's 25 employees have completed the OSHA 10-Hour training. Some recent hires are waiting for the union's next course. The high participation level has reaped benefits. For example, the specifications for a recent project with St. Elizabeth's Hospital in Brighton stated that all plumbers had to be OSHA-certified.

Harvey notes that Rhode Island recently passed legislation requiring all public project laborers to be OSHA 10-Hour certified. Massachusetts is considering similar legislation. (See story below.) "If done correctly," Harvey says, "I applaud this."

"I've seen (OSHA 10-Hour) requirements in other specs," says Shine. "I think it is turning into a trend. We all need to become more safety-conscious."

legislation. Those in favor of the bill argue that the proposed proactive approach to making worksites safe will be more effective than the existing system of fines and penalties that come into play after a worker is injured. Rhode Island already has a similar law on its books.

The Joint Commission on State Administration heard House 2619 in late June. Beacon Hill lawmakers are scheduled to reconsider the bill and may move it out of committee this fall



JIM LYDON (R), recently retired Business Agent, receives a plaque for his many years of service from U.A. special representative William Turner. Local #12 presented a testimonial dinner dance to honor Lydon on the occasion of his retirement. Among the special guests who attended the summer event at Anthony's Pier 4 were Edward Sullivan, President of the Building and Construction Trades Department of the AFL-CIO, Dorothy Kelly-Gay, Mayor, City of Somerville, Stephen Lynch, Mass. State Senator and James Kelly, Boston City Councilor.

CONTRACTOR PROFILE

Classic Plumbing and Heating

Classic Plumbing & Heating Contractors in Waltham has nothing against run-of-the-mill jobs. In fact, the shop regularly handles typical plumbing and gas fitting work. But Classic Plumbing is developing a reputation as the go-to contractor for projects that pose a unique challenge.

"We pride ourselves in taking on specialty jobs," says Bob Robbio, President. "We're particularly adept at retrofitting." For example, Classic recently did some work at the Chilton Club in Boston. Charged with making as little impact on the beautiful old building as possible, the plumbers had to carefully remove brass piping and replace it with copper piping without altering the walls and mouldings. "It's not exactly restoration work," says Robbio. "But it's the kind of job that gives us new twists and challenges as the project proceeds"

"We're not opposed to working nights and weekends, if the job requires it and we're service-

oriented for all of our clients," Robbio adds. Classic also specializes in service and is the 24-hour, on-call contractor for building management companies.

Classic is 15 years old. Robbio says the company became a signatory contractor last February for a number of reasons. "Mostly, we wanted access to a qualified labor force. We also wanted to offer a better benefits package to our employees such as the welfare, annuity and pension fund that Local #12 helped us establish." Additionally, he says that the union connection gives his shop the opportunity to bid union work.

Currently, Classic Plumbing is an 11-person company, including Robbio and his two partners, Matthew Wade and Douglas Wade. In addition to the work that the shop is doing now for commercial and office buildings, hotels, restaurants and production rooms, Robbio says he plans to expand into energy conservation, medical centers and high tech projects. "Affiliating with Local #12 will help us grow."

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PEOPLE IN THE NEWS

The LMCT sends its congratulations to **Bill Callahan**, the new chairman of the Mass. Board of State Examiners of Plumbers and Gasfitters. Callahan is the plumbing inspector for the town of Billerica.

Callahan succeeds outgoing

Chairman **Lou Stifano**. Hundreds of industry friends and associates honored Stifano, who has served on the state plumbing board since 1977, at a testimonial dinner and roast held in early October. He has been one of the most fair-minded and respected

members of our industry. Former City of Cambridge plumbing inspector **George Murphy** was one of the event's key organizers.

The state plumbing board also welcomes **Gail Barmakian**, of Martha's Vineyard, as a new member.

Local #12 reelected **Kevin Cotter** as Business Manager and Secretary-Treasurer. The union also reelected **Jack McGinness** as Business Agent.

Welcome new Local #12 business agents **George Donahue** and **Harry Brett**. To contact them, call (617) 288-6200.

The Greater Boston PHCC elected a new board of officers recently, including **Paul Harrington** as President. Harrington is the President of E. M. Duggan, Inc. of Canton.

The Union Affiliated Contractors of the national PHCC appointed Greater Boston PHCC Executive Director **Hugh Kelleher** as a trustee.

As anyone who has been by Local #12 knows, construction is underway for new and expanded offices and training classrooms. When completed, this will be one of the nation's leading facilities.

More 10-Hour safety classes planned

Local #12 is planning additional OSHA 10-Hour safety training classes. For more information and to sign up for a class, contact Training Coordinator Joe Conley at 617-288-1010.

Free directory available

To receive a free directory of PHCC of Greater Boston contractors, call 978-777-8764. Information about contractors, including their specialty areas, is also available online at www.massplumbers.com

Our plumbers have class

They'll bring some class to your job site

When you turn to the responsible contractors of the Plumbing-Heating-Cooling Contractors (PHCC), you'll get more than high-quality, on-time projects. You'll also get qualified craft personnel with the best credentials in the industry. All of our United Association (UA) certified plumbers receive ongoing instruction at our state-of-the-art training facility.

Homepage or our members use our DSM-owners
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PHCC

Do it right the 1st time

CLASSY ADS The LMCT will be running a series of ads in the New England construction trade publication, High-Profile Monthly. This is a reduced version of the full-page ad that will appear in the magazine

On the Web
www.massplumbers.com

THE PIPELINE

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Executive Director,
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Roger Gill
Funds Administrator, U.A. Local 12

Safety Tips

Don't keep them
under your hat

BETTER SAFE THAN SORRY. *An ounce of prevention...* You've heard all of the adages about safety. Most people don't want to believe that they can be hurt on the job—until they're hurt on the job. Work smart and take note of the following four leading causes of injury at construction sites.



FALL PROTECTION

Falls account for the largest percentage of construction site injuries. Always inspect and properly use provided equipment such as guardrails, safety nets and harnesses to protect yourself from falling objects and from falling off of working levels.



TRENCH SAFETY

Working in and around excavations is one of the most dangerous jobs in the construction industry. Know your job responsibilities and always wear the proper safety equipment. Be sure the air has been tested in trenches greater than four feet. Keep materials or equipment that might fall into a trench at least two feet from the edge.



CAUGHT IN/BETWEEN

Worksite cave-ins, unguarded machinery, construction vehicles and other potential hazards can cause caught in/between injuries. Make sure that appropriate guards are in place and working properly. It's your responsibility to recognize and avoid unsafe conditions.



ELECTRICITY

To protect yourself from shock, electrocution, fires and explosions, be wary of exposed junction box wiring, damaged extension cords and temporary set-ups. To prevent electrical accidents, insure that proper insulation, electrical protective devices, guarding, grounding, personal protective equipment and safe work practices are used at your work site.



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