



Research & Education

BY JOHN BARNHARD, DIRECTOR OF RESEARCH & EDUCATION

Foreman Training Part II Delivered in Local 195, Syracuse, NY

Because the first foreman training program was a huge success, Ron Haney, Business Manager for Roofers Local 195, Syracuse, NY, requested a second class—Part II of the Foreman Training Program. Many attending this program, which was held April 5–6, 2013, had already completed a two-day program held last year in Syracuse, NY. That program—Part I—included modules on Communication, Problem Solving, Diversity, Sexual Harassment, Teaching, Math and Safety.

Foreman Training Part II, titled *Planning and Managing the Project and Workforce*, comprises four modules: Leadership Skills; Reading Plans and Specifications; Job Setup; and Motivation.

Like the other modules that encompass the Foreman Training Program, the modules in Part II



Instructors Jim Currie, Marty Headtke and Dan Knight pose for a group photo with foreman program attendees from Roofers Local 195, Syracuse, NY.

are equally, if not more, interactive. Participants engage actively in the learning process. Lecture is minimized, while interaction and activity is maximized.

As an example, there are a series of exercises within the Leadership Skills module that attempt to build effective leadership, promote rapid problem-solving and encourage teamwork. Others are designed to promote quality control and quality workmanship. For these and many other exercises, students are divided into crews of four or five, given some instruction about the exercise and expected to work together to solve the problem or find a solution. Instructors debrief the group after each exercise, linking the experience to experiences and situations in the workplace.

Three instructors delivering the two-day program on behalf of the Roofers and Waterproofers Research and Education Joint Trust included Marty Headtke, Apprentice Coordinator for the Chicagoland Roofers JATC, Indian Head Park, IL; Dan Knight,

Apprentice Coordinator for Roofers Local 2 JATC, St. Louis, MO; and Jim Currie, Apprentice Coordinator for Roofers Local 10 JATC, Paterson, NJ. Thirteen foremen and future foremen completed the two-day program. Nearly half of the attendees received a 32-hour foreman completion card because they attended a previous two-day program.

With this program, the Roofers and Waterproofers Research and Education Joint Trust Fund in conjunction with the Roofers International Union have sponsored 21 classes reaching 433 new and experienced foremen, journeymen and future foremen across the country.

Local 195 members who completed the Foreman Program include:

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|-----------------|-----------------|
| Craig Ayen | Shawn Reed |
| Timothy Briggs | Steven Riddell |
| Ronald Clemens | David Rieben |
| Lawrence Leaf | Lawrence Rieben |
| Eric Masters | Paul Rieben |
| Robert Mittower | Ryan Shampine |
| Ronald Payton | |

KEY FEATURES OF THE FOREMAN PROGRAM INCLUDE:

- › Activity-based learning experience
- › Highly interactive: Less lecture, more exercises
- › Delivered by a team of instructors
- › All instructors are experienced trainers and former roofing foremen

FOREMAN TRAINING PROGRAM OVERVIEW

Part I: Role of the Foreman (2 days)

- › Communication Skills
- › Problem Solving Skills
- › Teaching Skills
- › Diversity
- › Sexual Harassment
- › Math
- › Safety

Part II: Managing the Project and Workforce (2 days)

- › Leadership Styles
- › Motivating and Reinforcing Workers
- › Reading Plans and Specs
- › Job Setup



Foreman Training 2009 - 2013

Local Union	Location	Training Dates	Local Union	Location	Training Dates
Local Union 49	Portland, OR	02/27 – 2/28/09	Local Union 49	Portland, OR	02/18 – 02/19/10
Local Union 58	Colorado Springs, CO	03/13 – 3/14/09	Local Union 20	Kansas City, MO	03/25 – 03/26/10
Local Union 96	Minneapolis, MN	03/16 – 3/27/09	Local Union 54	Seattle, WA	06/04 – 06/05/10
Local Union 182	Cedar Rapids, IA	04/22 – 4/23/09	Local Union 49	Portland, OR	12/8 – 12/9/10
Local Union 27	Fresno, CA	05/7 – 5/8/09	Local Union 195	Syracuse, NY	02/24 – 02/25/11
Local Union 11	Chicago, IL	05/29 – 5/30/09	Local Union 221	Honolulu, HI	05/20 – 05/21/11
Local Union 33	Boston, MA	06/26 – 6/27/09	Local Union 65	Milwaukee, WI	01/26 – 01/27/12
Local Union 26	Merrillville, IN	11/12 – 11/13/09	Local Union 44	Cleveland, OH	01/18 – 01/19/13
Local Union 23	South Bend, IN	12/3 – 12/4/09	Local Union 153	Tacoma, WA	02/14 – 02/15/13
Local Union 20	Kansas City, MO	12/10 – 12/11/09	Local Union 195	Syracuse, NY	04/04 – 04/05/13
Local Union 2	St. Louis, MO	01/28 – 01/29/10			

Training Required for the Revised Hazard Communication Standard by December 1, 2013

OSHA revised its Hazard Communication Standard to align with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). The revised standard was released March 26, 2012, and went into effect 60 days later on May 25, 2012.

Employers have until December 1, 2013, to train employees on the new standard and until June 1, 2016, to fully implement the new program.

The Hazard Communication Standard in 1983 gave the workers the ‘right to know,’ but the new Globally Harmonized System gives workers the ‘right to understand.’

The revised Hazard Communication Standard (29 CFR 1910.1200) still requires chemical manufacturers and importers to evaluate the chemicals they produce or import and provide hazard information to employers and workers by putting labels on containers and preparing safety data sheets. However, the old standard allowed chemical manufacturers and importers to convey hazard information on labels and material safety data sheets in whatever format they chose. The modified standard provides a single set of harmonized criteria for classifying chemicals according to their health and physical hazards and specifies hazard communication elements for labeling and safety data sheets.

MAJOR CHANGES

The major changes to OSHA’s Hazard Communication Standard include the following:

› **Hazard classification: Chemical manufacturers and importers are required to determine the hazards**

of the chemicals they produce or import. Hazard classification under the new, updated standard provides specific criteria to address health and physical hazards as well as classification of chemical mixtures.

› **Labels: Chemical manufacturers and importers must provide a label that includes a signal word, pictogram, hazard statement and precautionary statement for each hazard class and category.**

› **Safety data sheets: The new format requires 16 specific sections, ensuring consistency in presentation of important protection information.**

› **Information and training: To facilitate understanding of the new system, the new standard requires that workers be trained by December 1, 2013, on the new label elements and safety data sheet format, in addition to the current training requirements.**

LABELS UNDER THE REVISED HAZARD COMMUNICATION STANDARD

Under the current Hazard Communication Standard (HCS), the label preparer must provide the identity of the chemical, and the appropriate hazard warnings. This may be done in a variety of ways, and the method to convey the information is left to the preparer. Under the revised HCS, once the hazard classification is completed, the standard specifies what information is to be provided for each hazard class and category.

Labels will now require the following elements:

› **Product identifier**

› **Product supplier**

› **Pictogram: a symbol plus other graphic elements, such as a border, background pattern, or color that is intended to convey specific information about the hazards of a chemical. Each pictogram consists of a different symbol on a white background within a red square frame set on a point (i.e. a red diamond). There are nine pictograms under the GHS. However, only eight pictograms are required under the HCS.**

› **Signal words: a single word used to indicate the relative level of severity of hazard and alert the reader to a potential hazard on the label. The signal words used are «danger» and «warning.» «Danger» is used for the more severe hazards, while «warning» is used for less severe hazards.**

› **Hazard statement: a statement assigned to a hazard class and category that describes the nature of the hazard(s) of a chemical, including, where appropriate, the degree of hazard.**

› **Precautionary statement: a phrase that describes recommended measures to be taken to minimize or prevent adverse effects resulting from exposure to a hazardous chemical, or improper storage or handling of a hazardous chemical.**

PICTOGRAMS REQUIRED IN THE REVISED HAZARD COMMUNICATION

There are nine pictograms under the GHS to convey the health, physical and environmental hazards. The final Hazard Communication Standard (HCS) requires eight of these pictograms, the exception being the environmental pictogram, as environmental hazards are not within OSHA’s jurisdiction. The hazard pictograms and their corresponding hazards are shown below.

SAFETY DATA SHEETS

As of June 1, 2015, the Hazard Communication Standard will require new SDSs (formerly called MSDs) to be in a uniform format and include the section numbers, the headings, and associated information under the headings.

Section 1, Identification includes product identifier; manufacturer or distributor name, address, phone number; emergency phone number; recommended use; restrictions on use.

Section 2, Hazard(s) identification includes all hazards regarding the chemical; required label elements.

Section 3, Composition/information on ingredients includes information on chemical ingredients; trade secret claims.

Section 4, First-aid measures includes important symptoms/effects, acute, delayed; required treatment.

Section 5, Fire-fighting measures lists suitable extinguishing techniques, equipment; chemical hazards from fire.

Section 6, Accidental release measures lists emergency procedures; protective equipment; proper methods of containment and cleanup.

Section 7, Handling and storage lists precautions for safe handling and storage, including incompatibilities.

Section 8, Exposure controls/personal protection lists OSHA's Permissible Exposure Limits (PELs); Threshold Limit Values (TLVs); appropriate engineering controls; personal protective equipment (PPE).

Section 9, Physical and chemical properties lists the chemical's characteristics.

Section 10, Stability and reactivity lists chemical stability and possibility of hazardous reactions.

Section 11, Toxicological information includes routes of exposure; related symptoms, acute and chronic effects; numerical measures of toxicity.

Section 12, Ecological information

Section 13, Disposal considerations

Section 14, Transport information

Section 15, Regulatory information

Section 16, Other information, includes the date of preparation or last revision.

EFFECTIVE DATES

OSHA is allowing a phase-in period for the requirements.

December 1, 2013:

Employers must train workers on the new label and SDS format.

June 1, 2015:

Manufacturers, importers and employers must implement all provisions.

December 1, 2015:

GHS-compliant shipping labels must be used.

June 1, 2016:

Employers must implement their updated Hazcom programs.

HEALTH HAZARD  <ul style="list-style-type: none">• Carcinogen• Mutagenicity• Reproductive toxicity• Respiratory sensitizer• Target organ toxicity• Aspiration toxicity	FLAME  <ul style="list-style-type: none">• Flammables• Pyrophorics• Self-heating• Emits flammable gas• Self-reactives• Organic peroxides	EXCLAMATION MARK  <ul style="list-style-type: none">• Irritant (skin and eye)• Skin sensitizer• Acute toxicity (harmful)• Narcotic effects• Respiratory tract irritant• Hazardous to ozone layer (non-mandatory)
GAS CYLINDER  <ul style="list-style-type: none">• Gases under pressure	CORROSION  <ul style="list-style-type: none">• Skin corrosion/burns• Eye damage• Corrosive to metals	EXPLODING BOMB  <ul style="list-style-type: none">• Explosives• Self-reactives• Organic peroxides
FLAME OVER CIRCLE  <ul style="list-style-type: none">• Oxidizers	ENVIRONMENT (Non-mandatory)  <ul style="list-style-type: none">• Aquatic toxicity	SKULL AND CROSSBONES  <ul style="list-style-type: none">• Acute toxicity (fatal or toxic)