

**CENTRAL WISCONSIN CONTRACTOR'S ASSOCIATION
MEETING MINUTES**

OCTOBER 7TH, 2011

President Georgine Pagel brought the meeting to order at 7:00 a.m.
Introductions were made.

Speaker – Kelly Bubolz, OSHA – OSHA Construction Updates

The biggest changes in OSHA in the coming year will be regarding Injury and Illness Prevention Programs (I2P2's). Dr. Michaels is pushing I2P2's where employers need to go out and identify hazards ahead of time and put a program in place to prevent them. The largest example of I2P2 is the Voluntary Protection Programs (VPP).

- In VPP, management, labor, and OSHA work cooperatively and proactively to prevent fatalities, injuries, and illnesses through a system focused on: hazard prevention and control; worksite analysis; training; and management commitment and worker involvement.
- To participate, employers must submit an application to OSHA and undergo a rigorous onsite evaluation by a team of safety and health professionals. Union support is required for applicants represented by a bargaining unit. VPP participants are re-evaluated every three to five years to remain in the programs. VPP participants are exempt from OSHA programmed inspections while they maintain their VPP status.

Region V (which includes Wisconsin, Illinois, Minnesota, Michigan, Indiana, and Ohio) had 78 fatalities in 2010. A lot of these happened in the manufacturing industry with fork lifts. All of them were preventable.

In 2011, you can expect more Inspections – OSHA estimates it will conduct 41,000 inspections from October 1, 2011 to September 30, 2012. This past year they did 32,000. That's a 6.5% increase from last year.

OSHA inspectors will also broaden their reach by stepping up efforts to identify misclassification of employees as independent contractors. Independent Contractors have to be independent (bring their own tools, have the ability to come and go as they please). If not they will be considered employees of the contractor that has the main contract. Under the IRS and for tax purposes they may be independent but OSHA will consider them as employees.

New OSHA web page – www.reginfo.gov . This site is useful because you can see what "prerules" are coming up, what are proposed rules, and what are implemented rules. OSHA anticipates publishing final rules for: Confined spaces in construction & General working conditions for shipyards in the near future.

There is a new OSHA directive on workplace violence. They were seeing numerous cases of workplace violence and abuse at assisted living facilities, medical facilities, and jails. Nurses can be seriously or fatally injured. Inspections will be conducted if workplace violence results in a worker being injured. A psychiatric hospital in Maine found more than 90 instances of employees being injured and were fined only \$6,000. They are now looking at the fine structure to make it more appropriate for the number and types of violations being committed.

Recordkeeping National Emphasis Program (NEP) – focuses on employers that under-report injuries and illnesses. This program has been extended through February 19th, 2012. It also examines safety incentive programs that discourage workers from reporting injuries. We do not want incentives that discourage reporting and we are trying to figure out positive incentives to make employees attend safety training sessions.

Right now OSHA is targeting Dairy Farms in the State of Wisconsin. There are over 20,000 dairy farms in Wisconsin. OSHA doesn't know which farms have more than 10 employees (does not include family members) and which do not. Farms have become larger and more concentrated (rather than the typical small family farm). If they have more than 10 non-family member employees they are looking to see that they have HAZCOM programs in place.

OSHA is now publishing citations over \$60,000 so that people are more aware of violations. They have also changed the look back period for repeat violations. It used to be 3 years and now it is 5. The minimum penalties for posting violations have also increased from \$100 to \$250 for not having the OSHA workplace poster up at a job-site. The greatest number of work-related injuries occur on the highway. Employees driving from the shop to work are injured or killed. You have to let your employees know that their car is the most dangerous tool that they use. Slips, trips, & falls are also big!

General Business

- 1) Donations – we currently have \$8,200 in the treasury and this is the time of year that we typically start thinking about donations. We donated \$3,500 to CMN last year (that included the gun raffle from the golf outing in which we raised \$800). The board is recommending that we donate \$2,500 (as we did in 2010). For Operation Bootstrap, the board is recommending that we donate \$1,000 as we did last year. For the Salvation Army, the board is recommending that we donate \$1,000 as we did last year. We will put all of these out in an e-mail and let the membership know the results at the November meeting. We will make arrangements to donate in November or December.
- 2) Honor Flight – The board is recommending possibly taking on another charity. Next month we will have a representative talk about honor flight and then we can discuss further. We could also possibly use our extra money to bring in speakers from outside of the area. We typically have \$4,000 in excess in the treasury. If anyone has any ideas for speakers, the board is open to suggestions. We could

also consider NTC scholarships or NTC student affiliation. Frank Opatik recommended looking at ways to have the extra money go back to the members through employee training or some other type of programs that would benefit members. Frank made a motion to explore ways to have the excess money benefit members rather than going to another charity. Seconded by Tom Holster. The Board will explore this some more.

- 3) NTC Student Affiliation – Frank Opatik and Jeff Musson will look at developing a student chapter for CWCA.
- 4) Next Month's Speaker – Pam Galloway – if you have a topic that you would like Pam to address, please contact Georgine and she will forward on to Senator Galloway's office. The December speakers will be Jeff Zriny & David Eckmann from the Chamber of Commerce.

Motion to adjourn by Dave Branson, seconded by John Kulp. Meeting adjourned by President Georgine Pagel at 8:14 a.m.

Respectfully submitted,
Tom Holster, Secretary.