

Construction Worker Safety Training Subcommittee Meeting 11/03/2010

Attendees:

Randy Coleman	Kristin Eby	Jhivaun Freeman-Pollard
Greg Gales	Jim Gamin	Ted Giltz
Gary Karnofski	LeeAnn Kasparek	Debbie Kane
Mike Kelly	Lloyd Keith	Bob Legard
Gordon McCleary	Karen McGinnis	Red McKennon
Mark Manderbach	Stan Scott	

Red McKennon chaired the meeting.

Safety Topic:

Stan Scott gave a safety topic on an event that happened in Middletown, Connecticut, resulting in a \$16.6 million fine. The explosion was the result of a process used to flood pipes with gas to clear debris. Without clear guidelines, the workers pumped natural gas into a work area where other workers were welding, doing other construction work, etc. The explosion killed 6 people and injured 50. There were 3 major contractors and 17 subcontractors who were fined because of their involvement with the project. Because of this incident, there will be changes to OSHA, NFPA 54, and dash 1 to implement regulations and a permit process for these types of operations.

Review/Approval of Meeting Minutes:

The August 4, 2010, meeting minutes were reviewed and approved.

Status Updates:

Pilot Program

Bob Legard stated there has been some progress with the Pilot Program. Discussions have been held with WorkSource and TRIDEC to solve the issue of the prepayment of tuition costs.

Gary Karnofski stated that TRIDEC has been taking the lead for the community although CBC will be the actual applicant for a Recovery Act-funded workforce project. The project will be a combination of educational programs at CBC and WSU, as well as workforce outreach activities lead by WSU. Also, WorkSource is going to be funding agencies to support the goals of this Committee in regards to covering tuition costs for base courses for out-of-work construction and HAMTC workers. The funding requested was for \$150,000 per year for three years to cover Hoisting and Rigging, Lock and Tag, and Radiological Worker training.

A question was asked regarding the possibility of adding respiratory classes to the list of classes that are already specified in the program.

Respiratory classes require a physical before a student can attend the class. This would add additional costs that the program would not be able to support at this time.

Sessions for the three types of training mentioned are estimated at \$2,000 for initial courses and \$1,000 for refresher courses. The proposal has been written to include 50 workers for initial and refresher courses. The monies can be distributed however necessary by WorkSource for those people who are their clients and qualify. EM assured that the funding was there, so an

application was formally submitted by CBC in late October. The next step is to connect with WorkSource and review the process for the workers, including using our Website and other activities associated with the construction worker program to get the information out.

Bob Legard said the information will be passed on through the Building Trades meeting and also the information will be on the HAMMER external Website.

Gary Karnofski added that the whole package with CBC is approximately \$1 million per year for 3 years and it covers nuclear engineering and technician type activities, which makes it a comprehensive program.

Bob Legard clarified that this particular program is a prepayment of tuition and not a reimbursement. A program goal was to help create a pre-qualified construction workforce and make the hiring process more efficient. To accomplish this, we need the workers to be able to attend these classes without placing any financial burden on them while they are unemployed. We have another program that we intend to use to reimburse workers for their time spent in the classroom. DOE has determined that this would be an allowable expense, unlike the tuition costs.

Jim Gamin qualified that there is additional accrual from DOE to be used as allowable expense for employee wages paid for training time since the worker would be a hired employee at this point. Pre-payment is not possible. As an action, this will be passed on to the contracts people.

Bob Legard added that the reimbursement would only be paid for time in classes that are required for the job.

A question was asked about adding HAZWOPER classes to the list.

Bob Legard stated that HAZWOPER has a different program. We have grants in place at HAMMER so workers can attend these classes. The information for this will be accessible on the Website.

Red McKennon suggested that it may be beneficial for the next meeting to delineate the two different programs (a take-away fact sheet possibly).

Jim Gamin added that a small group should revise that procedure, including input and approvals from each contractor.

Clarification was made stating that the classes being reimbursed are Hanford classes for with there are no equivalencies.

Training Equivalencies

Bob Legard gave the numbers for FY 2010:

- 797 equivalencies granted
- \$438,686 in avoided tuition costs
- \$792,870 in avoided Labor costs
- \$1,231,556 total costs avoided.

Bob also provided a chart that showed comparisons from FY 2009 and FY 2010. In FY 2009 and FY 2010, the total costs avoidance was \$2.5 million. The chart shows that equivalency

numbers decreased slightly in FY 2010. He stated that numbers have gone down for initial training and most students are now taking refresher training. The refresher classes cost less and the time spent in class is less. This program will work best when all four focus areas are working together as the reimbursement creates more savings.

Jim Gamin added, with regards to the new OSHA standards on Cranes and Derricks, some affiliates are addressing that training element within their programs and the Committee will need to validate the curriculum in order to put in place the appropriate equivalencies. There is a meeting in place to begin making the changes.

Gordon McCleary asked if there was any pressure to grant the equivalencies or any abuses.

Bob Legard answered that in the beginning there was some questioning by the union hall training facilities and the company training departments. A decision was made to build a chart with Training requirements and Learning Objectives listed. Each course is reviewed and the page number is documented showing how the requirement is met. This makes it easier for the Interpretive Authorities to see if the requirement has been met.

Jim Gamin continued that the biggest complications have come from the hoisting and rigging area where it has to be shown that the student has met the basic training requirements for equivalency so they can complete their field OJT/OJE on equipment. Some students have taken the field training (OJT) before the basic training was met. As a result, the training is shown as incomplete and a Site project may be interrupted until that worker is trained to perform the tasks they are hired for.

Gary Karnofski asked if there are any of the Unions that there is still an opportunity to find more savings.

Bob Legard said there is a Site-wide program to make updates to Site procedures, including electrical safety, etc.

Gary said that would fall under continuing work.

Jim Gamin said students have been given credit for training that was identified in the program. The rest of the focus will be to maintain the program and recognize new issues as they come up. Bob has a matrix and he will put it on the Web page.

Web Page

Kristin Eby spoke about the overall HAMMER Website. The look of the Website has been changed. As requested, the affiliates have been added to the website including their specific Union links. Also included are the documents associated with each group, such as the construction group. The Charter and Program has been added to the Website including meeting minutes. Under equivalencies, the contacts are listed with their e-mail address. Under official memos, a click on any memo will take the user to the actual memo. Some categories need to be renamed and Bob will work with Kristin on that. Kristin said there is no limit to how much can be added to the Website. There is also a link to the Site Safety Standards on the Hanford Site page. These were added because the subcontractors and affiliates are not all aware of the Site Safety Standards.

The contractors are also listed, including DOE; any contractor that may need to be contacted on the Hanford Site. The Website is located at hammertraining.com. In the future, a photo gallery and specific construction worker photos will be added. For future updates, Kristin may come to meetings on a quarterly basis for information.

Jim Gamin asked if any outside organizations have been contacted to see what information they would look for on our Website.

Gordon McCleary suggested that it be brought up at their council meeting.

Bob Legard said that he would.

An action may be made to have the training managers look at the Website and give their comments.

Charter

Jim Gamin solicited any revisions needed to the charter. There is one change to replace the table of organizations and their members with a list of organizations that are a part of this Committee. When the Committee first began, Shirley Olinger volunteered Bechtel to be the lead for the Committee. Dave Leeth from the Vitrification Plant was not able to be here today. Because of his work schedule, he is not able to break away for these meetings. The real owners of this program are the construction managers and the labor groups since they benefit the most from this program. There is very good input coming in from labor. The basis behind the Charter is that Training is here to support labor and construction managers to make this program successful.

Gary Karnofski said, in another meeting, one of the discussion points was that Training is trying to establish a policy for worker-trainers for all of the contractors under DOE. One point was the utilization of company representatives who can make these meetings to establish focus group interaction. What other ways can be used to reach out to these representatives since they don't always attend the meetings. Another approach might be one-on-ones or a focus group.

Jim Gamin said there is an understanding at DOE HQ that HAMMER has been one of the few DOE Sites who works out arrangements to implement a program such as the program focused on construction workers to work on the processes, the safety of the processes, and worker qualifications. In order to have validity, we need to have ownership of the program to speak to it.

Karen McGinnis added that Jim Gamin has spent a lot of time speaking with Dr. Ines Triay discussing the program.

Pre-Jobs

Bob Legard discussed receiving pre-job notifications and the process. When he receives a notification, usually on a Friday, the Building and Construction Trades informs him that there will be a pre-job on the following Wednesday. Bob takes the number at the bottom of the pre-job and obtains job training information from Passport. He then reviews the training requirements and takes the information to the pre-job meetings to answer any training questions. At the pre-jobs, Bob receives information about the workforce needed to complete the job and if they will be new to the Hanford site. This information is valuable to HAMMER as it helps to determine the needs for future classes. If there are only a few new workers, then it's absorbed

into the existing schedule, but, for example, when 200 people are hired as new workers, a plan is set up to meet their training requirements before their job begins.

Bob stated that if he could be included in pre-bid meeting instead, there would be more time for training groups to schedule classes.

Jim Gamin asked if there would be any merit for a type of training, such as a seminar given to prospective subcontractors, with information on the Hanford training system and scheduling training for their workers.

Gary Karnofski added that we don't want the subcontractors holding spots and then canceling their enrollments at the last minute. This is where BTR and Procurement confirm the start dates for the new employees.

A clarification was made that the pre-job meeting is a subcontractor meeting to discuss what crafts will be needed for the job and to help the subcontractors realize what training requirements must be met.

Bob Legard is receiving notification of certain pre-jobs, but not all.

Karen McGinnis requested Lloyd Keith and Mike Kelly to help Bob get on distribution for other pre-jobs.

Jim Gamin asked if there was a quarterly subcontractor meeting that Bob could attend.

Bob Legard asked if an actual training class could be produced for subcontractors so they understand the training requirement processes.

Ted Giltz said this was flowcharted for the Recovery Act. Lloyd suggested that an external PowerPoint presentation would be a good idea.

The next meeting will be scheduled for the second or third week in January 2011. A suggestion was made to open the meeting to others, such as affiliates, who would like to learn more about the process and issues.

Action Items:

- Get the DOE interpretation on the allowable expenses for reimbursing employees.
- Begin the revision process for the reimbursement procedure.
- Everyone review the Charter and the Website.
- Fact sheets for training reimbursement process. (Bob Legard)
- Subcontractor training briefing.
- Pre-briefings from other companies (Mike Kelly and Lloyd Keith)