



# Safety News

*Dedicated to ensuring the safest and healthiest working environment for our members*

Winter 2023 | Issue 28

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**Our Vision**

*The United Association and its local unions will apply its best practices and resources to build the most educated and safest workforce in all sectors of the piping industry.*

## Message from Jennifer Massey Health, Safety, and Environmental Administrator



As we gracefully slide into the new year, it's a natural time to reflect on the past 12 months and consider what lies ahead. We have the opportunity to take stock of our accomplishments,

challenges, and the lessons we've learned along the way.

This year has been filled with our own unique set of triumphs and trials. We've all faced unexpected challenges, adapted to new circumstances, and discovered unrecognized strengths within ourselves. We've celebrated victories, both big and small, and learned from setbacks.

As we look forward to the coming year, let's carry the wisdom gained from our experiences and the gratitude for the people who have been with us on this journey. May we approach the future with hope, resilience, and a commitment to making it better than the year before.

Let's also take a moment to appreciate the time spent with our brothers, sisters, and loved ones, the opportunities for personal growth, and the chance to contribute to our communities and the world in our own unique ways.

As we bid farewell to last year, let's welcome the new one with open hearts,

## In this issue

**2024 OSHA Outreach Training ..... p2**  
**Family Fun at Health & Wellness Fair ..... p4**  
**UA Represents at Tradeswomen Build Nations Conference ..... p4**  
**Mental Health Literacy Courses Review: Back to Class with Jen Massey ..... p6**  
**New Safety and Leadership Training Courses Coming..... p8**  
**Register Now for the Working Minds Summit..... p8**  
**New MCAA Safety & Health Videos in Spanish..... p9**  
**Safety Awareness Dates and Events for Your Calendar ..... p9**

to fill the year with positivity, kindness, and action. I am motivated and excited to see the progress we will make on a number of key United Association initiatives.

Wishing you all a joyful, prosperous, and SAFE New Year ahead!

Have you witnessed safety in action? We love to hear about it and may even share it in future issues of Safety News. Reach out to me with your stories, comments, or questions anytime at: [jmassey@uanet.org](mailto:jmassey@uanet.org). ■

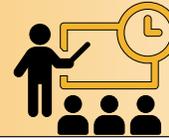


**A Message from General President Mark McManus**



*In December 2023, General President McManus spoke to the UA delegation at the Tradeswomen Build Nations Conference (TWBN). He said, "I am not a social media type of guy, but I know we live in a fractured world, where varying opinions become heated conversations where we work and live. Social media has become the outlet for keyboard warriors. I would like to see social media tell our success stories. I would like you all to flood social media about how this organization and our solidarity and camaraderie have changed many of your lives. I would like to see the stories—and I know they are out there—of how the UA Scholarship Fund enables your daughter, son, or grandchild to attend the school of their choice. I would like to hear the recollections of members driving miles and miles with provisions during natural disasters. Negative, fractured thoughts are not good for anyone's mental health. We need to check those at the jobsite gate. Everyone can have an opinion, but when we're on the job, it's the unity that is our strength, looking out for one another and mentoring our apprentices so they can aspire to live the lives this union has offered all of us."*

**TRAINING**



**2024 OSHA Outreach Training**

**OSHA 510 Course 2150**

**OSHA Standards for the Construction Industry**

February 12-16, 2024 .....	10:00 a.m. - 4:30 p.m. Online (Zoom)
May 6-9, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
July 15-18, 2024 .....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
October 7-10, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
December 2-5, 2024 .....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI

**OSHA 500 Course 2151**

**Trainer Course for the Construction Industry**

March 18-22, 2024 .....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
June 10-14, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
October 21-25, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
December 9-13, 2024 .....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI

**OSHA 502 Course 2152**

**Update for Construction Industry Outreach Trainers**

January 22-25, 2024 .....	10:00 a.m. - 4:30 p.m. Online (Zoom)
April 8-11, 2024.....	10:00 a.m. - 4:30 p.m. Online (Zoom)
July 15-18, 2024 .....	10:00 a.m. - 4:30 p.m. Online (Zoom)
September 9-12, 2024 .....	10:00 a.m. - 4:30 p.m. Online (Zoom)
December 16-19, 2024 .....	10:00 a.m. - 4:30 p.m. Online (Zoom)

**Course 2154**

**Safe Bolting Principles and Practices**

February 5-6, 2024 .....	8:00 a.m. - 5:00 p.m. Mokena, IL
May 6-7, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
October 21-22, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
December 9-10, 2024 .....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI

## 2024 OSHA Outreach Training (continued)

### OSHA 510 Course 2150 OSHA Standards for the Construction Industry

February 12-16, 2024 .....	10:00 a.m. - 4:30 p.m. Online (Zoom)
May 6-9, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
July 15-18, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
October 7-10, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
December 2-5, 2024 .....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI

### OSHA 500 Course 2151 Trainer Course for the Construction Industry

March 18-22, 2024 .....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
June 10-14, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
October 21-25, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
December 9-13, 2024 .....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI

### OSHA 502 Course 2152 Update for Construction Industry Outreach Trainers

January 22-25, 2024.....	10:00 a.m. - 4:30 p.m. Online (Zoom)
April 8-11, 2024.....	10:00 a.m. - 4:30 p.m. Online (Zoom)
July 15-18, 2024.....	10:00 a.m. - 4:30 p.m. Online (Zoom)
September 9-12, 2024 .....	10:00 a.m. - 4:30 p.m. Online (Zoom)
December 16-19, 2024 .....	10:00 a.m. - 4:30 p.m. Online (Zoom)

### Course 2154 Safe Bolting Principles and Practices

February 5-6, 2024 .....	8:00 a.m. - 5:00 p.m. Mokena, IL
May 6-7, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
October 21-22, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
December 9-10, 2024 .....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI

### Course 2170 Opioids in the Workplace

March 12-14, 2024 .....	8:00 a.m. - 5:00 p.m. Online (Zoom)
June 11-13, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
October 22-24, 2024.....	8:00 a.m. - 5:00 p.m. Ann Arbor, MI
December 10-12, 2024 .....	8:00 a.m. - 5:00 p.m. Online (Zoom)

### Course 2171 Introduction to Peer Support Skills and Mental Health Literacy

March 12-14, 2024 .....	8:00 a.m. - 5:00 p.m. Renton, WA
June 18-20, 2024.....	8:00 a.m. - 5:00 p.m. Long Island City, NY
October 8-10, 2024.....	8:00 a.m. - 5:00 p.m. El Monte, CA

### Course 2172 Advanced Skills in Suicide Prevention Training, Peer Support Skills, and Mental Health Literacy

April 2-4, 2024.....	8:00 a.m. - 5:00 p.m. Renton, WA
October 22-24, 2024.....	8:00 a.m. - 5:00 p.m. El Monte, CA

## Sneak Peek at New Mental Health Literacy Course

*Course 2173 available later in 2024*

This “practicum” course focuses on developing, maintaining, and evaluating combined mental health and peer support programs to serve local union tradespeople and communities. Participants are required to complete courses 2171 and 2172 before taking this hybrid (in-person and online) course, which is designed for local staff and leadership. Instructors guide participants to conceptualize and implement a local-based program that is also responsive to the needs and capacity of the greater community. Topics include decision-making about the scope and scale of the program, knowledge of key concepts, suicide incident prevention, and training peer allies. The step-by-step process helps each local set up its program for success. This 40-hour course includes two in-person sessions plus five online meetings spread out over six-to-eight months.

## SAFETY IN ACTION



## Family Fun at Health & Wellness Fair

Last October, Plumbers and Steamfitters Local 7 and several other unions in the Albany, NY, area joined together to host the Greater Capital Region Building Trades second annual Health & Wellness Fair. Organizers planned activities for members and their families, including free flu shots, 10-minute massages, and biometric screenings, in addition to food, games, and raffles.

Vendors provided information on health and wellness services and products, including chiropractic, acupuncture, diabetic support, physical and regenerative therapies, and hearing aids. The event made children a priority, enticing them with a bounce house and face painting, plus the Sheriff's office was on site registering children in Operation SAFE Child. Sports events, including field goal kicking, basketball, golf putting, and football added to the fun while also promoting activities for healthy living.



Thank you to Administrator Leslie Baldwin and Administrative Assistant Justine Koerner for organizing this successful event, and to all the other participating locals: Laborers Local 157, Bricklayers Local 2, Electricians Local 236, Operating Engineers Local 158, Teamsters Local 294, Painters Local DC9, and Insulators Local 40.

### Note from UA Health and Safety:

Thank you to Business Manager Edward Nadeau, UA Local 7, for sharing this safety story. Please let us know what **YOUR** local is doing to promote safety and health within the rank and file. ■



## UA Represents at Tradeswomen Build Nations Conference

The 13th annual Tradeswomen Build Nations (TWBN) conference theme, "Solidarity, Strength, Sisterhood," perfectly described the spirit of the gathering, December 1-3, 2023, in Washington, D.C. With nearly 4,000 attendees, 2023's conference was the most well-attended ever, maintaining its position as the largest gathering of tradeswomen in the world. The United Association made an impressive showing with 849 members joining the three-day event.

Laura Ceja, UA's Special Representative for Training and Outreach, was a speaker at this year's UA caucus event. She started her plumbing apprenticeship 26 years ago with local 761 in Burbank, CA. Back then, when she told people she was a plumber, they would say, "You're kidding!" Today, their reaction is, "How much would you charge for a re-pipe?" Ceja attended her first Tradeswomen Build Nations Conference 15 years ago. There were six UA delegates then. Ceja rallied the crowd saying, "The UA has the largest delegation of 849 ... Look at us now!"



Another speaker at the caucus was Alanna Marklund, Youth, Diversity, and Indigenous Relations for UA Canada, who spoke about her own professional journey. "To go from feeling like I don't belong to seeing this—it is absolutely awe



inspiring! To me it doesn't matter where you come from ... we are all UA, and we are all part of this incredible unity of hard-working, skilled tradespeople." She added, "... My daughter, who is

four years old ... is set on becoming a welder or a plumber. She doesn't know a world where women face discrimination and harassment ... I want to create a world where her reality is a reality."

Adding her own perspective to the caucus, Jen Massey, UA's Health, Safety, and Environmental Administrator, also grew her career while raising children. She was a full-time steamfitter, mom, wife, and more. When "mom guilt" consumed her, she almost quit. She said, "I was struggling. I had no one to talk to. My older and wiser self would have let my younger self know ... my sacrifices resulted in opportunities ... it would be worth it in the end." She added that we need to mentor our new sisters and brothers through their journeys to help them realize the opportunity that's on the other side."

*"We still have a lot of work to do, but we are making a difference. You are making a difference, every single day. We need to recruit more women, mentor more women, and give more women this amazing opportunity that we have all been blessed with."*  
 —Jennifer Massey, UA Health, Safety, and Environmental Administrator



Massey is also passionate about mental health in the trades. She stated, "We can all make this union a better place. One of the ways ... is through fostering conversations around mental health and suicide. There are a number of initiatives on the forefront."

Tradeswomen Build Nations is affiliated with North America's Building Trades Unions (NABTU). The conference and organization recognize and support the economic contributions of women. By empowering women in the trades, nations can drive economic growth, reduce inequality, and build more prosperous and equitable societies.

Supporting women in construction is not only a matter of gender equality but also a practical and strategic decision that can benefit the industry, the economy, and society as a whole. By breaking down barriers and creating a more inclusive environment,

the construction sector can thrive, innovate, and address critical challenges effectively.

The 2024 conference will be in New Orleans, September 27-29. See you there! Check here for updated conference and registration information. ■



## Mental Health Literacy Courses Review: Back to Class with Jen Massey

You may recall from a previous issue that during 2023, I grabbed my bookbag and my six shots of espresso, and went back to class. I feel strongly that I need to have first-hand experience attending our courses so I can authentically help spread the message about our essential mental health and suicide prevention training.

These courses did not disappoint—they were some of the most intense I have attended, but their content is vital to forward progression for our organization and our industry. I can't wait for more of our rank-and-file members to attend and build their skill sets. This is about saving lives!



*Building the knowledge base*

Over the last couple of decades, I have participated in a plethora of training, some involving mental health and suicide prevention, however, the 2171 and 2172 courses were truly unique. The raw vulnerability my brothers and sisters displayed in this safe and comfortable environment was exceptionally effective.



*Course 2171 class*

Almost everyone I know has been touched by mental health or suicide in some way. I am so grateful that UA's General President Mark McManus has led the charge to make this topic a national priority. We must get good at having these real and candid conversations, so we can truly embrace mental health as a part of our holistic safety culture.

And now, more about the courses. The 2171 and 2172 detailed course descriptions come to life more fully in class through participants' emotions and genuine solidarity. Society's divisions fade into the abyss. I believe that mental health and suicide prevention is a topic that humanizes safety and builds camaraderie between our members. For example, during role playing, participants demonstrated what they'd learned, such as a basic understanding of mental health literacy and what it means to be a peer ally. The course is a safe space to put learning into practice by using person-positive language, recognizing and managing the peer ally zone, and having conversations about suicide.



*Role playing increases confidence and understanding*

In addition to developing skills, participants build their own tool kits of information, which include local and national mental health resources and services, steps for creating Employee Assistance Programs, and tips on making appropriate referrals.



*Professional actress Seraluna Sanchez provides a more realistic experience.*

Participants also learn critical techniques for providing support to individuals in distress, including active listening,

empathetic communication, and offering reassurance. The 2172 intensive course goes deeper into crisis intervention and suicide prevention training. Participants learn to identify signs of crisis, provide immediate support, and connect individuals with the resources they need.



Instructors: Seraluna Sanchez, Dr. Sally Spencer-Thomas, Eduardo Vega, and UA member Joe Hock

Based on my experience, these two courses are emotionally intense and require students to be active participants. The learning is fast-paced and not conducive to multitasking with other work projects. Students should also be prepared for at least one-and-a-half to two hours of homework each night.

The 2171 course delivers a wealth of information and basic skills. For me, it opened the doors and got my brain working on unanswered questions. The 2172 course reinforced what I'd learned with new information, and offered more comprehensive practice and a deeper understanding.

One of my great takeaways from these courses was confidence and the ability to more consciously interact with people at work and in my personal life. If you get an opportunity to take them, I hope you do! ■



International Training Fund OSHA instructors, Jeffrey Berger, Rita Neiderheiser, and Michael Baptista are pictured.

### **Mental Health Literacy in their words**

Read what these participants had to say about their experience with the 2171 and 2172 Mental Health Literacy courses.

**Dave Griffiths**, Business Manager  
UA Local 46, Toronto

The introduction class with our UA brothers and sisters last week in San Diego was an eye-opener to me. Everywhere I go the topic of mental health has been at the forefront. Attending this course is needed for everyone who we talk to on a daily basis. Sitting in the class with other UA members and sharing our stories all week, and learning from the professionals was a blessing. Having one of our own brothers helping us navigate through some of the tough assignments was well received. [The course text] *Guts, Grit & The Grind* is an excellent "mental mechanics manual" for us all to read.

I have a new understanding about men's mental health and am asking the questions surrounding suicide at work and in everyday life. We have come back to our home local with a plan on communicating and ... hoping to schedule Dr. Sally to present in Toronto. I look forward to more education on this subject. We all need to experience these teachings.

**Vince Kacaba**, Director of Training  
UA Local 46 JATC, Toronto

I cannot overstate the impact that this program has had in the development of communication skills I need to engage with individuals suffering mental challenges. In addition, the program enhances the communication skills required as an instructor, honing listening skills.

Having dealt with four suicides within our local since August 1, 2023, this training is long overdue on our part. It is nice to have a program that is pre-vetted by the UA. I recommend it to any officer, director of training, or instructor. The three days are intense, but worth every minute.

## NEW Safety and Leadership Training Courses Coming

The United Association training team is always looking at industry trends and data, listening to suggestions, and coming up with new training that meets the needs of our members and leadership. Currently, we are putting together two very different, but highly valuable courses that should be available sometime this year. Here's a brief introduction to the courses. Stay tuned for updates on their launch dates.

### AVERT+ training

Prerequisite: Course 2171 and Course 2172

Active Violence Emergency Response Training (AVERT) is a new course in development that addresses active shooter situations. The course will train participants to recognize warning signs, react quickly in an active shooter situation, and control bleeding in life-threatening situations.

AVERT provides learning and tools to:

- Recognize warning signs using situational awareness
- Decide whether to escape, evade, or attack during an active shooter situation
- Apply critical stop-the-bleed techniques
- Respond quickly and confidently in an emergency

The plus part of the course also trains participants on Naloxone [Narcan] administration as well as the two-hour Vital Cog component of our mental health literacy course.



Sam Phipps, Local 562 and Sean-Keoni, Ellis Local 230 are pictured.

### Safety Leadership training

Prerequisite: OSHA 510, Course 2171, and 2172

Not your typical OSHA course: *Safety Leadership* training helps individuals, particularly those in leadership or managerial roles, enhance their knowledge and skills related to workplace safety. This course aims to develop leaders who promote a safety culture within an organization that will reduce accidents and injuries, and ensure compliance with safety regulations. In the construction industry, projects can be complex, involve various stakeholders, and come with significant safety and regulatory considerations. This specialized training equips individuals with the skills, knowledge, and behaviors needed to lead and manage construction projects effectively. The course also covers topics that prepare individuals to take on leadership roles within construction projects.

A sample of *Safety Leadership* training topics:

- Ethics
- Workers' Compensation 101
- Reasonable suspicion, including drug recognition
- Harm reduction using Naloxone (NARCAN), with certification
- Situational awareness for hazard recognition
- Safety Trained Supervisor (BSCP) preparation
- Safety and Risk Management certification(s)
- Mental health and jobsite wellness, VitalCog curriculum ■

## Register Now for the Working Minds Summit



### CONSTRUCTION WORKING MINDS

Mental Health Promotion, Suicide Prevention  
and Addiction Recovery at Work  
[www.ConstructionWorkingMinds.org](http://www.ConstructionWorkingMinds.org)

February 26-29, 2024  
Kansas City, MO

Join other professionals committed to a holistic approach to jobsite safety at the third annual Construction Working Minds Summit. This year's theme, Scaffolding and Scaling, focuses on reaching out to everyone in the construction industry through mental health promotion, suicide prevention, and addiction recovery services.

[Register and learn more here.](#) ■

## New MCAA Safety & Health Videos—IN SPANISH

By Raffi Elchemmas, CSP, MCAA  
Executive Director of Safety, Health, &  
Risk Management



One of the most requested items over the last several years by MCAA contractors has been the translation of MCAA Safety & Health videos into Spanish. We've responded with a newly released portfolio of Spanish language Safety & Health videos that includes New Worker Safety Orientation, Mental Health Awareness and Suicide Prevention, Head Protection, Hand Protection, Hearing Protection, Eye Protection, Respiratory Protection, and Accident Investigations. Moving forward, you will see several new MCAA Safety & Health resources in both English and Spanish.

Data shows that 34% of construction workers are Spanish speakers and that is the largest among any industry in the U.S. The Center for Construction Research and Training, also known as CPWR, highlights in their sixth edition of the Construction Chart Book, "The fatality rate for Hispanic workers was higher than that for non-Hispanic ... On average, the annual death rate for Hispanic workers was about 48% higher than for non-Hispanic workers. ..."

The industry has made significant strides to address this, but there is still more work to do. CPWR also notes that many recent targeted intervention programs for Hispanic construction workers have contributed to injury reduction in recent years, but underreporting may exist.

MCAA continues to be forward-thinking about Safety & Health resources and is committed to working together with the UA to provide education and training designed for our industry. You can find more information at: [mcaa.org/Safety](https://mcaa.org/Safety). ■

## Safety Awareness Dates and Events for Your Calendar

### U.S.

February, [American Heart Month](#), [American Heart Association](#)  
March, [National Ladder Safety Month](#)  
March, [National Nutrition Month](#)  
March, [Workplace Eye Wellness Month](#)  
March 3-9, [Women in Construction Week](#)  
March 18-24, [National Drug and Alcohol Facts Week](#)

### Canada

February 13, [Wear Red Day](#), women's heart health  
February 29, [Repetitive Strain Injury Awareness Day](#)  
March 21, [Women in Safety Summit](#)

## If you or someone you know needs immediate help, please contact:



[National Suicide Prevention Lifeline](#)— a free and confidential (U.S.) resource that connects individuals with skilled, trained counselors 24/7. Call 988 or 1-800-273-TALK (1-800-273-8255)  
Use the [online Lifeline Crisis Chat](#)  
or or reach out to the Crisis Text Line by texting "HELLO" to 741741 to connect with a crisis counselor.