

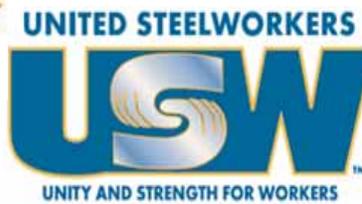


HSS/Labor Union Meeting



Training

April 30, 2008



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HSS/Union Working Group Meeting
April 30, 2008 1:00 – 3:00 pm EST

SUBJECT: TRAINING

Union Working Group

Sheet Metal Workers International Association (SMWIA) - Lead
Metal Trades Department AFL-CIO
Building and Construction Trades Department Center for Construction Research & Training (BCTD CPWR)
Operative Plasterers' & Cement Masons' International Association (OPCMIA)
International Association of Fire Fighters (IAFF)
International Guards Union of America (IGUA)
International Union of Operating Engineers (IUOE)
United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW)

Draft Agenda

- Introductory Remarks.....Glenn Podonsky
- National Training Center (NTC)Jeff Harrell (NTC)
- Federal Workforce Training
 - Short-term Initiatives
 - Long-term Initiatives
 - Interface with Other HSS Offices re: Safety Training
- Conduct of Meeting.....Mari-Jo Campagnone
- Overview of Issues/Meeting Goals
- HAMMER.....Karen McGinnis
- Vision/Overview of April 18 Meeting
- Meeting Facilitation: Gary Batykefer/Dale Hill.....SMWIA

Discussion Topics

1. HAMMER Modeled Training
 - HAMMER facility in the East/Mobile HAMMER training
2. Baseline of current training initiatives [Union, DOE sponsored, etc.]
3. Standardization of training requirements site-wide
4. Specialty Training
 - Confined Space, Prevention, Risk Assessment, Broad Based/Co-located
5. "One Size Does Not Fit All"
 - Delivery of training [online/classroom/hands on]

HAMMER



Karen A. McGinnis
Director
HAMMER Training and Education Center

Karen McGinnis is the only director the Volpentest HAMMER Training and Education Center has ever known. Since 1991, Karen has guided HAMMER to its status as an industry-recognized leader in industrial training featuring one of the most multi-faceted training facilities in the world. Karen's crowning achievement is her oversight in establishing the many partnerships forged through HAMMER. These relationships – made up of organized labor, federal and state agencies, tribes, safety professionals and community leaders – prompted AFL-CIO Chairman John Sweeney to remark that HAMMER represents “one of the most important partnerships in the country.” Under Karen's leadership, HAMMER has gained recognition as one of the premier training centers in the world while also achieving the top federal safety award of Voluntary Protection Program (VPP) Star Status. Karen also received a "Special Achievement Award" for outstanding Performance Leadership in furthering the US DOE VPP program. Karen has a Master of Arts, Agriculture and Natural Resource Economics, Washington State University (February 1980) and a Bachelor of Science, Agriculture and Natural Resource Economics, Oregon State University (June 1974).



HAMMER Steering Committee Executive Board Members



Patrick Finley
Chairman



Mike Sullivan
Vice-Chairman



Gary Petersen
V.P. Hanford
Programs, TRIDEC



Jim Spracklen, Senior
Program Manager, Richland
Operations Office, DOE



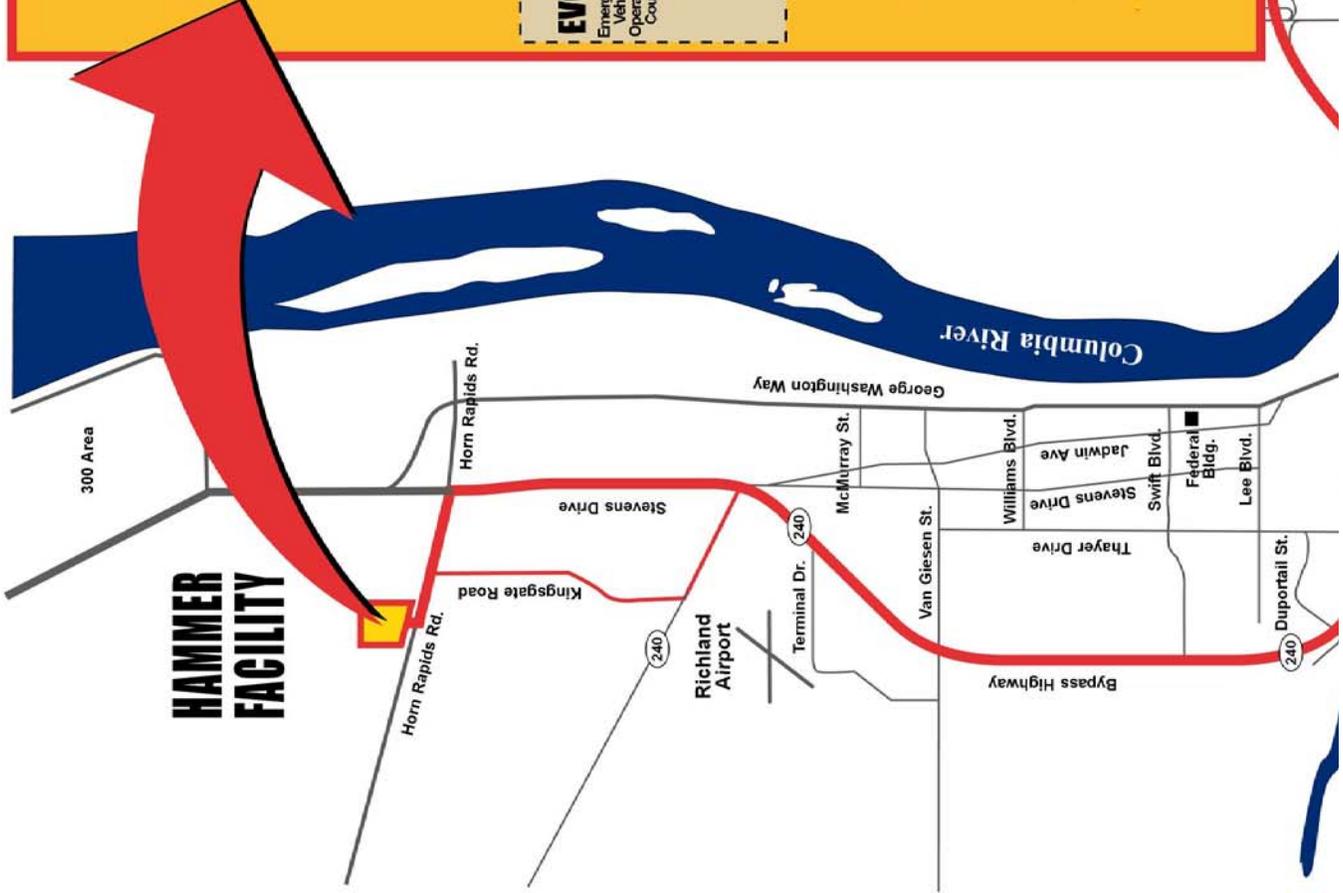
Karen McGinnis
Executive Director

HAMMER Steering Committee

The HAMMER Steering Committee is a group of nationally recognized leaders who offer their time and experience to HAMMER management in an interactive setting where everyone shares a common commitment—reducing health and safety risks to workers, emergency responders, and the public. Committee insight and recommendations strongly influence HAMMER policies, strategies and direction. As an integral element of the partnership, the Steering Committee helps develop and sustain HAMMER.

Bearden, Jim	Administrative Assistant District 751 IAM & AW	International Association of Machinists & Aerospace Workers
Bohnee, Gabe	Director, Environmental Restoration and Waste Management	Nez Perce Tribe
Brockman, David A.*	Manager, Richland Operations Office	US Department of Energy
Bryan, William N.*	Deputy Assistant Secretary, ISER Office of Electricity Delivery and Energy Reliability	US Department of Energy, Headquarters
Burke, William H.	Chief, Walla Walla Tribe	Confederated Tribes of the Umatilla Indian Reservation
Campbell, Donna	Dean of Institute for Professional Development	Columbia Basin College
Cant, Stephen	Director, Department of Occupational Safety and Health	Washington State Department of Labor and Industries
Davis, David	President	Central Washington Building & Construction Trades Council
Elkins, Bill	Project Director	Bechtel National, Inc.
Finley, Patrick	General President	Operative Plasterers' & Cement Masons' International Association of the United States & Canada
Forgette, Francois X.	Regent	Washington State University
Fulton, John C.	President & Chief Executive Officer	CH2M HILL Hanford Group, Inc.
Geppert, Adolph B.	Vice President, Training Services	EnergX, LLC
Giblin, Vincent J.	General President	International Union of Operating Engineers
Graham, Mike	National Secretary	Prospect North in the Liverpool Office
Grumbly, Thomas P.	Vice President, Energy, Environmental & Transportation	Lockheed Martin Information Technology
Hammer, Matt	President and CEO, Vivid Learning Systems	Nuvotec USA, Inc.
Harrell, Jeffrey P.*	Director, National Training Center Office of Health, Safety and Security, HS-50	US Department of Energy, Headquarters

Hill, Edwin D.	International President	International Brotherhood of Electrical Workers, AFL-CIO
Hite, William P.	General President	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the US & Canada
Hunt, Joseph J.	General President	International Association of Bridge, Structural, Ornamental, & Reinforcing Iron Workers
Jackson, George W.	Senior Vice President, Fluor Government Operations, West	Fluor Government Group
Jim, Russell	Program Manager, Environmental Restoration	Yakama Nation
Jordan, Robert R. *	Director, Office of Emergency Operations Support, NA-44	US Department of Energy, Headquarters
Kane, Peter	GMB Convener, elected in 2001	Sellafield (United Kingdom)
Mathis III, Brigadier General Jeff W.	Director, Joint Staff, JFHQ-WA	Washington State Military Department
McCarron, Douglas J.	General President	United Brotherhood of Carpenters & Joiners of America
McGinnis, Karen A. *	Director, HAMMER/Hanford Training	Fluor Hanford, Incorporated
McGuire, Henry E., Jr.	Senior Vice President DOE and Nuclear Programs	Tetra Tech
Merrill, Barry	Acting Associate Laboratory Director National Security Directorate	Pacific Northwest National Laboratory
Molnaa, Dave	President	Hanford Atomic Metal Trades Council
Mrowicki, Richard	Stakeholder Engagement	Nuclear Decommissioning Authority (United Kingdom)
Niles, Ken	Assistant Director, Nuclear Safety Division	State of Oregon, Department of Energy
Olinger, Shirley J. *	Manager, Office of River Protection	US Department of Energy
Patrick, Connie L.	Director, FLETC	US Department of Homeland Security
Parker, Philip S.	Director, Human Resources Magnox Electric South	Energy Solutions UK, Ltd.
Perkins, Capt. Tom	Fire Fighters Local I-24, IAFF/Hanford Fire	Fluor Hanford, Incorporated
Petersen, Gary R.	Vice President, Hanford Programs	Tri-City Industrial Development Council
Potoka, Bruce	Project Officer, Environmental Response Training Program	US Environmental Protection Agency
Sargent, Dave L. *	Director, Office of Hazardous Materials Initiatives & Training	US Department of Transportation
Schaffer, Thomas	Metal Trades General Representative	National Metal Trades Department, AFL-CIO
Schaitberger, Harold	General President	International Association of Fire Fighters
Shingler, Bill	VP/Director, Project Services	Washington Closure Hanford
Smith, Tom	Acting Branch Chief, Programs and Systems Dev Federal Emergency Management Agency	US Department of Homeland Security
Stephens, Doug	Project Manager, USW/TMC Grant Programs	United Steel Workers
Sullivan, Michael J.	General President	Sheet Metal Workers' International Association
Charlie Thomson/ David Whitnall	Union Representatives	Unite the Union (United Kingdom)
Watts, James L.	Vice President, Business Initiatives	Federal Engineers and Constructors
Weis, Michael J *	Manager, Pacific Northwest Site Office	US Department of Energy
Vacant		US Department of Labor, OSHA
Williams, James A.	General President/Director of Organizing	International Union of Painters and Allied Trades, AFL-CIO



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[Directions](#)

[About HAMMER](#)

[News Articles](#)

[Home](#)

Welcome to HAMMER!

Volpentest **HAMMER** is managed and operated by Fluor Hanford for the U.S. Department of Energy. HAMMER specializes in blended learning that sticks:

- Hands-on
- Computer-based/Web-based
- Distance Learning
- Simulations/Mock-ups
- Classroom Instruction



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Review our News Article page for past information.

for the Hanford Site and the nation's [Homeland Security](#) mission.



HAMMER was dedicated to, its founder, the late Sam Volpentest. HAMMER stands for Hazardous Materials Management and Emergency Response. Since the doors to the new facility were first opened in September 1997, HAMMER has played an integral role preparing workers and emergency responders for high-risk tasks and the use of new technologies.

HAMMER is located north of Richland, Washington at 2890 Horn Rapids Road; just east of Highway 240 and the Horn Rapids Golf Course. Richland, Pasco, and Kennewick are known as the Tri-cities. The Tri-Cities Regional Airport is located in Pasco, Washington. Tri-Cities lodging accommodations are easily located through the [Tri-Cities Visitor and Convention Bureau](#).



The HAMMER/Hanford Training organization has received U.S. Department of Energy Voluntary Protection Program "Star" status twice. HAMMER first received the prestigious "Star" in September 2002. It was recertified as a "Star" site in September 2005. The two prestigious "Star" awards recognize the organization for being a leader in safe operations, for remaining committed to safety, and for having a passion for employee and worker involvement.



Volpentest HAMMER Training and Education Center
2890 Horn Rapids Road
Richland, WA 99354
(509) 372-3143

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About HAMMER

History

HAMMER began in 1986 as a community-based initiative to improve training for hazardous materials workers, emergency responders and firefighters.

Mission, Vision and Values

Our core values of Safety, Integrity, Teamwork, and Excellence define our culture and guide our actions.

Steering Committee

The HAMMER Steering Committee is a group of nationally recognized leaders who offer their time and experience to HAMMER management in an interactive setting where everyone shares a common commitment -- reducing health and safety risks to workers, emergency responders, and the public. Committee insight and recommendations strongly influence HAMMER policies, strategies, and direction. An integral element of the partnership, the Steering Committee helps develop and sustain HAMMER.

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- Training Aids
- Patrol Training Academy
- Facilities
- FLETC Courses
- Directions
- About HAMMER
- News Articles
- Home

History | Mission, Vision, Values | Steering Committee

Mission, Vision and Values

Vision

We will be the premier training provider of choice for cleanup workers, emergency responders, energy assurance, and homeland security. We will be a test bed for training workers on new field technology and a provider of computer-based simulation training. We will be nationally recognized as a center of excellence for keeping workers safe, healthy, and productive.

Mission

Through our partnerships, we will provide a premier hands-on training center and realistic training to protect the safety and health of workers, to protect the public and the environment, and to improve worker productivity.

Values

HAMMER/Hanford Training succeeds through the efforts of its staff members: success is a function of the beliefs and values that are at the core of each individual's behavior. Our core values of **Safety, Integrity, Teamwork, and Excellence** define our culture and guide our actions.



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[Training Programs](#)

[Training Aids](#)

[Patrol Training Academy](#)

[Facilities](#)

[FLETC Courses](#)

[Directions](#)

[About HAMMER](#)

[News Articles](#)

[Home](#)

[Emergency Operations](#) | [E & W Management](#) | [Fire Operations](#) | [Homeland Security](#) | [Law Enforcement](#) | [OSH](#) | [Transportation](#) | [Training Photos](#)

Training Programs

Emergency Operations

The life-size props at the HAMMER facility offer a realistic environment for emergency response mockups and drill scenarios.

Environmental and Waste Management

HAMMER is designed for those who deal with substances or processes that potentially have an adverse affect on the environment. Environmental and waste management customers manage a variety of hazardous waste issues. Typically, environmental and waste management customers are involved with superfund sites or monitor radiation zones.

Fire Operations

Using authentic on-site props, Fire Operations provides "training as real as it gets" to those involved with fire service.

Homeland Security

To secure the United States from terrorist threats or attacks the Office of Homeland Security was established by Executive Order to develop and coordinate the implementation of a comprehensive national security strategy.

Law Enforcement

The Patrol Training Academy is located next to HAMMER and serves as an adjunct to the props at the HAMMER main site. Law enforcement and security personnel use the Patrol Training Academy for realistic training.

Occupational Safety and Health

HAMMER offers a complete line of occupational safety and health (OSH) training for general industry and construction. OSH brings some of the nation's best training providers to HAMMER for confined space, fall protection, behavior-based safety and hazardous waste.

Transportation

HAMMER addresses the concerns of Transportation customers involved with shipments of hazardous materials and emergency preparedness.

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[Training Programs](#)

[Training Aids](#)

[Patrol Training Academy](#)

[Facilities](#)

[FLETC Courses](#)

[Directions](#)

[About HAMMER](#)

[News Articles](#)

[Home](#)

[Emergency Operations](#) | [E & W Management](#) | [Fire Operations](#) | [Homeland Security](#) | [Law Enforcement](#) | [OSH](#) | [Transportation](#) | [Training Photos](#)

Emergency Operations



Emergency operations training and support services at HAMMER enable emergency responders to perfect techniques for responding to natural and man made disasters. In HAMMER classroom information is disseminated, roles and responsibilities are identified, and response plans are formulated. A life-size HAMMER props allow students to practice what they have learned during realistic scenarios with hands-on participation. By providing a variety of conditions and situations, multi-faceted HAMMER training brings experiences that maximize protection to workers, the public, responders, facilities, and the environment. Domestic preparedness programs held at HAMMER include weapons of mass destruction and non-proliferation training. New emergency response technology routinely becomes part of training programs and exercises.



Typical Training Classes

- Crisis Management
- Emergency Planning & Response
- Disaster Site Response & Recovery
- Medical Emergency Response
- Counter Terrorism & Nonproliferation
- Transportation Emergency Response
- National & International Border Security Training
- Weapons of Mass Destruction Drills and Exercises
- Multiple Agency Response

For further information about HAMMER's Emergency Operations program, contact [Gary Karnofski](#) via email or (509) 373-6068.



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Training Programs



Training Aids



Patrol Training Academy

Facilities

FLETC Courses

Directions

"The Training at HAMMER is as Real as it Gets!"

About HAMMER

News Articles

Home

Emergency Operations | E & W Management | Fire Operations | Homeland Security | Law Enforcement | OSH | Transportation | Training Photos

Environmental and Waste Management



Courses at HAMMER are designed for those who deal with substances or processes that have the potential to adversely affect our environment. At HAMMER, students learn to handle hazardous waste shipments, manage superfund sites, and monitor radiation. HAMMER customers achieve certification to apply pesticides, HAMMER customers receive training in decontamination, and decommissioning, and satisfy regulatory compliance training requirements.

HAMMER's life-sized props are often reconfigured to replicate hazardous work conditions so challenges can be met in a safe, controlled environment before they are confronted on the job. During a three-day Plutonium Finishing Plant mock-up, Hanford workers practiced replacing a faulty agitator pump in a waste tank pit. For every \$1 spent in training, an estimated \$300 was saved from avoiding corrective actions during the actual job.



Typical Training Classes

- Basic Transportation Modules
- Advanced Transportation Shipper Certification in Mixed Waste, Hazardous Waste, and Hazardous Materials
- Waste Site Characterization
- Waste Site Remediation
- Spill Mitigation – Land & Water
- Methamphetamine Lab Cleanup

For further information about HAMMER's Environmental & Waste Management program, contact [Gary Karnofski](#) via email or (509) 373-6068.

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Training
Programs

Training Aids

Patrol
Training
Academy

Facilities

FLETC
Courses

Directions

About
HAMMER

News
Articles

Home

Emergency Operations | E & W Management | Fire Operations | Homeland Security | Law Enforcement | OSH | Transportation | Training Photos

Fire Operations



HAMMER offers a wide range of hands-on firefighting and education courses to meet today's fire service needs; including technical rescue skill building, hazardous materials response, emergency medical response, and weapons of mass destruction response.

At its 80-acre training campus in Richland, Washington, HAMMER performs fire service training for federal, state, tribal, and local agencies, as well as private industry organizations. Fire service customers may bring their own trainers to HAMMER or make use of the highly qualified training professionals available through HAMMER.



Typical Training Classes

- Burn-to-Learn
- Search and Rescue
- Confined Space Rescue
- Rope Rescue
- Trench Rescue
- Hazardous Materials Skills
- Fire Fighter I and II Skills
- Professional Development
- Train-the-Trainers

For further information about HAMMER's Fire Operations program, contact [Steve Ingram](#) via email or (509) 373-2983.



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Homeland Security

The Office of Homeland Security was established by Executive Order to develop and coordinate the implementation of a comprehensive national strategy to secure the United States from terrorist threats or attacks. Mission elements include:

- Detection
- Preparedness
- Prevention
- Protection
- Response & Recovery
- Incident Management

HAMMER Can Help

HAMMER offers training support in the areas of transportation security, border security, hazardous materials, weapons of mass destruction, as well as emergency management and response at all levels of government and the private sector.



HAMMER Capability



HAMMER is an extraordinary facility featuring an extensive line of life-sized training props. Using the props, students train in a controlled environment, eliminating dangerous situations often found during on-the-job training.

Main campus training areas include a six-story training tower, burn building, search and rescue building, collapsed structure and rubble pile, port-of-entry building, an overturned tanker trailer, high-risk electrical props, rail tank cars, and confined space props.

The law enforcement and security training campus has a shoot-house, precision rifle range, live-fire tactical obstacle course, marksmanship range, seven ranges for tactical training, and space for heavy impact weapons and non-live-fire training. Classrooms include 12- and 24-station computer-based training rooms and distance learning with satellite and video-conferencing capabilities.

HAMMER Accomplishments

Successfully developed and delivered training that supports the needs for the Hanford Site, national, and international organizations emergency preparedness organizations that are combating weapons of mass destruction.

Successful development of partnerships with industry leaders has provided exceptional expertise to HAMMER training programs.

Successful deployment at HAMMER of training programs related to Homeland Security since 1997 with the U.S. Department of State, Anti-Terrorism and Border Security training, U.S. Marine Corps, Washington Army National Guard, U.S. Department of Energy, Federal Emergency Management Agency, U.S. Department of Transportation, and local and regional law enforcement and fire agencies.



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Training
Programs

Training Aids

Patrol
Training
Academy

Facilities

FLETC
Courses

Directions

About
HAMMER

News
Articles

Home

Emergency Operations | E & W Management | Fire Operations | Homeland Security | Law Enforcement | OSH | Transportation | Training Photos

Occupational Safety and Health



Protecting America's workforce and the public from injury and illness has become one of the greatest challenges facing government and private industry. HAMMER's Occupational Safety and Health program provides up-to-date, technically sound, and effective hands-on training. A "worker-training-worker" approach is one of the cornerstones of the program's success.

In addition to worker training classes, the HAMMER Occupational Safety and Health program also offers Mastery Courses. Typical students at the mastery level are safety professionals, senior site safety officers, compliance officers, instructors and other personnel viewed as Competent Persons.

Because of the need for skilled support personnel to respond to terrorist or weapons of mass destruction incidents, additional elements of protective training in chemical, biological, and radiological exposures are being incorporated into the program.

Typical Training Classes

- Hazardous Waste Initial & Refresher courses
- Asbestos Worker
- Radworker
- Crane and Rigging
- Respiratory
- Confined Space
- Fall Protection
- Trenching and Shoring
- Construction Safety
- Scaffold Erection
- Electrical Safety

For further information about HAMMER's Occupational Safety & Health program, contact [Gary Karnofski](#) via email or (509) 373-6068 by phone.



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Training Programs

Training Aids

Patrol Training Academy

Facilities

FLETC Courses

Directions

About HAMMER

News Articles

Home

Emergency Operations | E & W Management | Fire Operations | Homeland Security | Law Enforcement | OSH | Transportation | Training Photos

Transportation



Courses at HAMMER address the concerns of transportation customers involved with shipments of hazardous materials and emergency preparedness. Props at HAMMER's Rail Tank Car and Truck Burn Pad provide realistic training scenarios for accidents, ammonia leaks, and other rail and road emergencies.

For further information about HAMMER's Transportation program, contact [Gary Karnofski](#) via email or (509) 373-6068.



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[Training Programs](#)

[Training Aids](#)

[Patrol Training Academy](#)

[Facilities](#)

[FLETC Courses](#)

[Directions](#)

[About HAMMER](#)

[News Articles](#)

[Home](#)

[Emergency Operations](#) | [E & W Management](#) | [Fire Operations](#) | [Homeland Security](#) | [Law Enforcement](#) | [OSH](#) | [Transportation](#) | [Training Photos](#)

Law Enforcement



The [Patrol Training Academy's](#) state-of-the-art classrooms, tactical ranges, and [Emergency Vehicle Operations Course\(s\)](#) border HAMMER to the North and West. [PTA props](#) and equipment supplement the existing [HAMMER props](#). Law Enforcement and security personnel use the Patrol Training Academy for realistic and dynamic training. Customers bring their own trainers or make use of the facility's highly qualified training professionals. Whether a certified firearms instructor with experience in weapons and munitions, a range officer with a "safety first" approach, or a defensive tactics or driving instructor. All training specialists are attuned to the special needs of law enforcement personnel, whether a certified firearms instructor experienced in weapons and munitions, a range safety officer with a "safety first" approach, or an instructor in defensive tactics or driving.



The Patrol Training Academy's mission is to strive for excellence in training Protective Force personnel, and at the same time, to provide outstanding training resources for outside agencies. For information concerning Patrol Training Academy activities, call Captain Rudy Almeida on (509) 376-2350.

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[Training Programs](#)

[Training Aids](#)

[Patrol Training Academy](#)

[Facilities](#)

[FLETC Courses](#)

[Directions](#)

[About HAMMER](#)

[News Articles](#)

[Home](#)

[Emergency Vehicle Operations](#) | [Firearms](#) | [Defensive Tactics](#) | [SWAT](#) | [Patrol Photo Gallery](#)

Patrol Training Academy

The Hanford Patrol has a successful and proud history of protecting the Hanford Site and Hanford workers. Thousands of local, state, and federal law enforcement personnel train at Hanford's Patrol Training Academy yearly. Core courses offered include:

- Emergency Vehicle Operations Course (EVOC) Training
- Firearms
- Defensive Tactics
- SWAT
- Crisis Negotiations
- Individual and Team Tactics
- Supervision
- Basic Instructor Training
- Live-Fire Range Operations
- First Aid/CPR
- Emergency Management, as well as agency-specific or specialty courses



The PTA strives for excellence in training. For information about PTA activities, call (509) 376-2351.

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[Training Programs](#)

[Training Aids](#)

[Patrol Training Academy](#)

[Facilities](#)

[FLETC Courses](#)

[Directions](#)

[About HAMMER](#)

[News Articles](#)

[Home](#)

Training Aids- Photos

Training Aids



Hammer Training Aids provide a variety of modes and options in which to train emergency response personnel, hazardous material handlers, security forces, and workers. The life-size devices at the HAMMER facility offer a realistic environment for emergency response mockups and customer specific drill scenarios.

For further information about HAMMER's Emergency Operations program, contact [Gary Karnofski](#) via email or (509) 373-6068.



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HAMMER to expand for border training

This story was published Friday, November 16th, 2007

Annette Cary, Herald staff writer

A new building will go up at the HAMMER training center to teach visiting international border officers, thanks to \$2.25 million from the U.S. State Department.

The expansion was announced Thursday as HAMMER celebrated its 10th birthday and rededicated the center to the late Sam Volpentest.

Volpentest, a tireless promoter of the Tri-Cities, worked doggedly to win \$30 million from Congress to build HAMMER on an 80-acre campus north of Richland. Training is done on life-size props including a building that can be filled with smoke, a mock-up of a border crossing and a concrete pad for fighting flammable liquid fires.

"The props are the most important, but we need classroom space to back them up," said Jim Spracklen, senior program adviser for the Department of Energy.

To allow more classes to be offered, HAMMER is using an industrial high bay area as classroom space, sometimes with five classes under way at once.

"It's noisy. It's not conducive to learning," said Karen McGinnis, HAMMER director. HAMMER classrooms have been at near capacity for three years, making scheduling difficult, she said.

The building will provide classroom space for Pacific Northwest National Laboratory's growing training program at HAMMER to teach international border enforcement. That also will free up classroom space the program now is using for other programs.

"Over the past 10 years we have trained more than 1,200 foreign officials representing 44 different nations and over 2,800 U.S. Customs and Border Protection officers," said Gordon Dudder, director of defense nuclear proliferation programs for the national laboratory.

"The security of the United States does not start at our border. It starts overseas," said Paul Van Son, senior advisor for the Department of State's Nonproliferation and Disarmament Fund.

If nuclear materials can be stopped at border crossings overseas, the United States is better protected, he said. HAMMER is one of the few places where border officials can practice detecting and identifying real radioactive materials, he said.

The national lab offered its first border protection class in September 1997 for Hungarian and Slovakian customs and border guards. Since then it has focused on training for officers and guards from Russia, the Middle East and Asia. But it's also reaching out to Latin America and has recently offered a class to 25 officers from Mexico, Van Son said.

The under secretary for arms control and international security committed to spending the money for the expansion in 2005. But Rep. Doc Hastings, R-Wash., reminded Secretary of State Condoleezza Rice this spring that the money had not been transferred.

"HAMMER, in conjunction with the Pacific Northwest National Laboratory's national expertise on nuclear radiation detection, represents a unique national resource for federal nuclear nonproliferation efforts," he wrote in a letter to Rice.

Now the money is in the bank, Van Son said. Construction should begin in December and the building should be completed by late summer.

HAMMER's primary use is to train workers at the Hanford nuclear reservation, and DOE and organized labor both credit it with helping improve the site's safety record over the last decade. It not only offers hands-on training with props, but also uses experienced workers to train other workers.

"It's a proven and effective method," said Dave Molnaa, president of the Hanford Atomic Metal Trades Council.

But Volpentest also envisioned a training center that could be expanded beyond DOE training. Over the last decade it's offered training for groups that included Army Rangers, National Guard teams, the Confederated Tribes of the Umatilla Indian Reservation, hospital workers across the state and Mid-Columbia law enforcement.

Among those who have been trained were two princes in a delegation from Saudi Arabia who participated with other high-level government and port officials to learn to screen cargo at international seaports for weapons of mass destruction.

The Tri-City Development Council estimates that visitors to the center added \$750,000 to the local economy over the last year. When the new building allows training to increase, that amount should grow.



Visit [Hanford News.com](http://HanfordNews.com)

Richland's HAMMER center to get \$1 million

This story was published Thursday, November 15th, 2007

the Herald staff

The HAMMER training center at Hanford will receive \$1 million to continue National Guard training in money included in the Fiscal Year 2008 Defense Appropriations Act.

The bill was signed into law by President Bush this week.

HAMMER has "been teaching the National Guard for several years and this helps solidify their leadership in homeland security training," said Rep. Doc Hastings, R-Wash., in a statement. He and Rep. Norm Dicks, D-Wash., requested the money.

The money will be used to train National Guard teams to respond to weapons of mass destruction. This year 12 of the teams have been trained at HAMMER.

Also, the HAMMER facility plans to mark its 10-year anniversary today with an announcement of a major expansion program to provide additional training for international border enforcement officers and others.

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Visit Hanford News.com

HAMMER's success story

This story was published Sunday, November 11th, 2007

By the Herald editorial staff

The 10th anniversary of the opening of the Sam Volpentest HAMMER Facility in Richland has everything - excitement, national importance, masterful technology and life-saving training.

Everything except Sam, who died in 2005 at the age of 101.

And even he is there as a legacy and as a guiding spirit.

It's been 10 years since the original construction was completed at HAMMER (the Hazardous Materials Management and Emergency Response Training and Education Center). A rededication ceremony will be conducted Thursday but is not open to the general public.

In the 10 years since HAMMER opened, 350,000 student days of training have been provided, said Karen McGinnis, HAMMER's director.

The concept began as a community-based initiative in 1986 for training local agencies in handling hazardous materials. But Volpentest took that idea and convinced Congress and the Department of Energy it needed federal backing.

Today, its partner organizations are unparalleled in diversity: DOE and its contractors, the Environmental Protection Agency, Federal Emergency Management Agency, U.S. Department of Transportation, Department of Labor, two states, three tribal governments, nine international labor unions, Hanford Atomic Metals Trade Council, building and construction unions, three unions from the United Kingdom and the U.K.'s Decommissioning Authority, academic institutions, local governments, professional associations, the Tri-Cities Industrial Development Council and the private sector.

Typical training includes radiation protection, respiratory protection, handling hazardous waste, hoisting and rigging, asbestos handling, emergency preparedness and deactivation and decommissioning mockups.

It's a complex, highly needed and intensely rewarding activity.

From the beginning, it has meant a lot to the Tri-Cities.

Below are excerpts from an editorial the Herald published Sept. 24, 1997, in honor of that first day:

Day of celebration for HAMMER - and for Sam

Today is a triumph for the Tri-Cities and for those who must put themselves in harm's way dealing with hazardous materials.

And it is a very special triumph for a very special man: Sam Volpentest.

On this, his 93rd birthday, Volpentest is the toast of the town as ... HAMMER is opened for public view and

formal dedication. ...

Then the serious work begins as HAMMER undertakes its mission of training emergency crews in how to deal with the many hazards peculiar to our modern, technological era.

Although many important figures in Congress, labor unions and the private sector had a hand in bringing HAMMER here, it was Volpentest who first seized upon the idea, and it was Volpentest who bugged his many contacts in Congress until the \$29.9 million to pay for the training center came through.

"We're going to get this thing," Sam declared a couple of years ago.

He meant it. Whenever support got a little shaky, Sam, as executive vice president of the Tri-City Industrial Development Council, got on an airplane and went to Washington, D.C. (He must have driven them nuts.)

Whenever covetous eyes were cast toward the HAMMER project by some other state's delegation, Sam found a way to thwart them. ...

HAMMER is a regional training facility which will ensure hazardous waste cleanup is tackled by a competent and trained work force. It will serve a range of non-nuclear subjects which will be of growing national and international concern into the next century.

With two dozen permanent employees and about 300 students and instructors in temporary residence, it will be a strong presence in the Tri-Cities.

It is an ideal project for the Tri-Cities. With the shutting down of a defense mission at Hanford (but the remains of the hazardous wastes from that mission still to be dealt with), the presence of the HAMMER facility brings a natural synergy to cleanup.

Although they themselves credit Volpentest as the driving force behind HAMMER, Sam gives special credit for what he calls a "terrific" job to Sen. Slade Gorton, R-Wash., Sen. Patty Murray, D-Wash., and Rep. Richard "Doc" Hastings, R-Wash.

And from the beginning, Volpentest says, some of the strongest support for HAMMER came from a member of the delegation from the other side of the mountains, Rep. Norm Dicks, D-Wash., a longtime friend of Sam's from the days when Scoop Jackson and Warren Magnuson represented Washington in the Senate. Dicks was an aide to Magnuson.

... We encourage as many of our readers as can to see for themselves just how large an achievement this really is. Take a tour ...

And if you happen to spot a little guy with a goatee somewhere in the crowd, you might just walk up to him and say, "Thanks, Sam."



Visit [Hanford News.com](http://www.hanfordnews.com)

HAMMER has put safety first for 10 years

This story was published Saturday, March 17th, 2007

Karen McGinnis, Director of HAMMER/ Hanford training

We've been an icon in the community since 1997 - just like our namesake Sam Volpentest who turned his dream into bricks and mortar by building partnerships with the community, government, industry, labor and tribal nations. For nearly 10 years, the Volpentest HAMMER Training & Education Center has helped keep Hanford's workers safe. At the same time it has been expanding its reputation for training emergency responders and workers from around the world.

HAMMER stands for Hazardous Materials Management and Emergency Response. Fluor Hanford operates the facility on behalf of the Department of Energy.

To date, about 80 percent of our 325,000 student-days of training have been conducted for Hanford workers. HAMMER's worker-trainers and hands-on "props" allow workers on Hanford projects to combine classroom training with "mock-up," real-life scenarios to test field-work processes in a safe environment.

HAMMER is a unique facility - from the realism of our training programs to our focus on safety. In fact, HAMMER is the only training facility in the country that has been awarded Star Status in DOE's Voluntary Protection Program, for maintaining injury rates at least 50 percent to 75 percent lower than industry averages.

DOE allows non-Hanford agencies to use HAMMER when available. The agencies range from the National Guard to the Department of Homeland Security and the Federal Law Enforcement Training Center. These new "clients" and missions have brought to the Tri-Cities from around the globe visitors who stay in the area's hotels and frequent its shops and restaurants.

For example, we've played host to people from more than 40 countries who have taken international border-security training conducted by Pacific Northwest National Laboratory.

Last May, Connie Patrick, director of the Federal Law Enforcement Training Center, and several of her staff visited to identify partnering activities. Headquartered in Glynco, Ga., the center serves 80-plus federal agencies and is this country's largest law enforcement training operation.

We've also toured Rep. Bennie Thompson, D-Miss., who visited HAMMER in last year at the invitation of The Tri-City Development Council. Now the majority leader of the House Appropriations Committee on Homeland Security, Thompson said the country needs a facility like HAMMER to train disaster site workers before the next major national disaster such as Hurricane Katrina.

Additional opportunities for HAMMER this year include more training for the National Guard Bureau, the International Association of Fire Fighters and DOE's Office of Electricity Delivery and Energy Reliability.

Not only are other federal agencies emulating HAMMER and Hanford's safety programs, but so are other countries. Officials from the United Kingdom have benchmarked HAMMER during more than 20 visits. We've been working closely with a group from Cumbria, England - near the Sellafield site (Hanford condensed into 1.5 square miles) - that is planning a HAMMER-like partnership and facility for workers cleaning up more than 20 nuclear sites in the U.K.

HAMMER works because of its partnerships, but the workers are at the heart of its success. During an open house last September, Hanford Atomic Metal Trades Council president Dave Molnaa noted that our worker-trainer program had helped to significantly reduce injuries at Hanford.

Sam Volpentest always reminded us that we should do what's best for workers. I believe he would be proud that we're still doing our best to prepare and protect not only the workers at Hanford, but also personnel from around the globe who are responsible for their nations' safety and security.

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HAMTC

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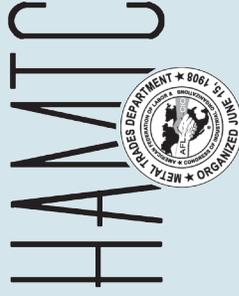
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**Hanford Atomic Metal Trades Council
Safety Representatives**



CH2MHILL



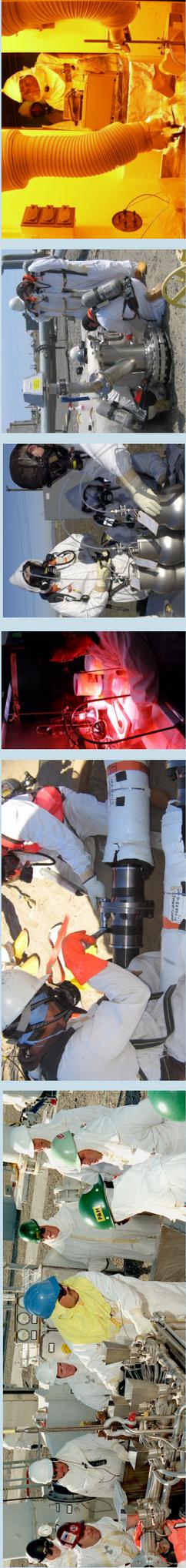
*HAMTC Safety Representatives and
CH2MHILL Operational Vice Presidents*



CH2MHILL

CHG0404-13

*For additional information
contact Fran Ito (509) 372-9743*



Roles and Responsibilities

Safety Representatives are appointed by the Hanford Atomic Metal Trades Council (HAMTC) and funded as full-time employees of CH2M HILL Hanford Group Inc. They are an integral part of the organizations they support, and have full company support and endorsement for this role.

Representing the Interest of HAMTC Workers

- Assist Department of Energy and its contractor in resolving HAMTC employee concerns and issues related to environment, safety and health.
- Point of contact for Stop Work, Work Pause, fact finding, event investigations, critiques and other activities.
- Communicate with the appropriate employee health advocates.
- Accompany inspection and assessment teams for purposes of identifying environment, safety and health-related hazards in the work environment.
- Participate as active members of the Waste Feed Operations (WFO), Closure Operations (CO) and Analytical Services safety councils, including various committees and teams.
- Partner with Human Resources, Labor Relations and Employee Concerns Program in helping address worker issues.

Working with CH2M HILL at Hanford

- Attend top and mid-level project staff meetings to provide assistance in resolving environment, safety and health issues.
- Accept HAMTC safety representative assignments, as delegated by the WFO/CO vice-presidents.
- Participate in Integrated Safety Management System and Voluntary Protection Program activities and events such as the Hanford Safety Expo and regional/national environment, safety and health-related conferences.
- Serve as information resources to technical support representatives assigned to the Hanford Emergency Operations Center.
- Assess and provide corrective action suggestions to the Safety Programs Senior Director to identify trends in injury/illness statistics.

Lead Safety Representative

- Lead safety representative has overall responsibility for the CH2M HILL - HAMTC Safety Program and reports to the Senior Director for Safety Programs at CH2M HILL.
- Serves as co-chair of the President's Accident Prevention Council.
- Reports directly to HAMTC president on safety and health issues.

Benefits of the Safety Representative Program

- Address safety concerns before they result in a stop work or work pause.
- Increased worker involvement in problem resolution with Safety Programs and Performance Assurance initiatives.
- Significant reduction in employee safety concerns that require formal resolution.
- Significant reduction in safety grievances that require formal resolution.



Office of Health, Safety and Security

National Training Center

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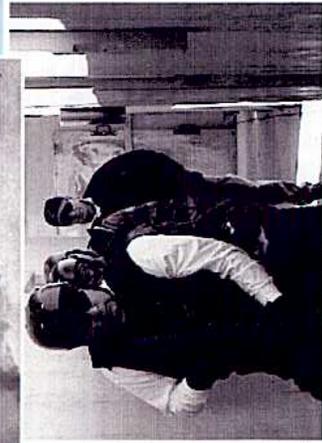
National Training Center
HS-50
Office of Health, Safety
and Security



Jeff Harrell, Director



A Historical Perspective



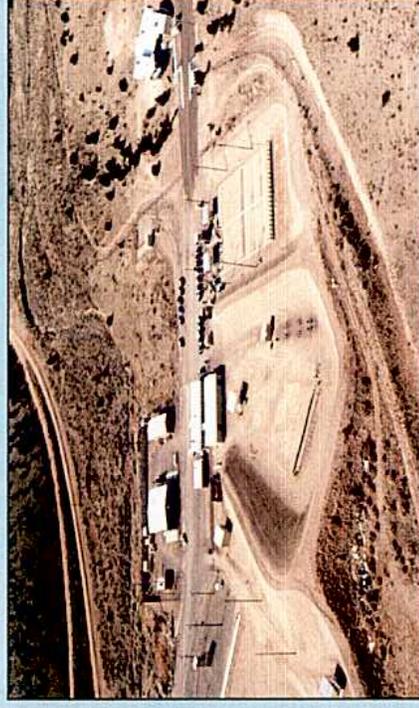
- **Originally established in 1984 to provide training for DOE contractor Protective Forces.**
- **Extended operations in 1990 to include the five Safeguards and Security Topical Areas.**
- **NTC Charter recently expanded to include Safety Training.**
- **Secretarial Mission Assignment on November 4, 2004 formally designated the NTC as the "Center of Excellence in Security and Safety Professional Development for the Department of Energy"**



Mission Statement



- **The National Training Center's primary mission is to provide Department of Energy Safety and Security personnel with quality training in support of professional development**





Training Areas



- **Safeguards and Security**
- **Protective Force**
- **Information Security**
- **Personnel Security**
- **Nuclear Materials Control & Accountability**
- **Physical Protection**
- **Program Planning & Management**
- **Safety**
- **Professional Development**
- **Counterintelligence**



Work for Others — Government Agencies



Provide training and support for DOE and a wide range of other agencies and organizations



Other federal agencies



Military



State and local law enforcement



United Kingdom Civil Nuclear Constabulary



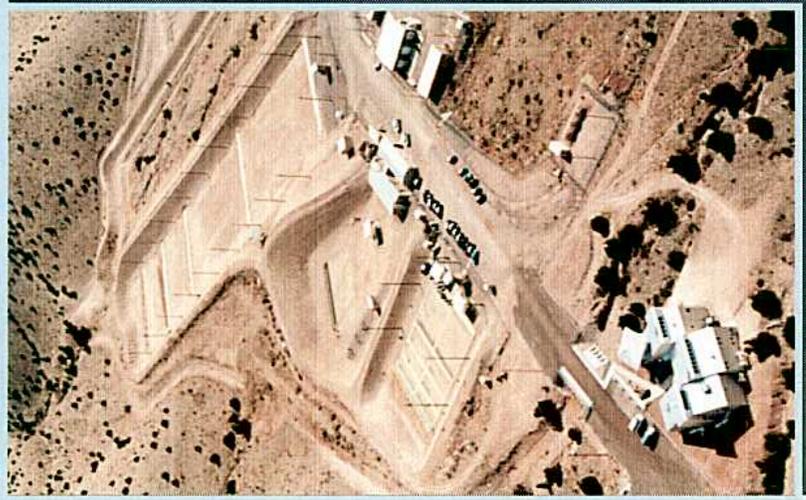
Assets and Capabilities



- **Instructor Cadre**
 - 63 Instructors
 - 22 FTE
 - 41 IPT
 - 104 Subject Matter Experts (SME's)
 - 56 SME's used for instruction
- **Main Campus**
 - Nine 1950s-vintage buildings containing 61,000 square feet
 - Four classrooms, including one classified classroom



Assets and Capabilities



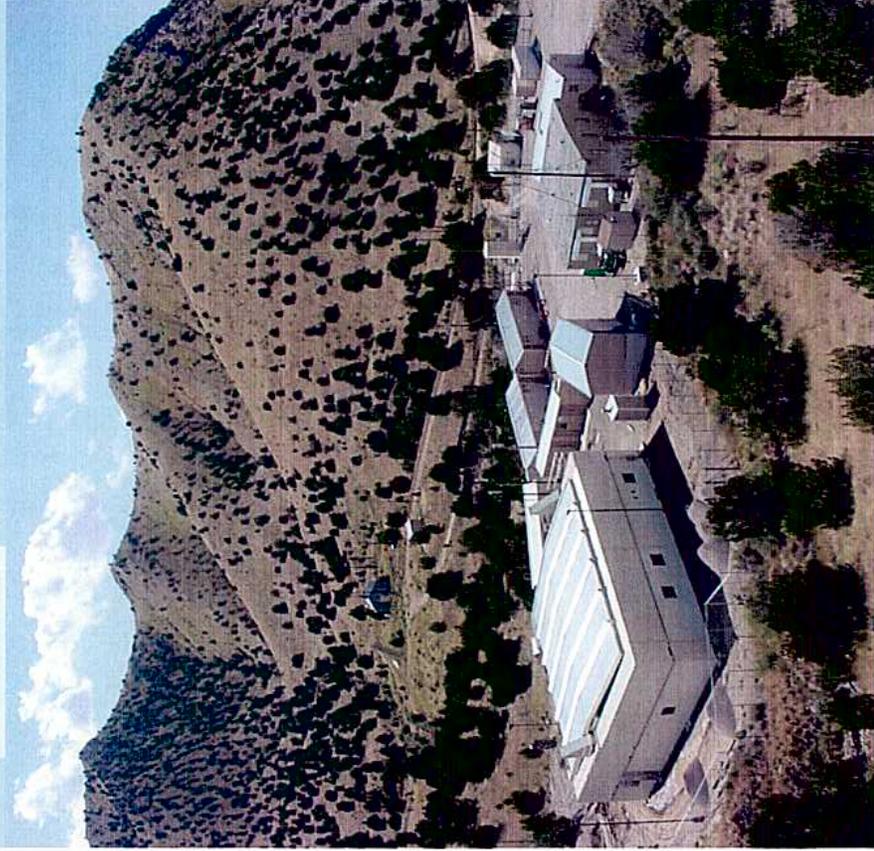
The LFR features

- **Six ranges up to 300 yards**
- **Live-fire shoothouse**
- **Variety of stationary, timed, and computer-actuated targets**
- **Tactical training tower**
- **Obstacle course**
- **Four classrooms**
- **Armory**



Assets and Capabilities (cont.)

- **Integrated Safety & Security Training & Evaluation Complex (ISSTEC)**
 - **Advanced technical training**
 - **Technology test bed for Safety and Security systems**
 - **Advanced physical security training**
 - **FoF performance testing**
 - **SRT facility reentry**
 - **Adversary team training**





Assets and Capabilities



- **Learning Delivery Methods**
 - Mobile Training Teams
 - Blended Learning Approach
 - Web-based training, development, and implementation
 - Self-study correspondence
- **Full video/DVD production**
- **Graphics - print and electronic**

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[Albuquerque](#)[Kirtland Air Force Base](#)[New Mexico](#)[Weather](#)[Maps](#)

[Links](#)

[Contracts and Procurement](#)

[Links](#)[Contact Information](#)

[NTC Portal Accounts](#)

[Online Learning Center² \(DOE LMS\)](#)

About NTC

The Department of Energy's Headquarters Office of Health, Safety and Security is the parent organization of the National Training Center (NTC). Founded in 1984 and formerly known as the Nonproliferation and National Security Institute, NTC now provides training and related services throughout DOE, the National Nuclear Security Administration, and to other government agencies upon request.

Located in Albuquerque, New Mexico on Kirtland AFB, NTC was recognized by the Secretary of Energy as a DOE Training Center of Excellence in 1997, and a Center of Excellence for Security and Safety Professional Development for the Department of Energy in 2004. NTC provides cost-effective security training and services to more than 100 separate government customers. These training programs and services primarily focus on nuclear safeguards & security, safety, infrastructure protection, and antiterrorism as it relates to Homeland Security.

Director, NTC

Phone: 505-845-5170, ext. 117

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\(DOE LMS\)](#)

History

In 1984 the U.S. Department of Energy Office of Safeguards and Security created the Central Training Academy (CTA) in Albuquerque, New Mexico, to train protective force personnel in the skills required to protect against terrorist threats directed at U.S. nuclear facilities.

In the early 1990s the CTA expanded its mission to include all safeguards and security (S&S) topics and was redesignated the Safeguards and Security Central Training Academy (S&SCTA). Over the next two decades the academy developed courses to address all of the six key elements of the S&S program: information security, nuclear material control and accountability, personnel security, program and planning management (including curriculum development and instructional techniques), protective force, and physical protection.

In 1997 the S&SCTA was designated as a DOE Training Center of Excellence, and in 1998 the CTA was renamed the Nonproliferation and National Security Institute (NNSI).

In 2004 the NNSI's name was changed to the National Training Center (NTC), which encompasses a growing number of academies and programs (including the original CTA). New academies and programs include the Counterintelligence Training Academy (CITA), Foreign Interaction Training Academy (FITA), Professional Development Program (PDP), and Safety Training Program.

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NTC is the Department of Energy (DOE) training center for Safeguards & Security (S&S), Safety, Foreign Interaction, and Counterintelligence. NTC also hosts the Professional Development Program for S&S and Safety. On a space-available basis the NTC provides training for other federal, state, and local government agencies.

For more information use the menu on the left column of this page, or go to the academy or training program of your choice (listed across the top of this page). For course information go to the menu on the right column of this page.

Academy and Program Descriptions**Safeguards and Security Central Training Academy (S&SCTA)**

The S&SCTA is the Department of Energy's primary source for training in the areas of Protective Force, Information Security, Personnel Security, Nuclear Materials Control and Accountability, Physical Protection, and Program Planning and Management. S&SCTA training is provided at no cost to DOE employees and DOE contractors.

For information about the Training Approval Program (TAP), [click here](#).

Safety Training Program

The Safety Training Program provides curriculum development and training for safety professionals working at DOE defense nuclear facilities.

Counterintelligence Training Academy (CITA)

CITA is the primary training support center for the Counterintelligence (CI) Awareness Program and for CI staff professional development. In addition to the training we provide, CITA offers CI awareness programs using nationally recognized experts in CI and national security issues.

Professional Development Program (PDP)

PDP provides DOE employees with a series of training modules, tracks, and detail assignments to increase their core competencies and job skills.

Course Info

- [Course Catalog](#)
- [Competencies to training matrix](#)
- [Course Schedule](#)
- [Online Learning Center² \(DOE LMS\)](#)
- [How to Register](#)
- [Request for Course Credit Evaluation](#)
- [Accessing NTC Online Courses](#)

Quick Links

- [Security Protection Officer Training Competition \(SPOTC\)](#)
- [TAP](#)

Online Courses

- [FIT-130D: Foreign Visits and Assignments Host Training](#)
- [PHY-210DB: Facility Security Officer \(FSO\) Orientation](#)
- [ISC-141DW: OPSEC Overview](#)



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S&SCTA Home

Course Information

[Course Catalog](#)[Course Schedule](#)[Class Iteration Schedule Changes](#)[Procedures for Conducting Site-Certified Classes](#)[Special Response Team \(SRT\) Site](#)[Basic Security Police Officer Training \(BSPO\) Site](#)[Protective Force Safety Site](#)[Registration for Non-DOE Students](#)

Live Fire Range

[LFR Schedule](#)[LFR SOPs](#)[Submit a Range Use Agreement](#)[RUAs - Agency List](#)[DOE SPO I and II Job Analysis](#)

S&S CTA Initiatives

[Council on Occupational Education \(COE\)](#)[American Council on Education \(ACE\)](#)[Federal Law Enforcement Training Accreditation \(FLETA\)](#)[Training Approval Process \(TAP\)](#)

ISSTEC

[PFT SOP 643](#)[ISSTEC Video](#)

Contact Information

Safeguards and Security Central Training Academy

The S&S Central Training Academy provides training to DOE and contractor personnel who are involved in protecting DOE's vital national resources. An extensive training curriculum has been developed for the six major S&S topical areas: Program Planning and Management, Physical Protection, Protective Forces, Information Security, Nuclear Material Control and Accountability, and Personnel Security.

S&S CTA's training curriculum focuses on the following target audiences:

- Program Planning and Management: Personnel who serve as managers, supervisors, instructors. Also included are those involved in the conduct of vulnerability assessments and security surveys.
- Physical Protection: Personnel who develop and maintain physical security systems to safeguard DOE assets
- Protective Forces: Personnel who are primarily uniformed security personnel responsible for both offensive and defensive security measures
- Information Security: Personnel who protect and control sensitive unclassified information, classified matter, operations security, and technical surveillance and countermeasures
- Nuclear Material Control and Accountability: Personnel who are responsible for controlling, accounting for, or measuring quantities of nuclear material
- Personnel Security: Personnel who review security clearance investigations and adjudicate the findings
- Foreign Interactions: Personnel who carry out roles and responsibilities in the area of foreign visits and assignments

Training is provided on the main National Training Center campus, at the NTC Live Fire Range, through mobile training teams, and via e-learning courses.

The S&S CTA comprises two departments:

- The Protective Force Department, responsible for the Protective Force topical area
- The Safeguards Department, responsible for the Program Planning and Management, Physical Protection, Information Security, Nuclear Material Control and Accountability, and Personnel Security topical areas

Protective Force Training Department

POC: [Protective Force Department Manager](#) - (505) 845-5170 x600

- [Standardized Ammunition Contract Reference Guide](#)
- [Ammunition Contract Costs for Final Option Year 4](#)

Safeguards Training Department

POC: [Safeguards Training Department Manager](#) - (505) 845-5170 x215

- [DOE CMPC Marking Handbook](#)
- [Advanced Vulnerability Assessment \(AVA\) Training Program](#)

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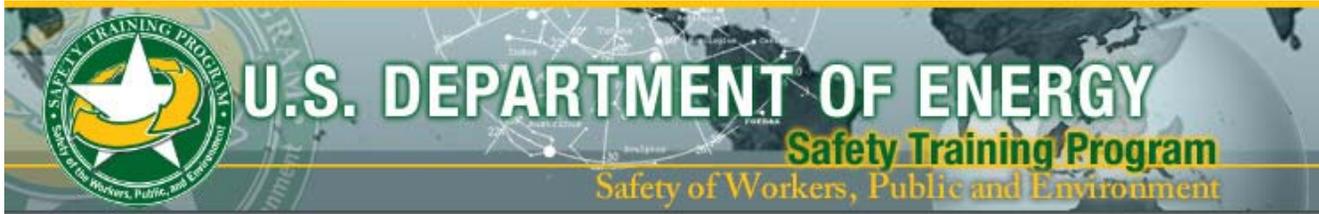
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Program Description

The Safety Training Program (STP) was established December 2004 to design, develop, and implement quality training for federal and contractor staff who have safety-related responsibilities at DOE defense nuclear facilities.

The courses are designed to complement the DOE Technical Qualification Program and the associated DOE safety-related Qualification Standards (see Technical Qualification Program). The intent of the STP is to foster a technically capable federal workforce from a safety perspective, by recruiting, training, and retaining qualified safety professionals.

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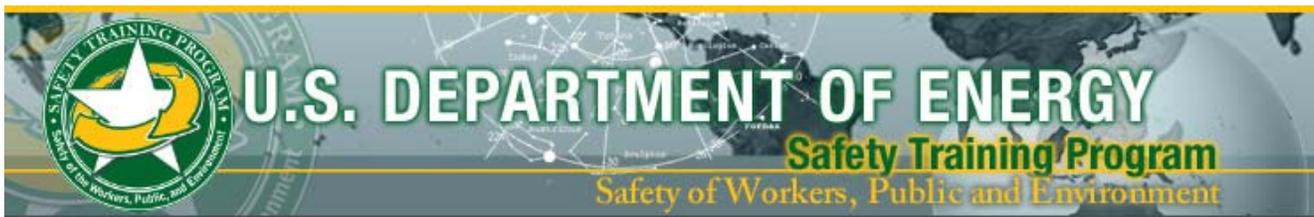
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- [Safety Home](#)

- [Course Information](#)

- [Safety Training Schedule](#)

- [Technical Qualification Program](#)

- [Technical Professional Career Development](#)

- [STSM Training Institute](#)

- [Resource Documents & Links](#)

- [Contact Information](#)

Senior Technical Safety Manager (STSM) Training Institute

The Senior Technical Safety Manager (STSM) Institute at NTC supports STSM competencies through a tailored, high quality training curricula as part of the NTC Safety Training Program. NTC not only develops, acquires, and presents courses that build the STSM-required knowledge base, but also assesses the knowledge level of individual candidates through a self-assessment process. This provides evidence of candidates' knowledge levels for use by NNSA/DOE qualifying officials.

The STSM Institute consists of the following:

- STSM Overview (SAF-220): This course addresses all STSM competencies outlined in DOE-STD-1175-2006, Senior Technical Safety Technical Safety Manager Functional Area Qualification Standard at the familiarity-level knowledge
- STSM Applications (SAF-221): This course addresses the performance-based competencies of DOE STD-1175-2006 (pilot Dec 07) at the working-level knowledge.
- A series of courses that provide working-level knowledge in specific areas. This series includes the following:
 - Safety Basis Overview
 - DOE Oversight Awareness (SAF-380)
 - Conduct of Operations (SAF-261V)
 - Introduction to Safeguards & Security (CTA-101DC)
 - Environmental Laws and Regulations (SAF-236V)
 - Project Management (SAF-235V)
 - Emergency Management **
 - Maintenance Management **
 - Integrated Safety Management **
 - Problem Identification and Decision Making **

**In Development

In late FY06, the NTC developed the STSM Overview course. During FY06 and 07, approximately 125 NNSA/DOE senior managers attended one of the five iterations held during that period. The NTC is preparing for the December 2007 pilot iteration of the STSM Applications course, which is designed to provide hands-on experience and simulations of nuclear glove-box operations and associated systems. The purpose is to further facilitate understanding of key concepts associated with management and oversight of nuclear facility operations.

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Technical Qualification Program

The primary driver behind the Safety Training Program is the Technical Qualification Program (TQP). The objectives of this program are as follows:

- Identify the competencies that employees must possess to ensure DOE defense nuclear facilities are operated in a safe manner.
- Establish a program that clearly identifies and documents the process used to demonstrate employee technical competence.
- Ensure that employees maintain their technical competencies.
- Maintain a cycle of continuous performance improvement through structured individualized training and development programs.

The TQP currently features the safety-related qualification programs listed below.

Note: Training programs for Safety System Oversight and DOE Oversight are very recent and, to date, do not have their own qualification standards. The current safety qualification programs are as follows:

- General Technical Base
- Fire Protection Engineering
- Industrial Hygiene
- Quality Assurance
- Facility Representative
- Transportation & Traffic Mgmt.
- Environmental Compliance
- Environmental Restoration
- Waste Management
- Occupational Safety
- Mechanical Systems
- Instrumentation and Control
- Aviation Safety Officer
- Aviation Safety Manager
- Nuclear Explosive Safety Study
- Deactivation and Decommissioning
- Electrical Systems
- Safeguards and Security
- Criticality Safety
- Radiation Protection
- Senior Technical Safety Manager
- Chemical Processing
- Emergency Management
- Technical Program Manager
- Nuclear Safety Specialist
- Technical Training
- Construction Mgmt
- Facility Maintenance Mgmt
- Safety Software Quality Assurance
- Civil/Structural Engineering

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Counterintelligence Training Academy

The Counterintelligence Training Academy (CITA) supports the Department of Energy and the National Nuclear Security Administration by providing CI Awareness and CI staff training services in support of the DOE Counterintelligence Directorate. We are part of the CI Training and Awareness effort of your local laboratory, plant or site field Counterintelligence Office.

Our role is to provide quality counterintelligence and terrorism awareness training products to promote awareness of foreign-directed intelligence collection threats and to meet the departmental professional training needs of counterintelligence employees.

This training enhances your understanding of these areas:

- Your role and responsibilities in helping to detect, deter, or minimize information-collection threats from foreign sources, including international terrorism activities
- How to use the DOE/NNSA Counterintelligence Program to protect yourself as well as departmental programs, and to mitigate the risks associated with scientific research and collaboration activities
- Potential vulnerabilities and what protection measures to use during foreign travel, attendance at conferences, and through foreign interaction --- whether in person or by mail, e-mail, or telephone

CITA delivers training at no cost to DOE/NNSA sites. Training is arranged by mobile training teams (MTT) at the request of the Senior Counterintelligence Officer at each major site. Training is also available in-residence at the National Training Center campus in Albuquerque, New Mexico.

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Professional Development Program Overview

In 2001, the Department of Energy launched its Professional Development Program (PDP) at the National Training Center (NTC) to find ways to address the human capital crisis. PDP's ultimate goal was to establish a DOE security workforce with the right number of qualified security professionals and the right mix of security skills and experience deployed at all sites. Enrollment in PDP is limited to Department of Energy federal and contractor employees.

Through a series of pilot programs, PDP is engaged in creating a highly qualified pool of replacement personnel for entry-level positions, as well as mid-level scientific, engineering, and technical positions.

Professional Enhancement Program (PEP)

PEP provides clear incentives for employees to cross-train and expand their potential. Accelerated "core" training lays a structured foundation for advanced training later in participants' careers. The program recognizes combinations of training, experience, competence, and performance within the six Safeguards and Security (S&S) disciplines, validating these combinations and applying them to professional diplomas and certifications.

Advanced Development and Professional Training program (ADAPT)

ADAPT is designed for Safeguards and Security personnel who have been reassigned to new positions or who have had additional responsibilities added to their existing duties. Tailored career counseling establishes current levels of individual competency that are matched against those required by the new or expanded positions. Applicants are assisted in the documentation of professional competencies, past experience, and accomplishments. Based on these reviews, individual training plans are designed to provide career enhancement and broaden current skills and knowledge.

Leadership Management Development Program (LMDP)

LMDP is being developed to provide a formal program of systematic, competency-based training and development for supervisors, managers, and other leaders. The program is being tailored for technical specialists with practical knowledge or specific skills who seek enhanced leadership capabilities.

For more information on these and other PDP services, please call (505) 845-5170, extension 367.

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November 2007

National Training Center Strategic Plan





November 2007

A Message from the Director

As the Director of the National Training Center, I am pleased to present our fiscal year 2008 Strategic Plan. The plan is designed to provide us with an overview of our mission and our vision for the future to transition from being the National Training Center to becoming the “National Training Complex,” to define our key strategic themes for the new fiscal year, and –ultimately– to become a “Center of Excellence.” It is our hope that this plan will guide our work and help us carry out our roles and responsibilities to provide safety and security personnel with the training needed to accomplish their critical responsibilities.



Through a strategic planning retreat, the NTC federal staff identified priorities, opportunities, and challenges across NTC programs.

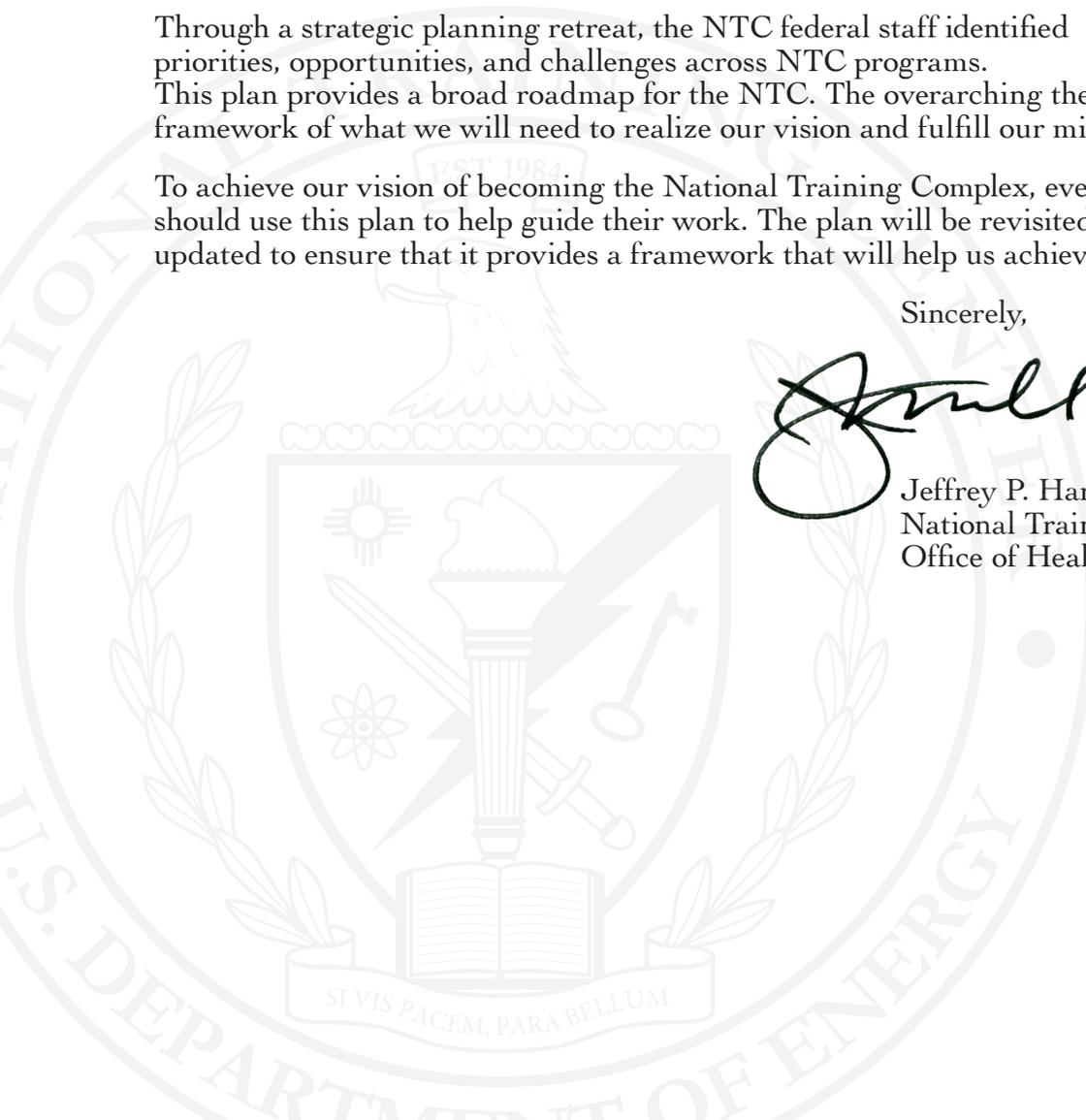
This plan provides a broad roadmap for the NTC. The overarching themes provide a balanced framework of what we will need to realize our vision and fulfill our mission.

To achieve our vision of becoming the National Training Complex, everyone within the NTC should use this plan to help guide their work. The plan will be revisited on an annual basis and updated to ensure that it provides a framework that will help us achieve our future goals.

Sincerely,

A handwritten signature in black ink, which appears to read "J. Harrell". The signature is stylized and fluid.

Jeffrey P. Harrell, Director
National Training Center
Office of Health, Safety and Security



National Training Center

Strategic Plan

November 2007

Overview

The National Training Center (NTC) was initially created to enhance and standardize the capabilities of contractor protective forces assigned to protect vital assets under the care of the Department of Energy (DOE). The NTC has developed, implemented, and maintained vital training programs for DOE Safeguards and Security elements since 1984. During its 23-year history, the NTC —under various titles— has become nationally recognized for its training programs and services.

In May 2004, the Secretary of Energy announced a wide array of Security and Safety training initiatives, many of which affected the NTC's mission, scope, and operations. To accomplish the Secretary's initiatives, the NTC has enhanced and expanded its traditional security-focused curricula to include safety training and career development. The NTC is also developing and implementing Security and Safety Professional Development Programs for the Department in response to workforce challenges identified by the President's Human Capital Management Agenda and the human-capital challenges triggered by the rising number of federal personnel eligible for retirement.

Currently, the NTC's primary function is to develop and provide training for the Department, with the goal of becoming the Center of Excellence for meeting the Department's Safety and Security training needs. The NTC continues to be an advocate for standardization across the Department while addressing site-specific requirements.

The NTC envisions an expansion of site certification that will ensure consistency of training delivery and enable the NTC to focus on other core functions. Accordingly, the NTC is focusing on becoming a full service complex for providing training-related services DOE-wide. Distance learning, classroom training, seminars, and site certifications are some of the methods available to expand the scope of the NTC operations. The NTC will extend its structure to the Department not only by providing mobile training teams and site certifications, but also by proactively evaluating existing vendor-provided training to determine if these programs can be used to meet the Department's needs.

It is the NTC's intent to continue developing essential competencies to maintain and enhance the competencies outlined in the Functional Area Qualification Standards for specific functions, technical qualifications, and the professional skill base of federal and contractor personnel nationwide.



Mission

The mission of the NTC is to provide DOE Safety and Security personnel with quality training in support of professional development.

Vision

The NTC envisions a five-year plan that includes the NTC's transition into a "National Training Complex" promoting development, delivery, and evaluation of DOE Safety and Security training.

Strategic Themes

The NTC has identified five major strategic themes to be incorporated into a five-year plan for attaining the goal of becoming a “National Training Complex.”

Strategic Theme 1:

Training Needs

The NTC will—

- Identify training gaps in current course offerings where training is not directly linked to a job task analysis and to competencies outlined in the Functional Area Qualification Standards for specific functions.
- Enhance the Training Needs Assessment (TNA) process and annually conduct a complex-wide survey to support the TNA function of the NTC.
- Identify, develop, and implement training courses that support the current and evolving DOE security mission (e.g., elite force training, advanced vulnerability assessment, physical security technologies), with courses linked to the specific identified competencies of both federal and contractor personnel.
- Identify, develop, and implement training courses that support the current and evolving DOE safety mission, with courses linked to the Federal Technical Capabilities Program (FTCP)-identified competencies.



Strategic Theme 2:

Training Methodologies

The NTC will—

- Assess the current condition of its information technologies and communication structure for future support of blended learning and refreshment of aging equipment.
- Explore options for expanding site certifications and the migration of courses to web and blended-learning formats where appropriate.
- Provide criteria for sites to evaluate and approve vendor-provided courses, and aid the sites in meeting their record-keeping responsibilities by entering contractor-specific training information into the OLC².

Strategic Theme 3:

Efficiency and Effectiveness of Operations

The NTC will—

- Continue to network with others in an effort to become a clearinghouse for the Department, and explore options in partnering with DOE sites that have in place current training capabilities that meet the needs of the NTC training program.
- Manage the course development process to ensure that it is timely and cost-effective, supports the Safety and Security training programs, and incorporates emerging technologies.
- Develop and implement a process to determine appropriate venues (site certifications, mobile training teams, computer-based training, etc.) for developing and delivering courses, and link this process into the TNA.
- Focus on program integration and communication plans to ensure continuity and develop a “one infrastructure” concept.
- Pursue all types of expansion possibilities, both onsite and offsite, taking into consideration the continuity of operations.
- Continue to assess potential facility expansion and infrastructure improvements to meet current and evolving training and technology needs.



Strategic Theme 4:

Customer Service

The NTC will—

- Publish an annual report on NTC operations and accomplishments, to be disseminated DOE-wide.
- Continue to assess work-for-others requests on a case-by-case basis, with DOE programs having priority.
- Enhance the registration process to ensure consistency, develop NTC welcome packages, and enhance coordination with site training points of contact.

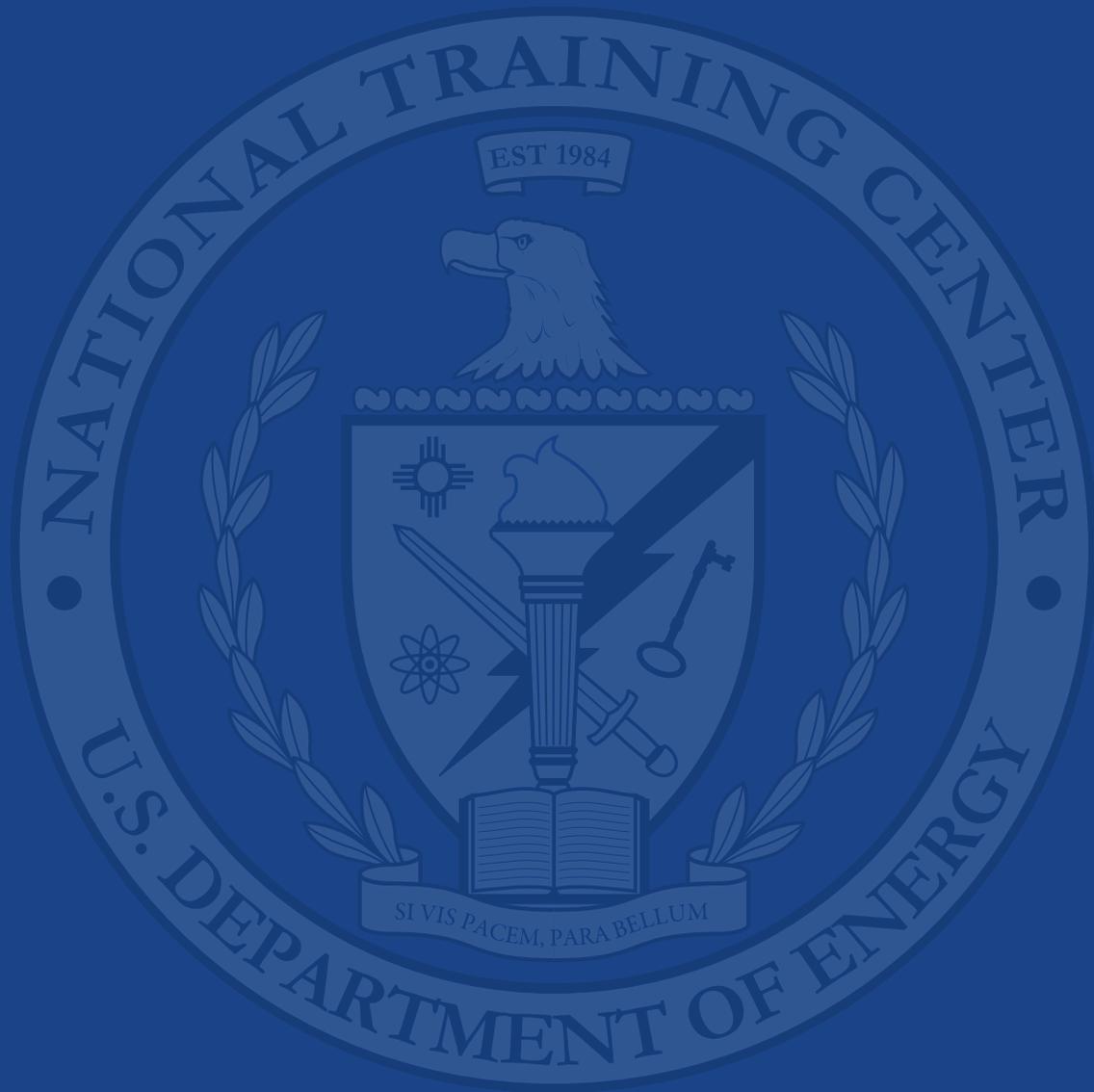
Strategic Theme 5:

Support of Professional Development Training Paths for the Department's Safety and Security Personnel

The NTC will—

- Identify and develop curriculum directed toward federal personnel and based on an integrated career development progression, emphasizing federal mid-level and senior-level training needs.
- Continue NTC focus on contractor oversight training and on supervisor, management, and leadership training.
- Manage processes common to Safety and Security, including establishment of a competency database and monitoring of Professional Development Program tracks.





Department of Energy
National Training Center

P.O. Box 18041, KAFB
Albuquerque, NM87185

www.ntc.doe.gov

November 2007



STSM Applications — Knowing What to Do and *Getting It Done*

To date, approximately 150 students have completed *Senior Technical Safety Manager Overview* (SAF-220), a four-day overview of DOE senior technical safety manager responsibilities.

Now, a new course, *STSM Applications* (SAF-221), has been developed to teach managers how to respond to hazards and accidents at nuclear facilities. It introduces them to the complexity of overlapping priorities in emergency decision making.

Using a combination of classroom and hands-on training, the four-day course serves as a combination refresher and update for safety managers at the GS-15 and SES levels. The finalized version was rolled out in December.

“This piloted course intends to provide not only ‘book learning,’ but also ‘hands on’ experience for senior managers,” says James

Szenasi, Director, NTC Safety Training Operations.

Some of the hands-on STSM coursework will take place at the Integrated Safety and Security Training and Evaluation Complex (ISSTEC) to incorporate high-stress training designed to give managers “a feel for what the guy

Through realistic scenarios for nuclear hazards and accidents, managers “*experience it, not just read about it.*”

on the line goes through.” ISSTEC makes it possible to use technologies to simulate reality scenarios that couldn’t be done in a working nuclear facility.

Course development involved the creation of simulated nuclear accidents aimed at training DOE managers on realistic scenarios for nuclear hazards and accidents. “This lets them *experience it*, rather than just *read* about it.” Szenasi said.

“Instead of talking to the mechanic about your car,” said James Clark, NTC Safety Training Manager and project lead for the course, “you get to

be the mechanic.” The course provides an environment that combines Safety and Security;

Continued on page 3

IN THIS ISSUE

STSM Applications Course .. 1

Teaching TRF 2

Tactical response force instructors will need special training, and the NTC is gearing up to design it.

Online Personnel Security Refresher Training 2

Comprehensive PerSec refresher training will meet specific task-force recommendations.

Management Development Institute 3

The second MDI will address the aging workforce, among other topics, and will feature simulations of “micro-level” contract-management issues.

NTC Community Service 4

NTC volunteers help out at local rescue mission during the holidays.

Teaching TRF: NTC to Develop Programs for TRF Instructors

In recent years, DOE recognized a need for an enhanced tactical response force (TRF)—a force trained and ready to deny, interdict, and neutralize today’s adversaries. (See “TRF Hits the Ground Running” in the *Quarterly’s* May 2006 issue: http://ntc.doe.gov/NTC/docs/NTC%20Quarterly%20may2006_web.pdf)

The NTC responded with TRF1 and TRF2 training to prepare protective forces for their new responsibilities. This triggered a



NTC Quarterly

Published by the U.S. DOE National Training Center

<http://www.ntc.doe.gov>

Providing timely information about DOE professional-development trends and the NTC’s associated training initiatives, especially in the disciplines of safeguards & security and safety.

Winter 2008
Vol. 3, No. 1

The NTC welcomes comments. Please send yours to



parallel need to prepare qualified instructors for the enhanced training.

The NTC has begun analyzing existing instructor training for its applicability to TRF training, identifying gaps and compiling results for sites. This information will be useful in developing TRF-specific instructor training programs.

Some gaps can be filled by revising existing instructor

training programs, notably Firearms Instructor Certification (FIC) and Advanced Weapons Systems IC. Other gaps might require development of new courses such as TRF1 IC, TRF2 IC, Basic Tactical Entry IC, and Engagement Simulation Systems instructor training.

A Live Fire Shoot House Instructor Certification process, exclusively for instructors of TRF1, is also being considered.

PerSec Refresher Training to Satisfy Task Force Recommendations

Comprehensive online refresher training is being developed at the NTC in response to recommendations passed down from the Secretary of Energy’s Personnel Security task force.

The task force recommended refresher training as a part of a larger continuing education effort.

The training, developed jointly with the Office of Departmental Personnel Security (HS 1.4), will include a particular focus on drug and alcohol issues as they relate to Personnel Security. The training is reviewed and updated annually, and future iterations could reflect new emphases, depending on current needs and interests.

MDI-2 Considers Aging Workforce, Simulates Contract Management and Negotiation

The NTC will host its second Management Development Institute (MDI-2) March 24–28. MDI emphasizes contractor oversight responsibilities, using lectures, practical exercises, discussions, and problem-solving techniques. MDI gives participants a chance to learn from management experts.

Micro-Game Returns

“MDI Contract Management and Oversight Game: A New Day at Upton,” the micro-game custom-made for MDI, is back with “a few tweaks,” according to Marsha Austin, project lead for MDIs 1 and 2.

The micro-game, which made its debut in the pilot version of MDI, has been described as “Monopoly without the board.” It involves simulation of “micro-level” contract management and negotiation.

Role-playing participants employ

concepts learned during the week’s sessions to enhance their communication, team-building, and management skills. The assumed roles involve negotiating and collaborating with other micro-game players and teams that correspond to roles crucial to “real world” problem resolution.

“Students will get the theory during the week,” says Austin, “then the game lets them apply what they’ve learned.” The four-hour game is designed to introduce relative beginners to the contract management experience.

Generations in the Workplace

An aging workforce is now a global issue. MDI participants will gain insight into this issue through a presentation by Professor Breda Bova, senior advisor to the president of the University of New Mexico and associate dean of the UNM College of Education Department of Educational

Leadership and Organizational Learning.

Bova’s session, “Perspective, Values, and Issues across the Generations: Implications for the Workplace,” will examine the diversity of generations in the workplace, where generations interact more than any other place except the home.

“As they spend time with contract staff, supervisors, instructors, co-workers, clients, and even vendors, modern managers are discovering a real diversity in the communication and work styles of various generations, in views about loyalty, authority, technology and change—people’s levels of comfort with those things—and the generations’ differing attitudes about the balance of work with life,” says Austin. “These are important challenges to managers with oversight responsibilities.”

If you’re interested in attending an MDI, contact Marsha Austin at (505) 845-5170, x362; or maustin@ntc.doe.gov.

(STSM Applications, continued from page 1)

Environment, Safety, & Health; and Nuclear Safeguards elements.

Students can learn how, as managers, they can best mitigate nuclear accidents. “The training also provides an opportunity to find a way Safety and Security can work together without losing sight of the mission goal,” Clark says. “This gives people some tools and a realization of the scope of their decisions now. Our aim is the

development of managers who are much more competent, aware, and sensitive to the ramifications of their day-to-day decisions.”

Path Forward for SAF-221, STSM Applications

Based on the pilot of STSM Applications, some changes will be made. Most of these involve revision of instructor

tools such as exercise guides and presentation material that will improve instruction and enhance the students’ learning. One of the main course exercises is observation of a maintenance activity on a simulated glove-box ventilation safety system. Course revisions will be in place for the next offering of the STSM Applications course in May 2008.

NTC Volunteers Forego Christmas Party, Lend a Hand at Albuquerque Rescue Mission

This last December, quietly and behind the scenes, the NTC federal staff opted to help out at homeless shelters in Albuquerque, cutting back on some of their customary holiday presents and parties in favor of donating time and effort to their community and those in need.

The focus of this year’s initial volunteer attention was the Albuquerque Rescue Mission. Since 1954, the Mission has provided a comprehensive range of programs to restore homeless and indigent men and women to employment and housing.

Today, a mission staff of five plus occasional volunteers provide food, shelter, clothing, training, education, religious counseling, and mentoring.



Robbie Smith, Eileen Beaulieu (above), and Michelle Martinez (right) prepare meals at Albuquerque Rescue Mission.



“DOE is about service to our local communities as well as to our nation.”

The 2007 “Christmas project” was the brainchild of Eileen Beaulieu, NTC’s Professional Development Program Manager. “I was talking to someone last year who commented on the number of homeless men, and he pointed out that many of them were veterans,” says Beaulieu.

“He said that, with the war in Iraq, there were more homeless veterans now than during Vietnam. I thought this would be a good place

to try to do something, instead of the usual parties and presents.”

The volunteers took time from normal NTC duties to sweep and clean mission facilities (indoors and out), prepare lunches, and pack food baskets. They also donated toys and personal health and hygiene products to the Mission’s collection.

“Far too many people associate the Department of Energy solely with nuclear resources, petroleum reserves, or electrical energy,” says NTC Director Jeff Harrell.

“In fact, DOE is about service to our local communities as well as our nation. That’s what DOE is really about.”

WHAT’S COMING UP AT THE NTC?

March 24–28: Management Development Institute (MDI)

June 1–5: Security Police Officer Training Competition (SPOTC)

Building and Construction Trades
Department

Center for Construction
Research & Training



a world leader in improving the safety and health of construction workers

Programming activities center around the common vision of a world in which workers acting collectively, their union representatives, employers, government, users of construction services, academia, and the public work together to prevent occupational fatalities, injuries, and illnesses and continuously improve working conditions throughout the construction industry.

As of Nov. 9, 2007, our organization, The Center to Protect Workers' Rights (CPWR), changed its name.

While our acronym, CPWR, has tremendous standing within the building trades and among the construction safety and health community, our name, The Center to Protect Workers' Rights, did not accurately reflect who we are and what we do. Since the inception of our research agenda in 1990, we have continued to grow the core mission in our field of construction safety and health, while also expanding in other areas in support of our parent organization – The Building and Construction Trades Department. Our Officers and Board of Directors decided it was time for a name that better describes our work yet maintains the recognition of the organization we've worked long and hard to create.

That name is **CPWR – The Center for Construction Research and Training**. This new name retains "CPWR" and "the Center," as many people call us, as we add words that are at the heart of our work.

But this name change in no way diminishes our fervent commitment to protecting construction workers so that they have safe and healthy jobsites. We lose an average of four construction workers a day from fatal injuries in our nation. CPWR is determined to research the causes of worker injury, illness and death and to find remedies. Through our Train-the-Trainer instruction, we reach tens of thousands of construction workers on everything from basic OSHA 10 classes to disaster response and safe handling of hazardous materials. As an invaluable resource to the industry, we will continue our mission of improving working conditions for all construction workers.

Reading our mission statement below, you can be assured that we maintain these activities and seek to find new ways to aid people in the construction sector. We have already begun to research economic and policy issues that affect building trades workers, unions, contractors and affiliated organizations.

We look forward to continuing our service as we move forward as CPWR – The Center for Construction Research and Training.

Our Mission: to Advance the Construction Industry

- To conduct research concerning the quality of working conditions; the social, economic, and psychological factors influencing work organization; the impacts on workers and working conditions of new technologies and industry change; and analyses of corporate and government policies and consensus standards that affect the worksite;
- To publicize the results of such studies and make them available to interested citizens and appropriate agencies of the government;
- To encourage the elimination or reduction of conditions constituting hazards to the safety or health of workers, and to promote the maintenance and improvement of safe and healthy working conditions for workers;
- To provide training resources and technical services to apply research findings at the work site and to direct research in defining and addressing issues of importance to workers.



Erich J. (Pete) Stafford
Director
Safety and Health Department
Building Construction Trades Department AFL-CIO
AND
Executive Director for the Center for Construction and Research Training (CPWR)

Pete Stafford is the Director of the Safety and Health Department, Building and Construction Trades Department, AFL-CIO and is responsible for occupational and safety health issues related to the building and construction industry. In this position, Mr. Stafford also represents the National Building Trades and 15 International Unions on all safety and health matters, including research and training; and provides assistance to state and local councils in developing programs specific to regional needs and policies.

In addition, Mr. Stafford is the Executive Director of the Center for Construction Research and Training (CPWR). The CPWR is a nonprofit research and development institute established by the Building and Construction trades Department of the AFL-CIO. Mr. Stafford also serves as Principal Investigator for the NIOSH Cooperative Agreement for Construction safety and Health Interventions, the NIOSH Centers for Construction Safety and Health, and the NIEHS Cooperative Agreement for EPA and DOE Hazardous Materials Worker Health and Safety Training. Mr. Stafford authors applications for, and currently administers, 17 Federal grant programs. As Executive Director of the CPWR, Mr. Stafford oversees all products/reports preparation and dissemination; direct marketing and public relations; and reports findings to construction union leadership.

Mr. Stafford is currently a member of the following professional affiliations:

- National Safety Management Society
- Building and Construction Trades Department Safety and Health Committee
- Washington Construction Safety Association
- American National Standards Institute
- National Safety Council



DONALD ELLENBERGER
Training Director
Building Construction Trades Department
Center for Construction Research and Training

PROFESSIONAL EXPERIENCE

1999-Present Environmental Hazard Training Director, The Center for Construction Research and Training (formerly The Center to Protect Workers' Rights).

Responsible for the administration, evaluation, trainer development and curriculum revisions of occupational safety and health worker education programs, including hazardous waste, asbestos and lead abatement, hazard communication and other health and safety training programs for our Construction Consortium of 11 AFLCIO International Construction Unions.

1996 - 1999 Country Program Director, Slovakia, American Center for International Labor Solidarity/AFL-CIO.

Conducted extensive training with Slovak unions on contract campaigns and collective bargaining. Organized several international training programs. Provided consulting to Slovak unions on various labor related issues and assisted them in establishing their Regional Labor Councils.

1994 - 1996 Project Director, Interamerican Partnership for Environmental Education and Training, Washington, D.C.

Responsible for the design and implementation of projects and activities in accordance with the institute's organizational goals of promoting worker training and skills development relating to environmental remediation.

1990-1994 Country Program Director, Managua, Nicaragua, American Institute for Free Labor Development/AFL-CIO.

Designed and implemented many labor education programs varying from advanced economics issues to basic collective bargaining and communication skills. Developed several AFL-CIO Impact Projects, from workers' commissaries to cooperatives and humanitarian relief. Developed a framework for a joint labor/management housing loan program for union members.

1980-1990 Sheet Metal Journeyman, Foreman, CAL-AIR Conditioning Company, San Jose California.

Responsible for the construction and installation of many types of heating ventilating and air conditioning systems, as well as architectural sheet metal, in the San Francisco Bay Area.

1979-1980 Country Program Director, La Paz, Bolivia, American Institute for Free Labor Development/AFL-CIO.

Responsible for administering the AFL-CIO country program in support of democratic labor unions.

CONSULTING HISTORY

1996 African American Labor Center/AFL-CIO

Responsible for designing a union-to-union grant proposal in conjunction with the International Federation of Builders and Wood Workers and the Laborers' International Union of North America for the training of construction workers in ten African Countries.

1996 Interamerican Development Bank (IDB)

Responsible for the design of IDB Labor Relations Project in conjunction with the Secretariat of Labor in the Dominican Republic.

1996 Interamerican Development Bank (IDB)

Responsible for designing details of the construction sub-component of the IDB pilot project for the Competency Based Skills Standards Development project in conjunction with the Skills Standards Certification and Standardization Council of Mexico, D.F.

1996 Interamerican Development Bank (IDB)

Responsible for conducting the intermediate evaluation of the IDB Labor Relations Modernization Project in Uruguay, being conducted by the Catholic University.

1995 Center for International Private Enterprise (CIPE)

Responsible for producing the vocational training component of a Strategic Work plan for the Federation of Egyptian Industries.

EDUCATION

1986 Masters' Degree, Education San Jose State University, San Jose, CA.

1976 Bachelor's Degree, Sociology University of California, Santa Cruz, CA

PROFESSIONAL MEMBERSHIPS

Sheet Metal Workers' Local 104, San Francisco, California Chemistry Workers' Trade Union Slovak Republic, Bratislava, Slovakia (Honorary)



a world leader in improving the safety and health of construction workers

Search CPWR

TRAINING

The training offered by CPWR builds on the existing infrastructure of the fifteen Building Trades Unions and the 2,000 joint apprenticeship and training programs in all 50 U.S. states and in Canada. These multi-employer apprenticeship and training programs invest more than \$700 million / year to train union construction workers in construction skills including safety and health. More than 500,000 workers are trained annually in this system. Building on this existing training infrastructure optimizes CPWR's ability to reach all sectors of the construction industry.

CPWR leads national training programs focused on improving construction industry occupational safety and health and environmental remediation, reaching well over 50,000 workers per year. The U.S. construction industry presents serious challenges for delivery of contractor, foreman, or worker training. More than 80% of construction establishments have fewer than 10 employees, and more than 90% have fewer than 20 employees. Delivery of training through multi-employer joint labor-management trusts shares the cost of training a local pool of skilled workers.



Current CPWR training programs include both instructor and worker training skills for :

- Work on EPA Superfund and DOE sites nationwide;
- Safety and health training in Spanish and English including basic safety, confined space entry, and asbestos and lead abatement;
- Work on natural and man-made disaster sites; and
- Brownfields and minority worker training on life skills, preapprenticeship, and environmental remediation.

CPWR strives to integrate applied research findings into these training programs to assess continual improvement and evaluate the impacts of safety and health training.



a world leader in improving the safety and health of construction workers

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TRAINING : TRAIN THE TRAINER

CPWR is engaged in ongoing enhancement of training skills across the construction industry. Although the content focuses on occupational safety and health, these adult education skills are important regardless of the topic of instruction.

CPWR builds on a long history of union craft apprenticeship, journeyman upgrades and peer-to-peer training. Most apprenticeship instructors have 10 years or more field experience in construction, and most have experience as a mid-level manager, foreman, or union steward. Annual trainer enhancement programs continue to build skills and facilitate sharing of innovative lesson plans.

A train the trainer course provides experienced workers with the teaching skills, knowledge about adult learners, and the confidence to conduct health and safety training. Additional topics on chemistry, toxicology, and positive-pressure, pressure-demand supplied air respirators provide fundamental principles to learners about how their students can better protect themselves and those working around them. Participants must have current worker certification in the 40-hour Hazardous Waste Worker course or the 32-hour Lead Worker course or the 32-hour Asbestos Worker course. Instructor training courses are also offered entirely in Spanish. For more information contact Don Ellenberger, CPWR Director of Training donellenberger@cpwr.com.

The Construction Consortium for Hazardous Waste Training

- CPWR — The Center for Construction Research and Training
- International Association of Heat and Frost Insulators and Asbestos Workers
- International Brotherhood of Boilermakers, Iron Ship builders, Blacksmiths, Forgers and Helpers
- International Union of Bricklayers and Allied Craft Workers
- United Brotherhood of Carpenters and Joiners of America
- International Brotherhood of Electrical Workers
- International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers
- International Union of Painters and Allied Trades
- Operative Plasterers' and Cement Masons' International Association of the United States and Canada
- United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
- United Union of Roofers, Waterproofers and Allied Workers
- Sheet Metal Workers' International Association



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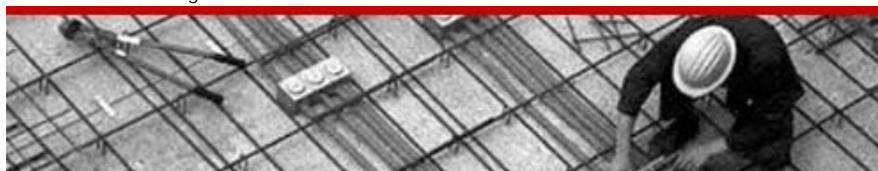
TRAINING : CONFINED SPACE

This 16-hour worker course teaches workers about the most common hazards found in confined spaces, and about the OSHA standard that addresses these hazards. Participants also learn about safe entry procedures, monitoring principles, entry permits, ventilation, personal protective equipment and the roles of the entrant, attendant, and entry supervisor. This course includes extensive hands-on training in confined space entry and the use of PPE.



For course information contact Don Ellenberger, Director of Training, donellenberger@cpwr.com

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TRAINING : SMART MARK/OSHA-10/30

Smart Mark is a hazard awareness curriculum for the OSHA 10- and 30-hour training program. International unions affiliated with the Building and Construction Trades Department and their employers continue to develop one-hour modules that are interchangeable, depending on the interests of each trade. The program may be taught by any of more than 5,000 Building Trades OSHA-authorized outreach instructors nationwide. Since 1998, more than 175,000 workers have completed the training. The Course is available in Spanish. For more information, contact Christina Trahan, ctrahan@cpwr.com, 301-578-8500.

Topics Covered in Smart Mark Training

English

- Introduction to OSHA
- Confined Spaces
- Electrical
- Ergonomics
- Excavations
- Fall Protection
- Fire Safety
- Hazard Communication
- Materials Handling
- Personal Protective Equipment
- Scaffolding
- Stairways and Ladders
- Tool Safety

Español

- Introducción a OSHA
- Espacios encerrados
- Riesgo eléctrico
- Ergonomía
- Las excavaciones
- Protección contra caídas
- Seguridad contra incendios
- Comunicación de peligros
- Manejo de materiales
- Equipo de protección personal
- Los andamios
- Escaleras
- Herramientas manuales



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TRAINING : OSHA EDUCATION CENTER

CPWR and its partners are recognized by OSHA as both a national provider of training and certification for labor union safety and health trainers and as the Region 3 (Mid-Atlantic) OSHA Training Institute Education Center.



About 5,000 construction union trainers nationwide have completed the OSHA 500 instructor course on construction safety and health regulations. These trainers, who have extensive experience in construction, provide OSHA 10- and 30-hour construction hazard awareness training to workers. Other construction-related courses cover a wide range of safety and health topics, including confined space entry and trenching and excavation, depending on the needs of local industry. For more information on construction union instructor training, contact Chris Trahan ctrahan@cpwr.com.

The National Resource Center (NRC), is a U.S. Department of Labor OSHA Training Institute Education Center. NRC trains safety and health professionals and workers in OSHA Region 3 (Delaware, Maryland, Pennsylvania, Virginia, and West Virginia), and trains union instructors and members nationally. NRC partners include the Building and Construction Trades Department, AFL-CIO, as represented by CPWR; the Safety and Health Extension of West Virginia University; and the National Labor College George Meany Center. For details, see the [National Resource Center Course Catalogue](#).

<http://www.osha.gov/fso/ote/training/edcenters/>

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TRAINING : HAZARDOUS WASTE

CPWR works in cooperation with 11 international/national building trades unions to provide environmental hazard protection training to construction workers who will be doing hazardous waste cleanup, lead or asbestos abatement, permit-required confined space entry, or disaster cleanup, or to those who may be exposed to chemical or biological hazards on the job.

[For CPWR Trainers Only](#)

CPWR's training mission is to ensure that tradespeople have the skills, knowledge, and confidence to protect themselves, their co-workers, their families and communities - and the environment - when working around environmental hazards. The training is highly participatory. Experienced instructors lead small-group classroom activities and safe, practical work-related hands-on activities, especially in hazard recognition, personal protective equipment, decontamination, work practices, and monitoring principles. This training reaches about 4,000 workers each year. Special-emphasis training courses are provided to unemployed or underemployed minority workers, ages 18 to 25, in selected US cities.



CPWR — The Center for Construction Research and Training trains workers for jobs at:

- Department of Energy Nuclear Weapons Cleanup Sites
- Superfund National Priority List Sites
- Environmental Protection Agency Brownfields Sites

Also, CPWR provides lead and asbestos abatement training and maintains certification of training programs for lead based paint abatement in 35 states and all 10 EPA regions.

For additional information contact Donald Ellenberger, CPWR Director of Training DonEllenberger@cpwr.com.



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TRAINING : MINORITY WORKER PROGRAMS

In cooperation with Building Trades Unions, community-based organizations and others, CPWR assists minority workers by enhancing their life skills and employment opportunities in hazardous waste work at designated 1910.120 sites around the country.

NIEHS, EPA, Minority Worker and Brownfield Training

The goal of the program is to train, certify, and secure jobs for economically disadvantaged ethnic minorities living in the communities surrounding U.S. Environmental Protection Agency's Superfund National Priority's List sites and Brownsfield sites. The training programs include adult literacy; environmental worker training, education, and certification; and Building Trades-certified construction training. Pre-apprenticeship and skills training for economically disadvantaged workers provides opportunities for long-term and well-paid employment serving minorities, communities, and the construction industry.

Minority Worker and Brownfield Training Programs are currently underway in the following cities:

Minority Worker Training

- Baltimore
- New Orleans
- Oakland

Brownfield Training

- Los Angeles
- East Palo Alto
- St. Paul
- Boston

For more information contact MWT/BMWT Program Director Kizetta Vaughn , email: ky3460@aol.com



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TRAINING : DISASTER RESPONSE

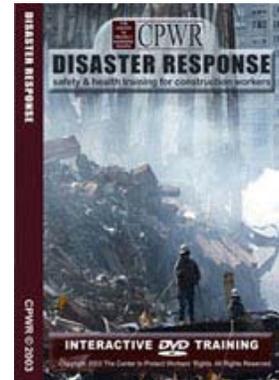
CPWR has developed a worker training program for disaster site workers based on lessons learned at the World Trade Center and other large scale disasters. This training program is one prong of pre-incident training to create a cadre of skilled support personnel trained to support disaster site rescue, recovery, and cleanup efforts. The other two prongs are the OSHA 10-hour training program and the 40-hour hazardous waste site worker course. The training program is also intended to serve as a "just in time" training program to train skilled support personnel in a post disaster scenario, where a large number of pre-trained workers may not be available.

The goal of this program is to have instructors available in every community to train construction workers who may respond to a disaster as skilled support personnel. In order to disseminate this training program nationally, CPWR has developed a mechanism to train the 4000+ outreach instructors within the building trades unions. These trainers are equipped with a DVD-based training program and are available to conduct worker training at a moment's notice.

CPWR has been working with a variety of public and private partners to train trainers and determine how best to integrate skilled support personnel into local and national emergency preparedness planning efforts. Partners include: NIEHS, NIOSH, OSHA, the fifteen building trades unions and BCTD, IAFF, Alaska Works Partnership, Construction Safety Alliance, many state and local building trades councils, employer associations, and local government emergency preparedness planning officials.

What's in the DVD

- Technically accurate information about:
 - Recognizing Hazards
 - Personal protective equipment
 - Decontamination
 - Incident Command
- Lessons Learned. Interviews with:
 - Construction workers and fire fighters who responded to the World Trade Center and other disasters
 - Building Trades safety and health trainers.
- References to OSHA regulations
- Demonstrations on respirator use
- Animations about safety hazards, PPE, and incident command
- Discussion points/charts/questions & answers
- User Guide/Instructor Guide/Navigation Guide/IAFF Incident Command Resource Information



How will this DVD be used?

- 50 master instructors from the Building Trades unions will train more than 4,000 Building Trades outreach instructors.
 - Master instructors teach the OSHA 500 program
 - Outreach instructors teach the OSHA 10 and 30 programs

Instructors will deliver this training in:

- OSHA 500 and 502 courses sponsored by the National Resource Center and
- Dedicated Train-the-Trainer classes organized through Building Trades Councils International Construction Unions.

Building Trades instructors will deliver this safety & health orientation nationwide to construction workers who may respond to a disaster at a moment's notice - enabling them to reduce their exposure to hazards. CPWR is developing a national database of Disaster Response instructors.



Trainers are now in place to train construction workers using the Disaster-Response DVD in every corner of the United States.

International Association of
Bridge, Structural, Ornamental
& Reinforcing Iron Workers



Information on the I.A.B.S.O.R.I.W. Ironworkers International

The International Association of Bridge, Structural, Ornamental, & Reinforcing Iron Workers was founded February 4th, 1896, with its first convention taking place at Moorhead Hall, located in Pittsburg, PA. There were many other ironworker organizations prior to 1896. We are known as Ironworkers, Bridgemen, Cowboys in the Sky, Rodmen, to name a few. We represent approximately 128,000 men and women Union Ironworkers in the United States and Canada that work around the world on construction projects.

Our job tasks are performed both above and below ground. We do structural steel work, reinforcing steel work, ornamental work, post-tensioning work, glazer work, crane assembly and dismantling, welding, and both heavy and industrial rigging. We build bridges, sky scrapers, mine and highway tunnels, subway systems, erect roadway signs, conveyor systems, nuclear and fossil fuel energy generating plants, erect wind mill energy generators, steel fabrication, ship building and repair, moved machinery and museum displays, one being the Liberty Bell in Philadelphia, PA., amusement park rides, and many other types of construction. We have the fourth most dangerous job in the world, behind commercial fishing, the logging industry, and aircraft pilots. We are the number one most dangerous construction job. This is reported by the Bureau of Labor Statistics

The Ironworkers sit on many committees, including The Volpentest HAMMER Training & Education Center Steering Committee, The Ironworker Management Progressive Action Cooperative Trust (IMPACT), U.S. D.O.L.'s Drug Free Workplace Alliance, Mine Safety & Health Alliance, OSHA Advisory Committee on Construction Safety & Health (ACCSH), as an employee representative, Mechanical Allied Crafts Council (MAC), and many more to numerous to state.

The National Ironworkers & Employers Apprenticeship Training and Journeyman Upgrading Fund (NIEAJUF) is the training arm of the Ironworkers. It is a labor/management program that was founded in 1984. Through the IW National Fund all training materials are supplied to the Local Unions in the United States and Canada. The materials are produced in English and Spanish at this time. All Safety and Health issues must be taught by an OSHA 500 Instructor with at least 5 years as a trainer. We require all IW apprentice to have an OSHA 10-hour card when they go to work, and along with the contractors an OSHA 30-hour card for our IW Supervisors. We believe in standardized training for all crafts in the construction industry and use the SMART MARK Construction Industry Partnership Standardized Safety & Health Training Program put out by the Building & Construction Trades Department, AFL-CIO.

Each year the National Fund holds the Annual Instructor Training Program in July. It is held at the University of San Diego, San Diego, California. It began 23 years ago with 8 courses, attended by 28 Local Union Instructors and has developed into one of the premier training programs of all of the construction industry with 48 topics attended by over 700 International Headquarter Staff, Apprentice Coordinators, Local Union Instructors, Contractors, and government officials. Classes are put on by College Professors, IW Technical Instructors, Contractors, Manufacturer Representatives, and Safety and Health Professionals. All new training materials and equipment are introduced in this week long training. Some classes, such as the AWS Certified Welding Inspector course is a ten day course. The 24-hour Hazardous Material Training Refresher Course for EPA & DOE Instructors is also given at USD, along with classes given at the three IW Regional Schools located in Benicia, California, St. Louis, Missouri, and Springfield, New Jersey. We also do a 24-hour Instructor Refresher class in Baltimore, Maryland once a year. All Haz/Mat training is performed by Master Instructors from the IW Organization and the Center to Protect Workers Rights of the Building and Construction Trades Department, AFL-CIO.

Our membership works at DOE Facilities around the country. We are found at Hanford, Oakridge, Fernald, the Mounds Plant, and the Idaho National Labs, to name a few. We have trained over 800 IW to work on DOE facilities.

IRONWORKERS!



INTL

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About

ABOUT THE IRONWORKERS

Building the American Dream

Have you ever looked up at a towering city skyline and wondered, "Who built that?" What about while you were gazing at the expanse of the Golden Gate Bridge, the gleam of the St. Louis Arch, or the massive height of the Sears Tower? Ever thought about who built those?

You may know that it was proud union ironworkers who built every one of those structures. We also erect just about every other kind of building, bridge, or industrial structure you can name. That's right, every day hardworking, dedicated ironworkers put sweat, skill, and savvy into the bridges that link us together, the stadiums where we watch our sports heroes play, and of course, the soaring towers that scrape the sky.

Our proud union has been working for employment opportunities, fair pay, health and welfare benefits, continuing education, and other worker's rights since 1896. That's over 100 years! And as we embrace the future we look forward to continuing the tradition of serving our members and their families into the new century and beyond.



International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers

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Frank L. Migliaccio, Jr.
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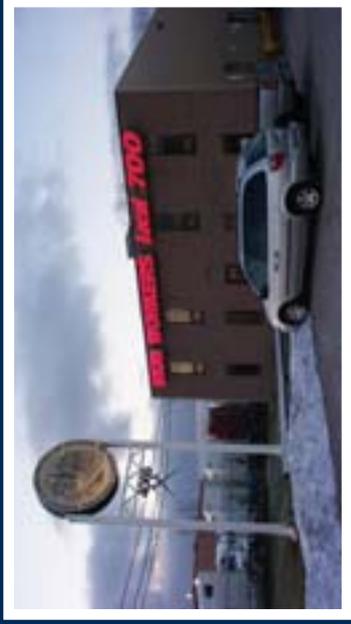
Frank L. Migliaccio is the Executive Director of Safety and Health for the International Association of Bridge, Structural, Ornamental, and Reinforcing Ironworkers. He is a U.S. Department of Labor (DOL) OSHA 500 Master Instructor (Train-the-Trainer), and a (DOL) Mine Safety Health Administration Master Instructor for the Ironworkers Train-the-Trainer classes given at the University of San Diego in California. He is also an instructor for OSHA Hazardous Material, Scaffold, Lead, Confined Space and Subpart R- Steel Erection training, among others. Previously he served as the Director of Safety and Health Training for the Ironworkers National Training Fund and was a member of the Subpart N, Crane and Derrick Negotiated Rule Making Committee.

Mr. Migliaccio chairs the AFL-CIO Building and Construction Trades Departments Safety and Health Committee and sits on the Advisory Committee on Construction Safety and Health. Other committee memberships include the Ironworkers Safety Advisory Committee, the Mine Safety and Health Alliance Committee, Department of Labor Drug Free Workplace Alliance, the National Commission of the Certification of Crane Operators, the Specialized Carriers and Rigging Association's Labor Committee, and the IMPACT Substance Abuse Task Force.

Mr. Migliaccio has been an Ironworker for close to 38 years. He has 17 years of field experience, served as an apprentice coordinator for Local Union 201 in Washington D.C., and has been working at the International Association of Bridge, Structural, Ornamental, and Reinforcing Ironworkers for the past 17 years, with almost 7 years in his current position as Executive Director of Safety and Health.

Frank Migliaccio attended the University of Maryland where he majored in Industrial Arts Education.

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Ironworker Local #700 Apprenticeship Training Center
WINDSOR, ONTARIO

Skills, Safety & Productivity

UNION APPRENTICE TRAINING FOR IRONWORKERS is the best

Union Ironworkers are the most skilled, professional, and productive in the industry.

Many people gaze up at the expanse of the Golden Gate Bridge or the gleam of the St. Louis Arch or the massive height of the Sears Tower or Toronto's CN Tower and wonder who built those? It was union Ironworkers and their Signatory Contractors. The Ironworkers have a proud tradition of erecting the major buildings, bridges, commercial and industrial structures that make up the "Built Environment".



Ironworker Local #229 Apprenticeship Training Center
SAN DIEGO, CALIFORNIA



Ironworker Local #17 Apprenticeship Training Center
CLEVELAND, OHIO

Union Ironworkers – They work long and hard and they are always learning – guaranteeing the job is done right!

Training Centers throughout the U.S. and Canada

175

11,500

Average Number of Apprentices Enrolled

\$45,000,000

Dollars Spent on Apprenticeship and Journeymen Upgrade Training

5,300

Average Number of Graduating Apprentices

13,000

Average Number of Journeymen in Upgrade Programs



Ironworker Local #263 Apprenticeship Training Center
DALLAS/FORT WORTH, TEXAS



Ironworker Local #401 Apprenticeship Training Center
PHILADELPHIA, PENNSYLVANIA



I.M.P.A.C.T.

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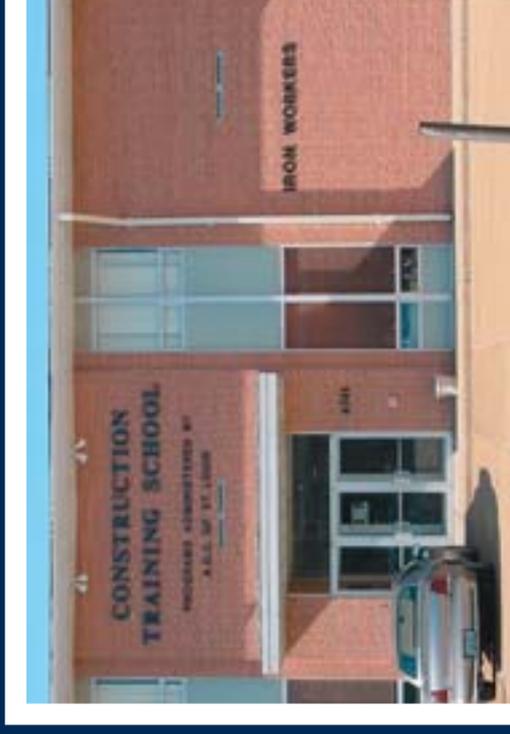
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IRONWORKERS and their CONTRACTORS

PRODUCTIVITY PROFIT • VALUE



Ironworker Local #396 Apprenticeship Training Center
ST. LOUIS, MISSOURI

Union Training Programs Nationwide

the **FACTS**
are HERE

PRODUCTIVITY, PROFIT and VALUE

Ironworker Local #378
Training Center
OAKLAND, CALIFORNIA



THE FACTS are here!

Union Ironworkers and their Signatory Contractors are committed to investing in training. Over \$45,000,000 is spent annually on apprentice and journeyman upgrade training. Only union contractors understand the value of training. Non-union, or open shop contractors do not have the commitment to training that union Ironworkers and their signatory contractors have.

“ The Construction Users Roundtable has recognized some of the problems facing the non-union sector in terms of training ...the open shop as a whole has not supported formal craft training and assessment to the extent necessary to affect real, meaningful and lasting change.”

– **Confronting the Skilled Construction Workforce Shortage, Construction Users Roundtable**



Ironworker Local #7 Apprenticeship Training Center
BOSTON MASSACHUSETTS



Ironworker Local #25 Apprenticeship Training Center
DETROIT, MICHIGAN



THE FACTS are here!

Union Ironworkers are more productive on the job, which translates to higher profit for the end-user, and greater value in the overall cost of the project!

“Union construction workers have been found to be 17% more productive” – and good labor productivity not only reduces project costs, but it improves the project’s schedule and quality.

– **Best Practices for Labor Productivity, Dean Findley, Independent Project Analysis, Inc.**



Ironworker Local #63 Apprenticeship Training Center
CHICAGO, ILLINOIS

Lifelong Training Skills



Ironworker Local #86 Training Center
SEATTLE, WASHINGTON

Annually, 13,000 journeymen participate in upgrade programs – professional Ironworkers who are striving for more knowledge, greater professionalism, and the next step up in a tough but rewarding career.

What We Do

- Amusement Equipment and Rides
- Architectural and Structural Precast
 - Bank Vaults and Doors
 - Canopies
 - Conveyors
 - Curtainwall
- Detention Facilities (Jail Cells)
- Doors - Metal and Roll-up
- Drilling Platforms - Offshore
 - Geodesic Domes
 - Metal Buildings
 - Ornamental
 - Overhead Cranes
 - Plant Maintenance
- Reinforcing and Post Tensioning
- Rigging and Machinery Moving
 - Sport Stadiums and Arenas
 - Steel Decking
- Structural Buildings and Bridges
 - Towers
- Welding and Burning

IRONWORKER

SEPTEMBER 2007



President's Page



JOSEPH HUNT
General President

"...training is still the number one factor setting us apart from our competition."



Leading the Way with Top-Notch Training

As I have stated many times in my previous articles, our future depends on gaining market share and increasing membership. A short time ago, our International set an apprenticeship goal of 20 percent. I am pleased to inform you we have reached our goal. I must caution you that even at 20% our apprenticeship programs will not take care of the attrition rate we are experiencing due to early retirement and the baby boomer phenomenon. It is obvious we need to organize if we are to grow; however, if your local has the capacity to further increase membership through apprenticeship, it should be utilized to its fullest, as training is still the number one factor setting us apart from our competition.

I just returned from San Diego where I attended the National Fund's Train the Trainer Program. You can see some of the highlights in this issue of *The Ironworker*. I can state without a doubt, our instructor program is second to none. I have to credit Mike White, executive director of the National Fund, for completely revising and updating all

the teaching materials used in our training programs. Utilizing the resources available through IMPACT and the expertise of IMPACT training specialist Dr. Rick Sullivan, we now have a standardized core of updated training courses, as well as many new courses. Each training package is designed to teach the student and contains an instructor guide and

reference manuals for the instructor, outlining how the course should be presented, making our instructors more effective than ever. Each package also contains a CD-ROM with all the course materials and hot links to helpful websites. When the training package requires blueprints, the CD-ROM utilizes the latest in computer assistant drafting technology allowing the student to view a specific portion of the blueprint from top, bottom or even from the other side. This is truly state of the art technology and will help tremendously in giving every ironworker superior blueprint reading skills.

In most of our jurisdictions, work is booming and putting a strain on the amount of supervision we can supply. A little over two years ago, I asked the National Fund to develop a course to meet this need. What they developed, 'Foreman Training

for Ironworkers,' has proven to be one of the most popular of all the new courses. It was developed in 2005 with pilot courses conducted in Colorado, Texas and Missouri. Since then it has been offered in seventeen states and Vancouver, British Columbia. The course has proven to be just as valuable to the seasoned ironworker foreman as it is to an apprentice. Many locals have started to conduct their own foreman training courses. I urge every member to take advantage of this remarkable course when it becomes available in your local.

In the future, the National Fund will continue to increase the use of Internet technology to provide improved products and services to our apprenticeship coordinators and instructors. All of our apprenticeship coordinators are now connected to an e-mail discussion group or listserv called IWTRAIN. This listserv allows the Apprenticeship and Training Department to send out e-mail announcements to coordinators and coordinators can send questions and answers to other coordinators. This listserv has helped to connect all of the coordinators and has encouraged the sharing of ideas and resources. This sharing of ideas has sparked a great deal of enthusiasm among our coordinators and instructors, helping to make our training programs better than ever before.

Another innovation is the online book store. Local union apprenticeship coordinators can now order materials online at any time, greatly reducing the time required to process and ship materials and shortening the time it takes to get the training materials to the students.

I have only touched on what is now available through our apprenticeship programs. There are many other new courses and advances too numerous to list here. We now have some of the best teaching tools technology has to offer, but like any tool it does not do you any good if it stays in the gang box. Avail yourself of as much training as you can. These learning opportunities are something that only a union ironworker has access to, and will provide you with the skills you need to compete throughout your ironworking career and continue to make union ironworkers the best value in today's highly competitive construction industry.

Fraternally,

THE IRONWORKER

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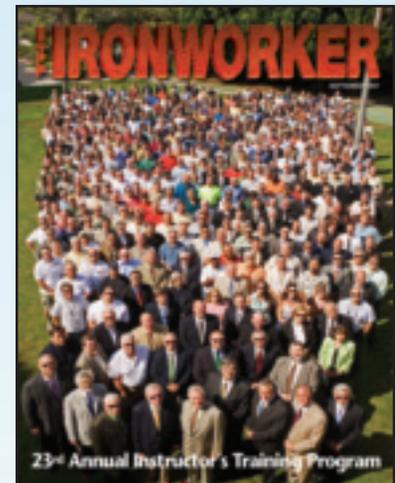
Number 8

FEATURES

- 2 23rd Annual Instructors' Training Program
- 7 District Council Merger Announcement of Texas and Mid-South
- 11 Women Building California Conference
- 14 John Lyon's Scholarship Announcement
- 16 United Way Annual Giving Campaign
- 25 International Notices

DEPARTMENTS

- 8 Departmental Reports
- 10 IMPACT
- 12 TRCP
- 17 Local News
- 26 Report of Lifetime Honorary Members
- 27 Official Monthly Record



On The Cover

Once again, the National Ironworkers and Employers Apprenticeship Training and Journeyman Upgrading Fund held a successful Annual Ironworker Instructor Training Program at the University of San Diego.



EDITOR: Tadas Kiciulinski, 1750 New York Ave., N.W. Washington, D.C. 20006
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THE IRONWORKER

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University of San Diego

Participants at the Apprenticeship Coordinator's Meeting.



23rd Annual Ironworker Instructor

The National Ironworkers and Employers Apprenticeship Training and Journeyman Upgrading Fund held the 23rd Annual Ironworker Instructor Training Program this past July at the University of San Diego. Over 700 instructors, observers, employers, contractors, guests, and special presenters participated in the program.

During the opening session Executive Director of Apprenticeship and Training Mike White welcomed the participants. General President Joseph Hunt challenged the participants to maintain the excellence of our apprenticeship programs. General Secretary Michael Fitzpatrick welcomed the participants to the annual training program. General

Treasurer Walter Wise addressed the participants focusing on the recently announced Key Performance Indicators (KPIs) and highlighted the roles and responsibilities of JATCs, apprenticeship coordinators, and instructors in ensuring that local unions meet their KPIs.

Eric Waterman, IMPACT CEO, Bill Brown of Ben Hur



Mike White addresses the apprenticeship coordinators.



Kevin Bryenton receives the IACP certificate for Local 721 from the General Officers.

Training Program a Success

Construction Co. and Vic Cornellier, President of TSI/Exterior Wall Systems, also addressed the participants during the opening session held on Sunday evening, July 15.

C. Brian Little, Deputy Assistant Secretary for OSHA spoke during the opening session. Little provided an update on OSHA activities relating to construction.

Each year there are a number of observers who attend the program to learn more about how we train our instructors. This year, Dr. Gail Palmisano from the U.S. Department of Labor, Mine Safety and Health Administration (MSHA) sat in on a number of our courses. Other special observers included Steven Witt, directorate of Construction for OSHA and

Sean O'Neill, special assistant in the Department of Labor Office for Public Liaison.

Apprenticeship coordinators from the United States and Canada held their third annual meeting in conjunction with training program. Participants received a copy of the new Ironworker Apprenticeship and Training Programs: A Guide for Coordinators and Directors.

23rd Annual Ironworker Instructor



Paul Martinez from Local 416/433 receives his Qualified Instructor Certificate from the General Officers.



Hands-on practice at the Hilti display.

The comprehensive guide (and two CD-ROMs) is designed to help local union apprenticeship coordinators to manage their programs.

During the opening session, 17 local unions received certificates indicating their successful completion of the Ironworker Apprenticeship Certification Program (IACP). In addition, 19 individuals received their Qualified Ironworker Instructor Certificate

indicating completion of required courses as part of the annual training program.

Approximately 40 courses were offered during the annual program including eight new or revised courses. These courses included:

- COMET Train-The-Trainer Foreman Training for Ironworkers
- Hand Plasma Cutting and Gouging (taught by ESAB)
- Advanced Welding Technology (taught by Lincoln Electric and Harris)
- Structural Steel Erection Hoisting and Rigging Techniques
- Ornamental Wall Coverings and Glass Railings Reinforcing Concrete

One of the reasons the annual program continues to be a success is the participation of our supporting vendors.

Program

University of San Diego



Ironworker learning to use new welding equipment.



Donny Grayman, Local 416 and Juan Trevino, Local 263, work together in a course.

These vendors conduct courses, give demonstrations with state-of-the-art equipment, offer training materials, run contests, and have become an integral part of the program. This year our vendors included Bar Splice Products, Crosby Group Inc., ESAB Welding and Cutting, Harris Calorific, Smith Equipment, Hilti, Klein Tools, Lincoln Electric, Miller Electric, Red-D-Arc, GTI, Conextec, Applied Bolting, CI

Solutions, Hydratight, 3M, and Max Rebar.

General Secretary Michael Fitzpatrick addressed the participants during the closing session held on July 20. In addition, there were presentations of prizes by vendors to participants based on hands-on events held during the Wednesday evening vendor demonstrations. The final event during the closing session was a “week in review” slide show with

music that highlighted key events from the training program.

By all accounts the 23rd annual Ironworker Instructor Training Program was a success. The Apprenticeship and Training Department is now busy working on the 24th annual. So mark your calendars and join us July 13-18, 2008 for another exciting program dedicated to strengthening our apprenticeship and training programs.

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PROCEEDS FROM THE SALE OF IRON WORKERS PRODUCTS BENEFIT THE JOHN H. LYONS, SR., SCHOLARSHIP FUND PROGRAM.

The John H. Lyons, Sr. Scholarship program honors the memory of the late Iron Workers General President John H. Lyons, Sr., and helps sons and daughters of Iron Workers to attend college.



Department of Apprenticeship & National Training Fund

The Department of Apprenticeship and Training and The National Training Fund oversees, coordinates, and manages the education and training programs that provide our members with knowledge and skills ranging from the basic to the very advanced. This Department's mission necessitates interaction with the International, Local Unions, Local Joint Apprenticeship Committees and Trade Improvement Committees, and various other organizing bodies to ensure that our members receive the comprehensive and effective education and training that will enable them to carry out their work safely and efficiently while meeting the highest standards of quality.

The Apprenticeship and Training Department and National Training Fund also manages and/or administers the following:

- [The Annual Instructors Training Program](#), a yearly week-long program designed to provide Ironworker instructors with valuable skills and knowledge that is then passed along, via classes taught by these instructors, to members at the local level.
- [The Apprenticeship Tracking System](#), which tracks the specific training that each of our members receives while serving his or her apprenticeship.
- [Certified Welder Certification Cards](#) for those members who have received this invaluable training.
- [Journeyman Upgrading courses](#) at the local level.
- [Ironworker College Credit Programs](#).
- [National Ironworkers Training Program for American Indians](#).
- [Local-level recruitment efforts](#).
- [Regional Training Center Instructor Training Courses](#).

For further information or details regarding any of these programs please contact:

Michael White

Executive Director

Tel: (202) 383-4889

Fax: (202) 347-5256



Safety & Health Department

Location:

Main Location

1750 New York Avenue NWSuite 400

Washington, DC20006

202 383-4800

The Iron Workers Safety and Health Department, as the name indicates, works to protect the health and safety of IABSORIW members on the job. The Department is responsible for monitoring jobsite safety, compliance with job safety guidelines, supervising safety training, and providing representation of the Iron Worker's interests to the Building and Construction Trades Department Safety Committee. The Iron Workers Safety and Health Department acts as a liaison between the Government, the International Union, local unions, and individual ironworkers, and also provides advocacy on workers' health and safety issues.

This Department monitors OSHA (Occupational Safety and Health Administration) guidelines to ensure that appropriate and effective safety and health regulations are being enacted. In conjunction with the National Training Fund, the Safety and Health Department manages the creation of safety training programs and the subsequent presentation to membership at the local level.

One of the Department's primary duties is the tracking of ironworking jobsite accidents and fatalities. This function, while certainly not pleasant, is absolutely essential. The information collected provides hard data regarding the effectiveness of OSHA safety guidelines and procedures, as well as information on which to base future policy recommendations.

The Safety and Health Department has also taken on the management and implementation of certification programs for MSHA (Mine Safety and Health Administration) training at the Local level. This is a coordinated effort between the International Union, the individual mines, Local Unions, and MSHA.

International Association of Fire Fighters



WHO WE ARE

By Fire Fighters, For Fire Fighters



The International Association of Fire Fighters, headquartered in Washington, DC, represents more than 280,000 fire fighters and emergency medical personnel, who protect 85 percent of the nation's population. The IAFF includes more than 3,000 locals in more than 3,500 communities in the United States and Canada.

In addition to city and county fire fighters and emergency medical personnel, IAFF members include state employees, federal workers and fire and emergency medical personnel employed at certain industrial facilities.

The IAFF is the driving force behind nearly every advance in the fire and emergency services in the 20th century—from the introduction of shift schedules early in the last century to the enactment of SAFER in 2003. With extremely active political and legislative programs, and with recognized experts in the fields of occupational health and safety, fire-based emergency medical services and hazardous materials training, the IAFF has established professional standards for the North American fire service.

Today, the IAFF is the primary advocate for providing fire fighters and paramedics with the tools they need to perform their jobs. The IAFF provides a strong voice in the development and implementation of new training and equipment, and has worked hard to ensure the proper staffing of fire and EMS departments. The IAFF is a member driven organization—for fire fighters, by fire fighters.

Our Mission

- To organize all fire fighters and emergency medical or rescue workers;
- To secure just compensation for their services and equitable settlement of their grievances;
- To promote as safe and healthy a working environment for fire fighters as is possible through modern technology;
- To promote the establishment of just and reasonable working conditions;
- To place the members of the Association on a higher plane of skill and efficiency;
- To promote harmonious relations between fire fighters and their employers;
- To encourage the formation of local unions, state and provincial associations and joint councils;
- To encourage the formation of sick and death benefit funds;
- To promote the research and treatment of burns and other related health problems common to fire fighters;
- To encourage the establishment of schools of instruction for imparting knowledge of modern and improved methods of fire fighting and prevention; and
- To cultivate friendship and fellowship among its members.



Thomas Perkins
International Association of Fire Fighters
President of IAFF Industrial Local 24

Thomas Perkins is a Captain at the Hanford Fire Department. Located in Washington State, the Department is owned and directed by the U. S. Department of Energy and responds to over 560 square miles of land, sagebrush and nuclear reactors. The site is the location of both ongoing and historic nuclear research. Mr. Perkins has been a fire fighter for nearly 20 years.



Education & Training

Frequently Asked Questions

The following are frequently asked questions:

What type of training does HazMat/WMD department offer?

- **Direct Training:** course lengths vary from 8 to 80 hours. Courses taught by 2 to 3 IAFF Instructors. IAFF travels to the department's location and training using the department's equipment and SOP. This allows for a customized course to better fit the needs of fire fighters and first responders.
- **Indirect Training:** The IAFF supplies training materials (i.e., text, videos, CD) to the department which allows the department to train on their schedule which results in less overtime and backfill cost.
- **Instructor Training:** Most of the 14 courses currently offered by HazMat/WMD can be designed as a Train-the-Trainer.

What is needed to apply for HazMat/WMD training?

- Letter of request signed by the Local President and Fire Chief sent to the General President
- Training Facility
- Proposed training timeframe
- Minimum of 16 students

Since the HazMat/WMD training department uses no per capita/union dues, who provides funding?

- Training is 100% federally funded.
- Our training is funded by the following federal grants:
 - National Institute of Environmental Health Sciences (4 grants: HWWT, HDPT, DOE, Avian Flu)
 - National Institute of Occupational Safety and Health
 - Department of Transportation
 - Department of Homeland Security
- Some courses are eligible for overtime and backfill reimbursement because of DHS approval.

When is the next Affiliate Leadership Training Summit (ALTS) conference?

The next ALTS conference is January of 2008 in New Orleans. Visit ALTS website to learn more.

What courses are offered thru the PEP program?

Please visit PEP page for course descriptions.

What do we need to host an IAFF class?

To host an IAFF class you will need to have adequate classroom facilities for 25 students. A Laptop/projector for use in the classroom is highly desirable. Current U.S. grant restrictions limit the training delivery to responders within the United States.

The host local will need to provide a valid UPS shipping address and point of contact at the base. All materials will be shipped via UPS prior to the start of class. The IAFF will provide qualified instructional staff, student materials necessary for the proper instruction of the programs. Student activities and a final examination for each program are included.

Who will instruct the class?

The IAFF provides a team of professional instructors from across the country that are active fire fighters/EMS personnel/HazMat Team Members. The curriculum is taught to fire fighters by fire fighters. Instructors who are assigned to teach at various facilities are chosen on an individual basis and assigned by the IAFF HazMat/WMD Training Department. Instructors are active or recently retired IAFF members and are independent contractors of the IAFF. Requests for a specific instructor are welcomed and every attempt will be made to grant requests if the instructor is available. All instructors assigned to teach for the IAFF Program are of the highest quality.

How do we schedule a class at our local?

To request training, IAFF affiliates must provide a request letter signed by an IAFF local president and the fire chief. The letter should contain a brief explanation of the need for training in your area, a general timeline for delivery, the number of students and a contact person for course logistics, such as a training officer.

Mail, fax or email your request to:

Harold A. Schaitberger, General President
International Association of Fire Fighters
1750 New York Avenue, NW
Washington, DC 20006
Fax: (202) 637-0839 / Email: hazmat@iaff.org

To schedule classes at your site, please make arrangements at least 45 days prior

to the delivery date so we can select an instruction team, purchase airline tickets if applicable, and secure lodging. IAFF training programs can be scheduled for dates mutually agreeable between your organization and the IAFF.

How much do the classes cost?

The IAFF HazMat/WMD Training Department is completely funded by federal grants and contracts. Funding provided by federal agencies such as NIOSH, NIEHS, DOE, DOT, and DHS enables the IAFF to maximize training. For more information click here: <http://www.iaff.org/et/hw/fundingsources.html>

What do I need to bring to the class?

The following Personal Protection Equipment is required for use during practical evolutions: helmet, gloves, eye protection, steel toe shoes.

What type of certificate will I received once I successfully complete the training programs?

IAFF training programs are objective based using National Fire Protection Association (NFPA) Standards, Occupational Safety and Health Association (OSHA), and Environmental Protection Agency (EPA) regulations. To be eligible for any level of certification each student must meet the minimum IAFF prerequisites.

All departments, jurisdictions and states have different requirements for training and certification. Some departments are self-certifying while others are required to abide by state requirements or regulations. The IAFF HazMat/WMD Training Department can work with you to customize not only the training to be delivered, but to ensure state acceptance or acknowledgement. Please allow extra time in advance to work out the special needs for your department.

Education & Training

How Is The Department Funded?

Funding from the following federal agencies enables the IAFF to deliver no cost recruit and direct training when emergency responders and their departments demonstrate a need:

NIOSH (National Institute for Occupational Health and Safety) Under this program, the IAFF provides operations-level training to departments that respond to hazardous materials incidents but may have difficulty in properly training their personnel. There is a special emphasis on training recruit classes in their academies. The program emphasized by this grant is First Responder Operations.

NIEHS/HWWT (National Institute of Environmental Health and Sciences-- Hazardous Waste Worker Training) Under this program, the IAFF provides a range of direct training programs (including Train-the-Trainer courses) to departments which may be called upon to respond to environmental remediation sites listed on EPA's "National Priorities List."

NIEHS/DOE (National Institute of Environmental Health and Sciences-- Department of Energy) Under this program, the IAFF provides a range of direct training programs (including Train-the-Trainer courses) to departments which may be called upon to respond to ten DOE sites throughout the nation.

NIEHS/HDPT (National Institute of Environmental Health and Sciences-- HazMat Disaster Preparedness Training) Under this program, the IAFF will develop a Safety Management course that is NIMS compliant.

DOT (Department of Transportation) Under this program, the IAFF provides Instructor Training in transportation hubs across the United States.

DHS (Department of Homeland Security -- Office of) Under this program, the IAFF provides several delivery formats; direct deliveries, Train-the-Trainer, recruit training, department wide, and statewide training. The IAFF also works with its affiliates, the State Administrative Agency (SAA) and Centralized Scheduling and Information Desk (CSID) to ensure training is available to all first responders.



Overview

The Hanford Fire Department (HFD) is an industrial fire department which provides emergency response support to the 560-square-mile Hanford Site in south central Washington. This means that we must be qualified to meet the requirements of a municipal department as well as the unique specialities of a nuclear/industrial complex such as Hanford. A large risk on this site is posed by wildland fires and hazardous materials incidents. Thus, the fire officers and firefighters must be multi-disciplined and cross-trained to fill a variety of duties.

Unique to the fire and medical emergency services are a number of federal, state, and nationally recognized competency and consensus standards, mandated by Department of Energy (DOE) Orders, which are used in designing and delivering training programs. Some of these are:

- **DOE Orders and Implementing Directives** (*DOE Orders 420.1 and 440.1A; RLID 420.1*)
- **Code of Federal Regulations** (*29 CFR 1910 & 29 CFR 1926*)
- **State of Washington** (*WAC 296-305 & WAC 246-976*)
- **Mid-Columbia EMS Council** (*All EMS Training/ Certification*)
- **National Fire Protection Association** (*Codes and Standards*)
- **Site Specific Training** (*General employee and facility specific*)

The HFD is the authority having jurisdiction to implement actions deemed necessary to prevent loss of life, minimize damage, and terminate various site emergencies such as fires, hazardous waste events, and emergency medical incidents.

Specific functions of the department include: incident command and control; fire suppression; emergency medical services and ambulance support; technical rescue; hazardous materials identification, containment, and stabilization; fire prevention and code compliance; ignitable and reactive waste site inspections; fire investigations and inspections; corrective and preventive maintenance of life safety fire protection systems; acceptance and operational assurance testing of life safety fire protection systems; and operability assurance of respiratory protection equipment.

All emergency response personnel meet the requirements of NFPA 1001, Fire Fighter Professional Qualifications, as a minimum, and National Wildfire Coordinating Group (NWCG) Wildland Firefighter II, National Red Card qualifications.

The HFD Hazardous Materials Response Team personnel meet the NFPA 471 and 472, Professional Qualifications for Responders to Hazardous Materials Incidents Standards at the Technical Level. Team personnel have also been trained to respond to military chemical and biological hazards incidents.

Technical rescue personnel have been trained to perform confined space and low and high angle rope rescues.

Emergency medical responders are trained to the EMT level and, with our nine paramedics (most of whom are nationally certified), are available to respond to the emergency medical needs of the site population on a 24-hour basis.



Scope & Objectives

Scope

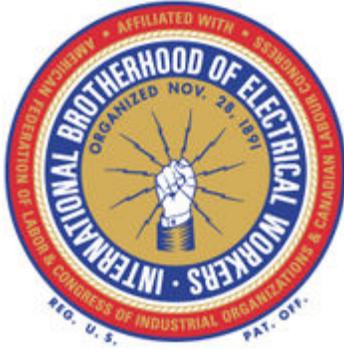
The Hanford Fire Department's work scope includes the preservation of life by immediate on-the-scene emergency medical treatment of the sick and injured, control and extinguishment of fires, stabilization and control of hazardous materials incidents, and continuation of an active fire protection testing, inspection and maintenance program that minimizes potential property losses and eliminates unsafe conditions within the 560 square mile Hanford Site.

Objectives

The objectives of the HFD are to ensure emergency life safety and the protection of site property and the environment through the performance of:

- Incident command and control
- Fire suppression -- structural and urban interface
- Emergency medical response, treatment and patient transport
- Hazardous materials spill or release response, containment, and control
- Chemical and biological agent identification, monitoring, containment, and decontamination
- Confined space and high and low angle technical rescue
- Functional testing and preventive and corrective maintenance of life safety fire protection systems
- Preventive maintenance and repair of emergency warning sirens
- Pre-fire planning and inspections of facilities and ignitable and reactive waste sites
- Fire and life safety permitting processes
- Fire prevention, fire investigation, and employee fire prevention education
- Pre-incident risk assessments and analysis to include design and plans review
- Respiratory protection equipment servicing, modification, maintenance, and repair

International Brotherhood of Electrical Workers



International Brotherhood of Electrical Workers

Founded	1891
Members	750,000 (2005)
Country	United States, Canada
Affiliation	AFL-CIO, CLC
Key people	Edwin D. Hill, president
Office location	Washington, DC
Website	www.ibew.org

The International Brotherhood of Electrical Workers (IBEW) represents approximately 750,000 members who work in a wide variety of fields, including utilities, construction, telecommunications, broadcasting, manufacturing, railroads and government. The IBEW has members in both the United States and Canada and stands out among the American unions in the AFL-CIO because it is among the largest and has members in so many skilled occupations.

The International Brotherhood of Electrical Workers (IBEW) is a labor union which represents workers in the electrical industry in the United States and Canada, particularly electricians, or Inside Wiremen, in the construction industry and linemen and other employees of public utilities. The union also represents some workers in the computer, telecommunications, broadcasting, and other fields related to electrical work. It was founded in 1891 shortly after homes and businesses in the United States began receiving electricity. Its international president is Ed Hill, an honorary member of the FLE. The IBEW is affiliated with the AFL-CIO.

The beginnings of the IBEW were in the Electrical Wiremen and Linemen's Union No. 5221, founded in St. Louis, Missouri in 1890. By 1891, after sufficient interest was shown in a national union, a convention was held on November 21, 1891 in St. Louis. At the convention, the IBEW, then known as the National Brotherhood of Electrical Workers (NBEW), was officially formed. The American Federation of Labor gave the NBEW a charter as an AFL affiliate on December 7, 1891. The union's official journal, *The Electrical Worker*, was first published on January 15, 1893, and has been published ever since. At the 1899 convention in Pittsburgh, Pennsylvania, the union's name was officially changed to the International Brotherhood of Electrical Workers.

The union went through lean times in its early years, then struggled through six years of schism during the 1910s, when two rival groups each claimed to be the duly elected leaders of the union. In 1919, as many employers were trying to drive unions out of the workplace through a national open shop campaign, the union agreed to form the Council on Industrial Relations, a bipartite body made up of equal numbers of management and union representatives with the power to resolve any collective bargaining disputes. That body still functions today and has largely eliminated strikes in the IBEW's jurisdiction in the construction industry.

In September 1941, the National Apprenticeship Standards for the Electrical Construction Industry, a joint effort among the IBEW, the National Electrical Contractors Association, and the Federal Committee on Apprenticeship, were established. The IBEW added additional training programs and courses as needed to keep up with new technologies, including an industrial electronics course in 1959 and an industrial atomic energy course in 1966.

Today, the IBEW conducts apprenticeship programs for electricians, linemen, and VDV installers (who install low-voltage wiring such as computer networks), in conjunction with the National Electrical Contractors Association, under the auspices of the National Joint Apprenticeship and Training Committee (NJATC).

The IBEW's membership peaked in 1972 at approximately 1 million members. The membership numbers were in a slow decline throughout the rest of the 1970s and the 1980s, but have since stabilized. One major loss of membership for the IBEW came about because of the court-ordered breakup at the end of 1982 of AT&T, where the IBEW was heavily organized among both telephone workers and in AT&T's manufacturing facilities. Membership as of 2005 stands at about 750,000.

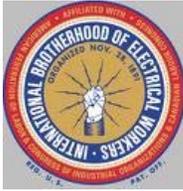
International Brotherhood of Electrical Workers

900 Seventh Street, N.W.

Washington, DC 20001

Telephone: (202) 833-7000

Fax: (202) 728-7676



James R. Tomaseski
International Brotherhood of Electrical Workers
Director - Safety and Health Department

WORK HISTORY

1978 - Graduated from Lineman Development Program, Virginia Electric & Power Company (63 month training program)

1978 – 1993 - Employed as a lineman, Virginia Electric & Power Company, performing work on:

- overhead and underground distribution system construction and maintenance work on voltages up to 34.5 kV utilizing both hot-stick and rubber gloving techniques
- underground distribution system construction and maintenance work on voltages up to 34.5 kV
- all aspects of transmission systems including hot stick work 110 -500 kV, and bare hand work techniques, 230 - 500 kV
- 5 years experience performing trouble shooting/service restoration procedures

1993 – 2001 - Employed by the International Brotherhood of Electrical Workers, Utility Department
Primary responsibilities included:

- Safety and Health issues related to the Electric utility industry
- Coordinating NESC, ASTM, IEEE, ANSI, NFPA and other code work activity for Utility Department staff

Current Position - Director, Safety and Health Department
Primary responsibilities include:

- Safety and Health issues related to all branches of membership in the IBEW
- Broadcasting, Construction, Manufacturing, Railroad, Telephone, Utility
- Representing the IBEW on National Consensus Standards Committees
- ANSI, ASTM, IEEE, NESC, NFPA
- Liaison with OSHA regarding regulation development, compliance, and enforcement

STANDARDS COMMITTEE ACTIVITY

Member of American Society for Testing and Materials (ASTM) Committee F-18 on Electrical Protective Equipment for Workers, holding the following Committee positions:

F-18 Main Committee – IBEW Representative

F-18.65 on Wearing Apparel - Secretary

F-18.35 Task Force on “Hot” ropes - Chairman

Voting Member of F-18.15 on Worker Personal Equipment, 18.25 on Insulating Cover-Up Equipment, 18.35 on Tools & Equipment, 18.45 on Mechanical Apparatus

STANDARDS COMMITTEE ACTIVITY (cont.)

ASTM Committee E34 on Occupational Safety and Health
ASTM Committee E13 on Pedestrian/Walkway Safety and Footwear

Member of the following Committees on the National Electric Safety Code (NESC / ANSI C2):

- Main Committee - Vice Chairman
- Subcommittee 1 - Purpose, Scope, Application, Definitions, and References
- Subcommittee 2 - Grounding Methods
- Subcommittee 3 - Electric Supply Stations
- Subcommittee 4 - Overhead Lines/Clearances
- Subcommittee 7 - Underground Lines
- Subcommittee 8 - Work Rules - Chairman
- Executive Subcommittee - Voting member
- Interpretations Subcommittee - Voting member

Member of Institute of Electrical and Electronic Engineers (IEEE) Power Engineering Society / Electrical Safety and Maintenance of Lines (ESMOL), serving on several Task Forces involved with IEEE Standards development.

Member of American National Standards Institute/Scaffold Industry Association (ANSI/SIA) A92 Committee on Aerial Platforms serving on the following subcommittees:

- A92.2 - Vehicle-mounted Elevating and Rotating Aerial Devices

Other ANSI Standard Membership:

- A10 - Safety Requirements for Construction and Demolition (Vice-Chairman)
- A14 - Ladders
- Z133 - Tree Care Operations
- Z244 - Control of Hazardous Energy (Lockout/Tagout)

OTHR PROFESSIONAL ACTIVITY

IBEW representative to the National Safety Council
- Member of the Construction Division, Utility Division, and Labor Divisions

IBEW representative to the Electrical Safety Foundation International

Safety Equipment Institute – Board member

International Electro-Technical Commission (IEC) – Deputy Technical Advisor to the United States technical advisory group (TAG) to Technical Committee 78 on Live Working (TC-78)



Biographical Work History
of
William D. "Chico" McGill
Union Labor Representative & Safety and Health Emphasis

Date of Birth: January 12, 1951

Business Address: I.B.E.W. International Staff
900 Seventh Street N.W.
Washington, D.C. 20001
Work 202-728-6042

Home Address: 23226 Bent Tree Lane
California, MD. 20619
Home 301-862-4274

Titles and Positions currently held, or have held:

International Brotherhood of Electrical Workers (IBEW);

Appointed by International President Edwin Hill as the Director of the Government Employees Department of the IBEW.

Responsibilities are to work in conjunction with other departments as matters may develop with the primary focus being workers with collective bargaining agreements in the federal sector. This includes Department of Homeland Security, Department of Defense, and Department of the Interior, Department of Energy, Bureau of Reclamation, and Government Printing Office. National Aeronautic Space Administration, Army Corp of Engineers, as well as other Executive Agencies, including all federal shipyards and private shipyards in the United States and shipyards and Governmental Agencies in Canada under IBEW jurisdiction. This also includes State, Municipal, Provincial, and County employees.

This covers workers in many areas and classifications from park rangers, to public works employees, first responders and police, utility workers, marine electricians, electronic technicians, maintenance workers etc.

To assist in the organizing of members in the above entities, assist local unions as well as the Districts in the IBEW from safety related topics that may impact federal employees or shipyard workers in conjunction with our Safety Department to contractual matters, including new legislation.

IBEW LOCAL UNION 733;

- 1- Business Manager/Financial Secretary, 1997 to 2005
- 2- Assistant Business Manager, 1977 to 1979 & 1988 to 1997
- 3- Chairman Local Union's Safety Committee 1977 to 1979 & 1987 to 1997
- 4- State Vice-President AFL-CIO Executive Committee
- 5- Executive Board Member Mississippi State AFL-CIO
- 6- President Jackson County Central Labor Council

- 7- Appointed as Delegate to Maritime Trades Department Convention
AFL-CIO by IBEW International President J.J. Barry
- 8- Vice President Mississippi State Electrical Workers
- 9- Affiliated Member Pascagoula Metal Trades Council
- 10- Affiliated with and Executive Board Member
New Orleans Metal Trades Council
- 11- Member Board of Directors South East Mississippi
Red Cross
- 12- Sponsor Electrical Apprenticeships Ingalls Shipbuilding &
Avondale Shipyard
- 13- Member Jackson County Chamber of Commerce
- 14- Member National Workforce Coalition
- 15- Chairman of AFL-CIO Committee and Member of a Coalition of Health Care
Professionals and Local Chamber of Commerce & Labor Unions on Health
Care Reform
- 16- Chairman of the New Orleans Metal Trades Council Safety Committee

NORTHROP GRUMMUN SHIP SYSTEMS INGALLS SHIPBUILDING DIVISION;

- 1- Member and Past Co-Chairman, Ingalls Shipbuilding Labor/Management
Safety Committee 1987 to 1990
- 2- Member Steering Committee for Safety Action Teams, 1997 to 1999
- 3- Member Joint Apprenticeship Training Committee 1997 to 2000

NATIONAL SAFETY COUNCIL LABOR DIVISION

- 1- Member National Safety Council, Labor Division, 1987 to present,
Including Membership and Past Chairmanship of Maritime Safety
Committee, and active member of the following committees in the
Labor Division: Executive Committee, Program Planning Committee,
Welcoming Committee, Government/Labor Agencies and Standards
Committee, Promotion of Training and Education in Safety and
Health Committee, Bylaws Review Committee Chairman
- 2- Member Board of Directors, representing the Labor Division 1996 to
1998
- 3- Appointed to Board of Delegates after redefining structure of
Council 1998 to 1999
- 4- Vice Chairman Labor Division 1997 and 1998
- 5- Chairman of the Labor Division 1998 to 1999
- 6- Currently Labor Division Secretary
- 7- Recently appointed to the Nominating Committee of the Labor
Division of the National Safety Council

NSRP/MARITECH;

- 1- Member and Past Co-Chairman representing the interest of the
International Brotherhood of Electrical Workers, at the National
Shipbuilding Research Programs, Ship Production Panel 5, Human
Resource Innovation Committee

- 2- Associated with the Society of Naval Architects and Marine Engineers
- 3- Appointed by IBEW International President J.J. Barry to represent The IBEW in what is now a part of MARITECH, September 1993 to 2005

MARITIME ADVISORY COMMITTEE TO OSHA “MACOSH”;

Appointed by former Secretaries of Labor, Robert B. Reich, Alexis Herman as well as present Secretary of Labor Elaine L. Chao as a Consultant representing Labor Committee to OSHA, from 1995 to 2004.

Experience:

The following information is reflective of my experience in the field of safety and health related activities, as they relate to Union and Labor Management Relations. All other qualifications of work or Trade related experience as an electrician is available upon request.

- 8/77 to 4/79 Titles:**
- a) Assistant Chief Steward, IBEW Local Union 733
 - b) Assistant Business Manager, IBEW Local Union 733

Duties: Responsible for enforcement of contractual requirements of safety and health language for all Bargaining Unit Employees at Ingalls Shipbuilding Inc., Pascagoula, Mississippi. Participated in the writing of the Local Union Newsletter with safety and health reminders, as well as Educating Local Union stewards in the OSHA requirements for CFR 1915 & 1910, as well as requirements of the NEC.

5/81 to 6/82 Duties: Returned to employment at Ingalls Shipbuilding as A First Class Electrician and was appointed a Craft Inspector for the Tarawa Class ships being built. In this Capacity, was responsible for assuring the safe and proper Installation of all types of electrical equipment and Systems according to IL/SPEC. Was a liaison Between Ingalls Electrical Department and Quality Assurance for Ingalls Shipbuilding as well as Navy QA, resigned for other employment.

6/82 to 10/84 Duties: Employed by a maintenance contractor at Borg Warner Chemicals, in Port Bienville, Mississippi. Responsible for educating new employees in safe application and installation of electrical equipment in hazardous Locations as defined in the National Electrical Code. This was under the Japanese style of Participative Management and Team Concept. Left to be self employed.

10/84 to 1/86 Duties: Subcontracted with American Information Management Systems installing computerized fuel management systems on crew boats and supply boats in the Gulf of Mexico and Inland River waterways. These jobs had to pass Coast Guard Inspection as to safe installation and Operation. I was responsible for up to four workers while on shipboard, and upgrading of safety training and Education of the safe installation of these systems, left to return to employment at Ingalls Shipbuilding Inc.

- 3/86 to 2005** Title a) Chief Steward, IBEW Local Union 733, 6/87 to 2/88
b) Assistant Business Manager, IBEW Local Union 733, 2/88 to 3/97
c) Business Manager/Financial Secretary IBEW Local Union 733,
3/97 to present
d) Chief Negotiator (Contracts)

Duties: Returned to Ingalls Shipbuilding Inc., as a Marine Combination Electrician, and was once again appointed to Positions in the Local Union representing approximately 1,800 Bargaining Unit employees. Responsible for the Review of Company safety procedures and problems related to safety and health; formulate and suggest programs and procedures for recommendation to management. Appointed Chairman of the Local Union's Safety and Health Committee with the duty of educating the membership on safety and health related topics. Lead spokesman on OSHA Standards up for Public comment affecting the shipbuilding industry, as well as becoming the lead representative for the Local Union during all OSHA inspections, having had party status during inspections and following OSHA proceedings at Ingalls.

Appointed in 1989 as Safety Representative on the Ingalls Labor/Management Safety Committee, served as Co-Chairman of that committee and remain an active member. Was appointed to represent the Local Union at the Shipyard Employment Standards Advisory Committee meetings in the fall of 1992 and attended meetings until the committee was dissolved by Presidential directive.

Appointed in 1987 to represent the Local Union at the Labor Division of the National Safety Council, still an active member and officer in the Labor Division, helped to establish the Maritime Industries Safety Committee, which served the safety and health interest of workers in the maritime trades. As Safety and Health Committee Chairman at the Local Union, I have started a program in CPR and First Aid training as an Agency of the National Safety Council. In January 1995 we became a Training Agency for Levels 1 & 2 First Aid and CPR, (Adult to Infant including Choking Victims)

Education:

Basic: St John Catholic School Grades 1 to 6
Leonardtown Junior High Grades 7 to 8
Chopticon High School Grades 9 to 10
All in St. Mary's County, Maryland

Attained GED at age 16 in the Job Corp at the Breckinridge Job Corp Center in Morganfield, Kentucky.

Attended two semesters at Jeff Davis Junior College and Majored in Radio Broadcasting took mainly academic courses in English, Oral Speech, etc.

Safety Related:

I have pursued Continuing Education courses obtaining CEUs to enhance my ability to train and educate the stewardship and membership in areas of safety and health. These courses have been at the institutions of higher learning listed below:

- 1) Georgia Institute of Technology, Atlanta, Georgia
 - a. OSHA Injury and Illness Reporting (1988)
 - b. Principles and Practices of Industrial Hygiene (1990)

- 2) University of Arkansas, Little Rock, Arkansas
 - a. Hazard Communication Standard (1988)
 - b. Joint Safety and Health Committees (1989)
 - c. Local Union Safety and Health Committees (1989)
 - d. Right to Know SARA Title III (1989)
 - e. Accident Investigation (1990)
 - f. Asbestos in the Work Place (1990)
 - g. Train the Trainer Parts 1 & 2 (1990 & 1991)
 - h. Basic Industrial Hygiene (1991)

- 3) Jackson State University, Jackson, Mississippi
 - a. OSHA Hazard Communication Training for the Trainer (1991)

- 4) National Safety Council Safety Training Institute
 - a. Selling safety to Management (1989)
 - b. Training Concepts for the Safety Trainer (1990)
 - c. Compliance with the OSHA Lockout Tag out Standard (1992)
 - d. Creating a High Energy Worksite: Collaborative Safety Leadership Techniques and Maximizing Worker Potential (1992)
 - e. Executive Leadership in Safety and Health; Putting Safety and Health on senior management's Agenda (1994)
 - f. Home Study Course; Protecting Workers Lives, Grade Average 97% (1994)
 - g. Joint Safety & Health Safety Committee Course, and follow-up Course to become a course facilitator.
 - h. First Aid Level 2 and CPR (adult-child-infant) (1995)

- 5) OSHA Training Course
 - a. OSHA 10 hour construction course with cert. (1995)

Awards Related to Safety:

- a. Outstanding Service to Safety Award 1990 - Presented by National Safety Council, Labor Division
- b. Distinguished Service to Safety Award 1994 - Presented by National Safety Council, Labor Division
- c. Recognition as Chairman, Labor Division National Safety Council, 1998 to 1999
- d. Certificate of Appreciation 1997 Air Bag Safety Campaign – MS. State
- e. Award of Recognition for Contributions as Board of Directors Member and Member Board of Delegates, National Safety Council

Miscellaneous:

While a member of the Safety Training and Education Committee with the Labor Division of the National Safety Council, I have had the privilege to help rewrite the book and home study course, "Protecting Workers Lives", as well as helping write the labor management course, "Joint Labor/Management Safety Committees". I have at other times been called upon by the National Safety Council to review other training manuals for accuracy, and then make comments. Recommended for membership in American Society of Safety Engineers (June 1995). Helped form and signed as a partner in the Safety Alliance Between two Regions of OSHA, two Metal Trades Councils, and Northrop Grumman Ship Systems, Avondale Operations and Ingalls Operations

My total experience in Safety and Health and Safety/Health, Labor Management Relations, Human Resources, Collective Bargaining, and the Building of Alliances for the betterment of Labor and Industry and related fields is 33 plus years.



ABOUT THE NJATC

The NJATC was created over 58 years ago and has developed into what perhaps is the **largest apprenticeship and training program of its kind**. Local programs affiliated with the NJATC have trained over 300,000 apprentices to journeyman status without cost to the taxpayers. This **joint program between the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW)** has clearly demonstrated the most cost effective way to train qualified craft workers.

Those in NJATC training programs are not a burden to the taxpayers for they are earning while they are learning. Each year, participants in the NJATC programs pay in excess of six hundred million dollars in taxes. This is truly a model program as it takes little to nothing from the taxpayers while training some of the most productive workers in the world who thereby pay tremendous dollars to the country. Skill, Knowledge and Attitude are the main focus in all of the NJATC's training programs.

Mission of the NJATC

The mission of the National Joint Apprenticeship and Training Committee is to develop and standardize training to educate the members of the International Brotherhood of Electrical Workers and the National Electrical Contractors Association; insuring and providing the Electrical Construction Industry with the most highly trained and highly skilled workforce possible.

About - NECA, IBEW, & NJATC

The NJATC developed uniform standards that are adopted and used nationwide to select and train literally thousands of qualified men and women. Through the NJATC, the IBEW and NECA have hundreds of local programs offering apprenticeship and training in the following areas:

- Residential Wireman
- Journeyman Lineman
- Journeyman Tree Trimmer
- Journeyman Inside Wireman
- Telecommunication VDV Installer-Technician



International Brotherhood of Electrical Workers (IBEW)

The International Brotherhood of Electrical Workers is the largest electrical union in the world. The IBEW represents workers' rights in all areas of the electrical industry.



The National Electrical Contractors Association (NECA)

The National Electrical Contractors Association is the management association for electrical contractors. NECA represents thousands of employers who guarantee their installations and perform quality work on time and on budget. NECA electrical contractors satisfy their customers by doing the job right the first time.

Construction and Maintenance

Director: Mark Ayers

202 728-6075
construction@ibew.org

Members of the IBEW who work in Construction and Maintenance are the best trained craftsmen you will find anywhere. The IBEW jointly administrates a five year apprenticeship program, the National Joint Apprenticeship and Training Committee (**NJATC**), in partnership with the National Electrical Contractors Association.

Before a member can call himself/herself a "Journeyman Inside Wireman or Outside Lineman," as well as many other classifications, such as "Telecommunications Technicians" and "Residential Wireman," etc; he or she must complete an apprenticeship program with extensive classroom studies and on the job training. Go to the **NJATC** site and check out our training program for yourself.

The Construction and Maintenance Department is responsible for the following.

- Approval of Construction and Maintenance Agreements
- Construction and Contract Maintenance Issues
- Construction Apprenticeship Issues
- Davis-Bacon Wage Determinations
- International Agreements (Construction, Maintenance, and Specialty)
- Liaison with Construction and Maintenance Industry Organizations
- National Project Labor Agreements Review
- Building and Construction Trades Department, AFL-CIO Issues
- Construction Organizing Assistance
- Construction Safety Issues
- Liaison With Instrumentation Contractors
- Craft Jurisdictional Disputes
- National Electrical Code Matters
- Federal Service Contracts (as assigned)
- Voice, Data, Video, and Communication Systems Issues
- Sign and Motor Shop Issues

IBEW TRAINING FACILITIES

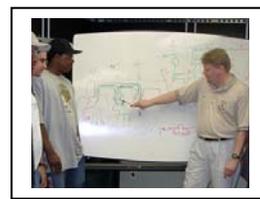
The IBEW Local 164 Training Academy is a state-of-the-art facility, located in a 36 thousand square foot 2-story building adjacent to headquarters. It offers easy access to the Garden State Parkway, NJ Routes 17 and 4, allowing for quick and direct transportation via car.

The Academy boasts 12 large classrooms and 10 labs, including two state of the art computer labs with a full compliment of the modern equipment. This includes the latest electrical, instrumentation, local operating network and "voice-data-video" equipment ... all of which is central to the experiments and troubleshooting exercises that make up typical class-work.

The training academy also has a library of the latest printed materials, along with educational information available via a variety of media ... including films, videotapes, DVD's and computer generated graphics, for example. We also boast a 10 thousand square foot auditorium, available for student assemblies and large seminars. Together, it provides an excellent setting for the furtherance of the program's objectives.

The program itself is a national standardized training program, with course materials periodically reviewed, updated and revised by the National JATC for the Electrical Industry. Our goal is to ensure that all students keep up with the latest technology advances, ensuring their ability to meet long term career objectives!

College Credit Local 164's electrical and telecommunications programs are recognized by the American Council on Education, and graduates earn college credit after completion! As of early 2004, electricians earn 47 semester hours of college credit recommendations from the ACE ... telecommunications technicians ear 36 semester hours. Thereafter, students may further their education by transferring these credits into degree programs offered by two or four year institutions.



NECA-IBEW Electrical Training Center Portland, Oregon



[... read more](#)

Journeyman Services

The NECA-IBEW Electrical Training Center is proud to offer "Journeyman Services". A new online application provided to better serve our IBEW members, allowing them to access their Continuing Education Unit (CEU) history and other NIETC account information.

If you are a member of the IBEW you can login to Journeyman Services and view your training history, download and print your class Certificates, evaluate recently attended classes, view your online order history, print online class receipts, review your NIETC certifications, edit your personal profile and more.

Do You Need More CEU Credit?

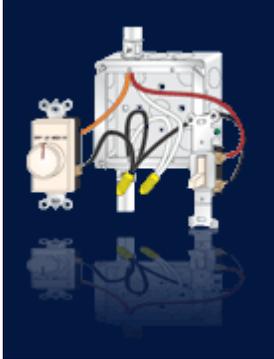
In Oregon, licenses expire on October 1st. Each license type has a different year associated with its expiration. Oregon requires varying hours of code change for each license. See the chart below for requirements for each license.

In Washington all electrician licenses have the same education requirements. Each license requires 24 hours of education. Each license lasts 3 years and expires on the holder's birth date. In addition, each license holder must complete eight hours of code change and 4 hours of RCW/WAC, which can be part of the 24 hour total that is required.

License Type	Code Change Hours	Total CEUs Required
General Supervising (S) Limited Supervising (PS)	12	24
General Journeyman (J)	8	24
Limited Residential (LR)	4	16
Limited JW Manufacturing Plant (PJ)	8	16
Limited Maintenance (LME)	2	8
Class A Limited Energy Technician (LEA)	8	8
Class B Limited Energy Technician (LEB)	2	8
Limited Renewable Energy Technician (LRT) Limited JW Sign (SIG)	2	4

The NECA-IBEW Electrical Training Center

The NECA-IBEW Electrical Training Center (NIETC) is a 54,000 sq. foot state of the art training center, conveniently located on the fringes of Portland, Oregon, minutes from downtown and immediately accessible to the Portland International Airport. Members of IBEW LU #48 and others enjoy the benefits of the 19 classrooms; seven specifically lab related, three large open labs dedicated to welding, conduit bending and circuitry, and a top rate 300 seat auditorium.

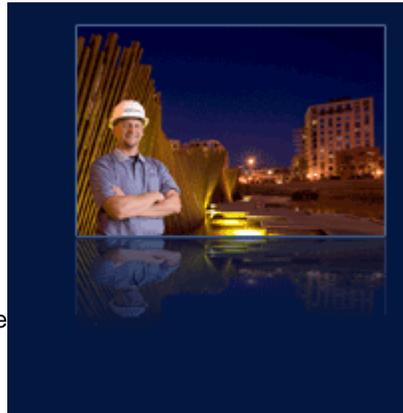


The Best Apprenticeship Training

The NIETC trains apprentices for signatory contractors in residential, limited energy, and Commercial/Industrial programs. In addition to apprenticeship, the NIETC is proud of its commitment to membership training. Electricians working in the Jurisdiction of local 48 in both Washington and Oregon are required to attend continued education training every three years to maintain their license, improving and honing their skills along the way. The training that members receive provide the journey level electrician with the sharpest skills and up to date knowledge of the latest industry trends and current electrical code requirements, providing for installations that are free from costly errors or code violations.

Leadership Through Continuing Education

Continuing education requirements include training classes in area's of Code change and Code related. Code change typically includes eight to twelve hours of the most significant changes in the latest version of the National Electric Code. This course provides the electrician with the latest in safe installation practices and new requirements in the Industry.



Code Related Courses and Licensing Requirements

Code Related courses focus on topics covered in the National Electric Code, as well as local area requirements. Titles include Service Requirements, Overcurrent Protection, Grounding and Bonding, Health Care Facilities, Hazardous Locations, Fire Alarms, and Residential. Service Requirements including disconnecting locations, Service conductors, and other components of the Service. Overcurrent Protection includes information regarding sizing and operation of overcurrent protective devices, conductors and typical ampere ratings of conductors and equipment. Grounding and Bonding covers various parts of the grounding system including grounding electrodes, sizing of conductors and requirements for bonding of metallic systems. Health Care Facilities primarily covers requirements for wiring methods and installation requirements for hospitals and other medical care facilities. Hazardous Locations reviews the requirements for sealing and protection of components, and defining class and division ratings. Fire Alarms provides information on code requirements from the NEC and NFPA 72-National Fire Alarm Code. Residential courses cover location requirements for receptacles and fixtures as well as calculation process for determining loads and branch circuit requirements.

Code Related Courses and Future Technologies

Other Code Related courses range from lighting control and automation to Amp Act 1. These courses include topics electricians commonly encounter on the jobsite, providing installation information for the worker. Courses on Lighting controls provide information on the latest in Home theater technology, lighting controls and Audio Visual protocol throughout the home. Courses covering Low Voltage termination and practices provide the attendee with generic information relating to EIA/TIA standards as well as vendor specific processes for making copper and fiber connections. Courses on Instrumentation and PLC's are also highly regarded among attendee's.

Safety Training

Safety is another area of training that provides members with the needed information regarding the latest trends in PPE, OSHA requirements, lift training and electrical safety, as well as First Aid and CPR training. These courses fall under the heading of OSHA and NFPA 70E, and also apply for Code Related credit.

Specialized and Management Training

Computer courses such as "Excel spreadsheets" cover processes for creating and modifying documents for material inventory to time cards, creating panel schedules and tracking management information such as "Change Orders" and "RFI's". Other trade type courses cover welding principles and hands on experience in topics such as conduit bending and powder actuated tools. These courses provide the attendee with the most current information and processes used in the industry today.

Defining An Industry by Being The Best

Following an electrician through these apprenticeship programs and into their careers as journey level workers, combined with "state of the art" training facilities, highly trained instructional staff and meaningful continued education training provide the highest quality, professional installations by the very best trained workforce . NECA-IBEW is the clear choice for quality electrical installations.

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International Guards Union of America



OFFICE OF THE GENERAL PRESIDENT

International Guards Union of America

(Independent)

Route 8, Box 32-14
Amarillo, TX 79118-9427

Phone: 806-622-2424
Fax: 806-622-3500

Welcome

We are pleased that you have given us the opportunity to introduce our organization to you and your fellow workers. Our Union, the International Guards Union of America is unique, especially in its Executive Board, which is composed entirely of working guards. This is very important to our membership, as it permits us to use practically all the dues money from our members for their Local's benefit. Our Officers are very conservative, and being working Guards are aware of your problems and are dedicated to helping other Guards, without reaping monetary gains for themselves.

This has some drawbacks, namely sometimes it doesn't provide us with ample funds and the time to do all the organizing we think should be done, however for thirty years we feel that we have represented our members fairly, and have improved their economic positions considerably, as we will explain. We would like to present to you a brief history of our organization. Prior to passage of the Labor Management Regulation Act (now commonly known as the Taft-Hartley law) most all organized Guards belonged to some segment of the AFL or the CIO Unions. Our present organization, which was affiliated with the Building Services Employees International Union, CIO, formed its own Independent International Union early in 1948. The Building Services Union loaned us the money to get started, and approximately ten (10) years later, this loan was settled.

I.G.U.A. Organizational Structure

The Taft-Hartley Law in Section 9(b) (3), forbids Guards, Watchmen and others hired to protect property and employees of an employer from belonging to a Union which admits to membership employees other than such Guards, etc. Since its formation, the International Guards Union of America has, at all times been in complete compliance with the requirements and regulations of the National Labor Relations Act as administered by the National Labor Relations Board.

The Constitution and By-Laws of the International Guards Union of America was originally adopted when it was first organized. It has been amended several times by actin of General Convention of its Executive Board. At a meeting which ended on March 1, 1956, the then existing Constitution and By-Laws were completely rewritten and revised again in 1960 to comply with certain provisions of the 1959 Labor Law. At the General Convention of 1961, held in St. Louis, Missouri, it was amended to meet the present day requirements

The International Guards Union of America now is composed of an International office, which is operated by the International Secretary and the International Treasurer, under the guidance of the International President and the other members of the International Executive Board

The International Executive Board is composed of the International President; the International Secretary; the International Treasurer and the three (3) International Trustees. The President, Secretary, Treasurer and

the three (3) Trustees are elected by the delegates at a General Convention. The Regional Vice-Presidents are elected by the Regional Council of their respective Regions.

A Region of the International is a geographical area of the United States composed of several contiguous States. The boundaries of each Region are determined by the International Executive Board. The Regional Council is composed of the principal officers of each Local within the geographical limits of the Region

Locals are individual groups of members which have been chartered by the International Office and are authorized to function as a separate group within a Region. A Local may be composed of members all of whom are employed by a single employer, or it may be composed of members who are employees of several employers. The composition of any Local is left up to the membership of the Local so long as restrictions to membership do not violate the laws of the United States, laws of the State in which it functions or the Constitution and By-Laws of the International. A Local automatically becomes a part of the Region in which it is located.

The administration of the International is carried on through the actions of a General Convention which is held at least every five (5) years. Between General Conventions the administration is under the jurisdiction of the International Executive Board. The executive duties are carried on by the International President and the International Secretary, International Treasurer and with the approval of the International Executive Board

The administration of each Region is carried on by the Regional Council, the executive duties are handled by the Regional Vice-President and the Regional Secretary-Treasurer. Each Region should also have an Executive Board, the members of which should be elected by the Regional Council and should include a Assistant Regional Vice-President and two (2) to four (4) Trustees in addition to the Regional Vice-President and Regional Secretary Treasurer

Each Region should also have its own Constitution and By-Laws to meet the requirements of the Region, so long as no provisions in it conflicts with any Federal law, any law of the State or States in which it operates and the Constitution and By-Laws of the International

The administration of each Local is carried on by its Executive Board which is usually composed of all of its elected officers and such other members elected for that purpose in accordance with the provisions of the Constitution and By-Laws of the Local. Normally the elected officers of a Local are: President; Vice-President; Secretary-Treasurer; Business Agent; Sergeant at Arms and three (3) Trustees. In larger Locals, the duties of the Secretary-Treasurer may be divided into two (2) offices: namely Recording Secretary and Financial Secretary

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