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EDITOR’S COMMENTS

A BRIGHT SPOT

By Cathee Johnson Phillips

I admit it. I’ve really been looking forward to this issue, which features a special section on women in the industry. Eight wonderful, strong women provide their insights and advice on having a successful career in the scaffold and access industry. These eight women include presidents, owners, a forewoman, a chief engineer, a trainer, and salespersons. Although my name is listed as author, the women graciously wrote their responses, and the words are their own.

This issue also focuses on the importance of fall prevention that adheres to national standards, specifically, the components that a personal fall arrest system (PFAS) should have and the use of warning lines or guardrails on rooftops when using suspended scaffolding. The Technically Speaking column discusses the need to take a “deeper look” into the causes of falls from heights that cause worker injuries or deaths.

The pandemic continues. Safety on the job site now encompasses practices to keep workers safe from exposure to COVID-19. It has become abundantly clear that the coronavirus is going to be around for a while. As this issue went to press, at the end of August, the number of confirmed COVID-19 cases in the United States was nearing 6 million and the number of deaths was approaching 180,000.

Worldwide, the number of cases was exceeding 23.5 million, with more than 800,000 deaths. After declaring the pandemic over in June, New Zealand, whose handling of the pandemic garnered international praise, announced in mid-August that new cases had emerged.

The scaffold and access industry continues to adapt to this rapidly changing environment. The Scaffold & Access Industry Association (SAIA) is right there, along with its members and friends, continuously adapting to operating during a pandemic. Please be sure to turn to page 30 to see the list of sponsors and exhibitors who are supporting the SAIA’s first-ever virtual convention and exposition.

We at the SA Magazine are very grateful to the women featured in this issue, to the authors who provided content for this issue, to the SAIA staff and magazine advisors for their thoughtful review of this issue, and to our advertisers, who make this magazine, the official voice of the SAIA, possible. All of these people were willing to give of their time, treasure, and talent during a global pandemic.

Thank you so much!

We hope you, the reader, enjoy this issue. Please contact me (cathee@saiaonline.org) with any feedback or to submit an article idea for the next issue. May you find reading this issue to be a bright spot in your week!

In this issue, eight women provide their insights and advice on having a successful career in the scaffold and access industry. These eight women include presidents, owners, a forewoman, a chief engineer, a trainer, and salespersons. Many thanks to all!

2018-2020 SAIA Executive Committee

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PRESIDENT’S DESK

IT HAS BEEN AN HONOR

By James L. Holcomb

Two years ago, when I began serving as president of the Scaffold & Access Industry Association (SAIA), I had three main goals for the association:

• To engage younger and new members in the industry and welcome them to the SAIA family;
• To update our training programs; and
• To strengthen our relationship with the educational foundation.

I believe that, thanks to the teamwork of our leaders, volunteers, and staff, we have made significant progress in fulfilling these goals – and a global pandemic has not stopped this progress. The APEX Council, which welcomes new members, continues to grow in membership. The updating of the SAIA Competent Person Training is progressing with the Supported Scaffold program already released and the Suspended Scaffold program well under way and nearing completion. Additionally, the new Hazard Awareness Training Program for both the classroom and online component should be released later this year, and recently the association began offering educational webinars, free of charge to members. The SAIA Educational Foundation exceeded their fundraising goal and continues to receive support from our members – and to provide support for our training efforts.

It truly has been an honor to serve as your president over the past two years. I want to personally thank Michael Paladino, Paula Manning, Tracy Dutting-Kane, Colby Hubler, Francois Villeneuve, Rick McKinlay, Matt Morgan, and William DeMent for serving with me as your 2018-2020 executive committee.

It is my pleasure to announce that the SAIA has nominated Paula Manning and Tracy Dutting-Kane for the Construction Business Owner (CBO) Magazine’s Outstanding Women in Construction (OWIC) award. This award recognizes women in construction who show outstanding leadership or management and make outstanding contributions to their company, industry, or community, among other criteria. They are more than worthy of this award, and the SAIA is extraordinarily fortunate to have them as leaders and volunteers.

I also would like to thank the staff members of Crane Martin for all they do to keep our association moving forward, and for putting up with me for the last two years! DeAnna Martin, Jackie Brown, Brandi Fox, Christina Taylor, Daphne Reitz, Amy Westerman, and Carter Crane, you all have done a great job and made my term as president very enjoyable!

I would like to congratulate Mr. Paladino as your next president and look forward to serving with him and his executive committee for the next two years.

Stay healthy and safe! I look forward to seeing you all at the SAIA 2020 Virtual Convention & Exposition.

Sincerely,

Jim

Thanks to the teamwork of our leaders, volunteers, and staff, we have made significant progress in fulfilling our goals – and a global pandemic has not stopped this progress.
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This unit has special, improved features designed to increase equipment life and safety. These improvements were chosen to increase profitability for the customer.
Accidents are a daily occurrence in life, and scaffold accidents are no exception. In fact, the common assumption is that scaffolds are dangerous and accidents should be expected. That’s a bad assumption, but should not surprise anyone who is involved with scaffolding, whether it is aerial work platforms, supported scaffolds, or suspended scaffolds. Based on available statistics, work on or with scaffolds has a certain element of risk. And, of course, because aerial work platforms and scaffolds are elevated platforms, falls are a significant portion of scaffold accidents and incidents resulting in personal injury.

The original law that established the U.S. federal Occupational Safety & Health Administration (OSHA) in 1970 includes requirements specific to employers and employees. Employers are required to provide a safe workplace for employees and comply with the OSHA regulations. Employees are required to comply with the OSHA regulations. In other words, everyone is expected to work in a safe manner in compliance with the expectations and regulations promulgated by OSHA. But as you are fully aware, accidents happen. Webster’s dictionary defines an accident as “any event that happens unexpectedly, without a deliberate plan or cause.” Another definition is that an accident is “an incident that results in injury, in no way the fault of the victim, for which compensation or indemnity is legally sought.”

Scaffold accidents typically spawn multiple opinions regarding the cause of the accident, many of them founded on faulty information or on no factual information at all. If improvements in safety are to be realized, determining the cause or causes of the accident are essential. Finding the accident’s root cause, that is, the underlying cause that triggered the accident, is crucial in determining how the accident occurred. This information is necessary for determining the party responsible for the cause of the accident and making sure the accident is not repeated in the future.

Using the previously cited two definitions, there are two issues that must be addressed after an accident: what was the cause and who was at fault. Let us use an example to illustrate how this works. A worker is on an aerial work platform at a construction project and has raised the platform 20 feet above the level below. The worker falls off the platform because the access gate was open, negating any fall protection the gate would have provided for her. What happened? Who is responsible? Did the worker leave it open? If the injured worker left it open, is it because she was not trained? Was it stuck open due to improper maintenance? Was it stuck open due to poor design and manufacture? Did someone other than the injured worker tamper with the gate so it would not shut? Did someone damage the gate so it would not close? What happened? Who did it?

A fall from 20 feet can and will result in some serious injuries, if not death. The resulting injuries may be long-lasting if not permanent, affecting the worker’s ability to earn a living. Medical costs, lost earnings, and permanent injuries...
What if it is found that the rental company who rented the aerial work platform to the injured worker’s employer provided a platform with a faulty gate? It looks like the rental company should pay for the injured worker’s expenses. But what if the rental company doesn’t have any money or liability insurance? What if the gate was poorly manufactured by a foreign manufacturer who is protected by foreign country laws? What if the injured worker’s employer knew the gate was defective but told her to use the machine anyway? Well, the injured worker cannot ask her employer for any more financial compensation than what is available in workers’ compensation insurance. What if medical expenses and lost earnings exceed what is available from the workers’ compensation carrier? Typically, since the workers’ compensation law does not allow the worker to sue her employer, that’s the end of it. She gets injured through no fault of her own and is stuck with excessive medical bills, not to mention that she has no means to earn a living to support her family.

Fortunately, we have attorneys. In this example, a case can be made that our worker was injured due to the rental company’s behavior and that it should be held responsible. This is a tough situation, however, since the party at fault has no money. How about the other entities? There is the equipment designer, the manufacturer, the rental company, the employer, the equipment owner, and any other person or entity that may be involved with the situation in some form, however remote that may be. This might include a general contractor, another subcontractor, a project owner, the architect, or engineer. In some cases, there is no limit to who may be brought into an injury case. Consequently, it is vital that the root cause of the accident be determined. The initial investigation must be thorough, and objective, to collect the information that will be necessary to determine the potentially elusive root cause. Any research and material testing must be done by knowledgeable individuals who have the expertise to objectively evaluate the information. The applicable standards and regulations must be accurately applied to determine the responsibilities of the involved parties.

Unfortunately, too often it is the party with the most money that becomes a target. That money may be cash in the bank or a really big liability insurance policy. And here is where the root cause of the accident can get lost in the desire to hold someone with big bucks accountable. The result of this pursuit of the big money is the destruction of legitimate science, accurate data, common sense, and personal responsibility. This is not to say that there are not many legitimate lawsuits that do result in justice being served. But there are also enough lawsuits where the actual truth and facts are twisted and falsified simply to obtain the result of a favorable verdict.

What is the meaning of all this? The facts are the facts, but they may be manipulated to obtain a desired result. Far too often, the facts are tainted to justify the result rather than allowing the facts determine the result. In our example, if the design was faulty, then hold the designer responsible. If the rental company was responsible, don’t go after the manufacturer. Looking at the concluded lawsuit may not give you the answers you need to determine what went wrong. In our example, if the manufacturer was found at fault because the label on the gate wasn’t of sufficient size or color, but the real cause of poor maintenance is ignored, it will mislead the reader. You have to look deeper. In fact, the loser in a lawsuit may very well not be the party who caused the accident. The truth is in the facts; you may have to dig deep to find out who did it.

About the Author
David H. Glabe, P.E., is President of Glabe Consulting Services Inc. and Founder of DH Glabe and Associates. Contact him at dhg@glabeconsulting.com.

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Women in the Industry

Women are valued leaders and employees in the scaffold and access industry.

By Cathee Johnson Phillips

The Occupational Safety and Health Administration (OSHA) website states that an estimated 65% of the construction industry work on scaffolds. Since 1996, women have comprised around 9% of the construction labor force, according to the U.S. Department of Labor Bureau of Labor Statistics (BLS). Recently, that percentage has slightly increased. In 2019, women represented 10.3% of the construction labor force of 11.3 million workers.

The Scaffold & Access Industry Association (SAIA) has long recognized the valuable contributions of women to the industry. Since 2000, the association has presented 28 awards to 13 deserving women, and, in 2016, the association elected Paula Manning, part-owner and executive vice president of Century Elevators, as its first woman president. Today, seven women serve in volunteer leadership positions, and many more women are active SAIA members. The SAIA staff itself is comprised almost entirely of women.

Recruiting more women into the scaffold and access workforce could be beneficial to the industry, certainly by helping to reduce the ongoing labor shortage but also in other ways. Research by the National Bureau of Economic Research suggests women are more likely to work cooperatively than men and that having women in leadership benefits a company’s overall collaboration and production. A March 2020 blog published by Autodesk Construction Cloud states: “While only around 13% of construction firms are women-owned, out of this small percentage, 9% of these firms achieve revenues of over $500,000 or more. When compared to the 8% of all firms achieving this threshold, it’s clear that women in leadership are making a huge impact on profitability for companies.”

There are several ways to make the scaffold and access workplace more attractive to women. Some of these are involving women in the recruitment process, providing family-friendly work policies and benefits, and providing personal protective equipment designed for women.

Eight women in the industry have graciously shared their stories with the SA Magazine. Their words provide insight into making the workplace more attractive to women, and their real-life advice will help other women to succeed in the industry.
CO-OWNER & PRESIDENT
STEP INTO LEADERSHIP

Jane Billish
President of Stone Mountain Access Group, Inc., has been working in the scaffold and access industry since 1996, when she and her husband, Scott Billish, founded Stone Mountain Access Systems, Inc. There was a need for someone to handle the support roles in their new venture. Her early responsibilities included billing, taxes, accounts payable, payroll, and employee matters.

She came from a career in healthcare, with a background in business and management. She was accustomed to working with, collaborating with, and supervising men. She said, “In the scaffolding industry, especially when Stone Mountain Access was first starting in 1996, it was not as common to encounter women in leadership roles. It was important that I build confidence in our teams.”

She was able to accomplish her goals, embracing her uncommon role within the industry and company: “It was difficult early on to find my voice. I was ‘Scott’s wife’ as well as a fully committed partner working in the business and truly involved with the operations. It took time to develop a level of comfort collaborating with the leadership already established in the industry.”

As the business grew, technology and culture became very important to its growth. With her perspective from both within and outside of the industry, she has been able to contribute heavily to those areas. Stone Mountain has embraced the value of diverse industry knowledge and benefits greatly from bringing in additional talent that may not have been from the scaffold and access industry, while maintaining their core group of leaders.

Her advice for women seeking to join the industry workforce is:
• In the field, the greatest assets are your team and being able to communicate clearly and effectively.
• It’s important to understand that the communication is different in a male-dominated field. Handle inappropriate behavior through the proper channels.
• Have respectful boundaries with everyone.
• Be consistent and fair in your expectations of everyone.

FOREWOMAN
MASTER YOUR TRADE

Danielle Cole is a member of Local 276, Buffalo, New York. She started working in the scaffold industry when she was a second-year apprentice and has been doing it for over three years now.

“It is one of the most rewarding jobs in the carpentry field,” she said. “We build a masterpiece that provides other trades access to accomplish their tasks. For most jobs, I get to use my creativity as we provide access for both the commercial and industrial markets.”

She fell in love with scaffolding as she worked her way up to become a forewoman for her company. She learned about OSHA regulations as well as requirements specific to the site at every location. She became familiar with many kinds of scaffolding and access equipment. Some of those include tube and clamp, frame and brace, system scaffolds, shoring, swing stage, and mast climbing work platforms.

She works for Bison Scaffold, a family-based business in Buffalo, New York. Its leaders, Dave and Cathy Pera, make safety a priority for their employees and customers.

“It was not easy, but I made sure to stand firm, talk directly, and never fear my answers or my decisions,” she said. “I stand firm behind my decisions, deadlines, and every action I take. We recently built the largest scaffold that my company has had to build, and with the success of my team we accomplished it in record time.”

She advises other women in the industry: “When you are asked about your competency, you must stand behind yourself first and foremost.”
Tracy L. Dutting-Kane, P. E., is chief engineer at StepUp Scaffold. She earned her engineering degree as a non-traditional student, and while in college she worked for a local company that manufactured small paving equipment. After graduation, she searched for an entry-level engineer position and could not get an interview. She already had a long work history, and companies did not seem to be willing to interview her for an entry-level position.

She had made some friends in college who worked for local contractors, and when a salesman for Waco Scaffolding tried to get one of those guys to put in an application at Waco’s engineering department, her friend declined – but gave them her name. She sent in a resume and got an interview immediately. Coincidently, Waco had purchased some of the same brand of concrete cutting saws and dump buggies that she had helped to design in her previous job and hired her based on her manufacturing experience.

She said, “I thought that it would be the most boring job that I ever had and hoped that I could hang on until a better engineering opportunity appeared. Here I am, 23 years later, and I still learn something new every day.” She values the diversity of the work, traveling, and the wide variety of people that she has met – and considers many of those people like a second family.

She had already worked in two male-dominated roles before joining the scaffold industry: in the U.S. Air Force and a small factory. “These two experiences prepared me for the construction scaffold industry,” she said. “I knew that I would have to work three times as hard as any male in order to prove myself and that I had better know what I was talking about in order to be taken seriously.

“I did that work and gained the respect of my coworkers. After that it was easy because they made it clear to others that I was in the right place and that they could count on my solutions to their construction-related issues.”

She has more than 20 years of engineering experience in temporary structure design, manufacturing, and testing with focus on scaffold, forming, and shoring. She currently serves as vice president of the SAIA and is the president-elect for 2020-2022. She is also a member of the American National Standards Institute (ANSI) Accredited Standards Committee (ASC) A11 Main Committee, is involved with ANSI safety and test standards development, and sits on both the A10.8 and ANSI A10.9 review committees.

She recommends that women seeking to join the workforce make sure they know what they are talking about and take ownership of their mistakes. She said, “The beginning will not be easy, but it is worth it. Continue to learn and have fun!”
Wendy Larison, Urban Scaffolding Ltd., has worked in the scaffold industry for over 33 years. Her parents started Urban Scaffolding in 1972, and, as a young girl, she began working in the shop and yard and then the field. She and her sister would pack and stack scaffold equipment on the weekends. When they were older, in second or third grade, they installed retainer pins in 20,000 coupling pins.

“That may have been boring to most kids, but we were happy to help. And, as it happens, we didn’t have a television, internet, or cell phones,” she said. “In our neighborhood, we were the popular house because we had frame and brace scaffolds for monkey bars in our back yard. We could swing on them, jump off them into the snow in the winter, and make forts and tents out of them. We always had lots of friends who came to play.”

The sisters spent many weekends at job sites with their father and quickly learned what equipment was needed next before he grumbled for it. While he was getting paperwork signed and tying down the truck, they would explore the job sites for pop bottles to earn a few extra pennies.

While at college, she worked in the office at the order desk and, in 1986, became a full-time employee. After eight-plus years in the industry, she moved up to training and estimating, and a few years later became involved with the Scaffold Industry Association of Canada (SIAC) and the Scaffold & Access Industry Association (SAIA).

Larison has always enjoyed working with the top-notch professionals in the associations, including training up-and-coming students that are interested in the scaffold industry. It’s important to her to be part of improving the construction and scaffold industry through training, standards, and knowledge.

Since 2003, she has served as chairperson of the SAIA Supported Council and as treasurer for the SIAC Western Canada Chapter. She has volunteered for the SAIA Education Foundation since 2010 and became a member of the SAIA Board of Directors in 2012.

She said, “Because I was a young girl in a construction environment, I had to earn the trust of colleagues, students, and workers in the industry. I met the challenges by listening to co-workers, researching the industry, taking the SAIA courses, learning the local codes, and learning other jurisdictions’ codes. I became involved with the safety aspect of the industry. I also learned about other industries’ requirements, like plumbing, bricklaying, lathing, construction, and house building.”

Her husband, who loves heights, is also a scaffoldor. They’ve continued the family tradition, and their daughters came to work, too. While their children didn’t work too many weekends, they did have summer jobs. Now, after earning their university degrees, both daughters work for the family scaffold business, and Larison’s six young grandchildren now swing on the scaffold, play king of the castle, and make forts and tents out of the scaffold.

“They next generation of the scaffold family continues,” she said.

She encourages women interested in the industry to learn all aspects of the industry that interest them, to work in the field if possible, and to get involved in local scaffold associations like the SIAC and international organizations like the SAIA.

**WOMEN RECOGNIZED BY THE SAIA THROUGH THE YEARS**

- **Coupling Pin Award**
  - 2014 | Paula Manning
  - 2007 | Sue Votroubek
  - 2006 | Liz Callahan
  - 2004 | Wendy Larison
  - 1988 | Micki Hentges
  - 1988 | Bonnie Glenn

- **Hall of Fame Award**
  - 2016 | Sue Votroubek
  - 2013 | Wendy Larison
  - 2008 | Liz Callahan

- **Outstanding Council Chairperson Award**
  - 2017 & 2005 | Wendy Larison

- **Outstanding Service Award**
  - 2019 | Tracy Dutting-Kane
  - 2004 | Liz Callahan
  - 2001 | Sue Votroubek

- **Spirit Award**
  - 2018 | Nicole Belmonte
  - 2016 & 2010 | Paula Manning
  - 2007 | Lynn Marie Thompson
  - 2004 | Sue Votroubek
  - 2000 | Bonnie Ho

- **Unsung Hero Award**
  - 2014 | Teresa Kee
  - 2009 | Wendy Larison
  - 2004 | Sue Votroubek
  - 2000 | Velma Anderson

- **Victor Saleeby Award**
  - 2018 | Paula Manning
  - 2014 | Sue Votroubek

- **MEMBERSHIP AWARD**
  - **William T. Ayres Founders Award for Membership Growth**
    - 2019 | Tracy Dutting-Kane
  - 2017 | Amy Johnson

**TODAY’S SAIA WOMEN LEADERS**

- **Executive Committee**
  - Tracy Dutting-Kane, P.E., StepUp Scaffold, Vice President and President-Elect
  - Paula Manning, Century Elevators, Immediate Past President

- **Board of Directors**
  - Linda McCurdy, SkyLine Scaffold, Inc., Region 9
  - Wendy Larison, Urban Scaffolding, Ltd., Region 11

- **Councils**
  - Susan Scheuer, McCausey Specialty Products, Chair, Plank and Platform Council
  - Wendy Larison, Urban Scaffolding, Ltd., Chair, Supported Scaffold Council

- **SAIA Education Foundation**
  - Amy Johnson, SkyLine Scaffold, Inc., President
CO-PRESIDENT
STAND UP FOR YOURSELF

Julie Rainville, co-president of Fraco, grew up watching her father work in construction. He was a single parent, juggling between his masonry business and raising three kids. She and her sister were raised in a house full of construction workers, since her father’s office was in the family home. She remembers going with him to job sites during the weekend.

She said, “I’d sit on a pallet of brick and watch him lay bricks. As a kid, I loved it. I felt like I was part of his team and loved the camaraderie and the friendship between him and his colleagues. At 16, I worked for his masonry company. It was very challenging physically for a young lady, but without knowing, I was getting more and more comfortable in the construction world.”

She went to university dreaming of working in refugee camps; she wanted to help others and felt attracted to different cultures. When she was finishing her master’s degree in sociology, her dad approached her to see if she wanted to join the family business. Her sister had joined the family business a couple years before, and he wanted to give her the same opportunity.

She thought: Let’s try it out.

That first year, 2003, she went from being the receptionist to serving as a legal assistant, before she told her sister that maybe it wasn’t her cup of tea. “My sister asked me what would make me happier, and I said: project management. That’s what hooked me: in some ways, I was coming back home,” she said. “I grew up on job sites, being with workers and customers. It was a very intense job for a woman with three young kids, but I loved it.”

Besides being a mother taking care of three young children, there were other challenges she had to face. Most of the customers were professional, but she had to terminate some business relationships with customers who were not able to deal with a woman.

She said, “I could immediately feel the vibe of a company with the superintendent in charge of the crew or the owner. When the superintendent was respectful, that set the tone for his team to be respectful. I could see the impact of the leader on his team right away.”

Later in her career, when she was in sales, she also had bad experiences with customers drinking too much and trying to go further than a business relationship. She learned a few things: Don’t accept a one-on-one dinner invitation from a customer; a lunch is always better; and don’t stay late at business events, because alcohol destroys inhibition.

Salary is another issue. She said, “My sister and I were surprised when we discovered that we had the inclination to pay women less than men, even if they were in the same position. We were contributing to inequity – without even knowing. Is it because the women asked for less? We weren’t sure, but we corrected it right away.

“I will always love the construction industry and most people are good, nice, and professional. We can talk about the challenges and still appreciate the good parts.”

She finds the construction industry amazing because every day the industry is contributing to building the world of tomorrow: “I love to run or drive in a city and see projects we have worked on; those buildings will last for decades. I also love architecture and all the technical challenges that go with it when it is time to imagine different ways to give access to those special buildings.”

She shared the following advice for women in the industry:

- Doing a great job is the best way to gain recognition in any industry.
- Finding a good mentor is very helpful.
- Stand up for who you are and do not accept disrespect.
- Don’t try to act like a man to gain respect; use your strength and listen to your feelings.
- If you come from a family business, don’t try to be your father, just be yourself.

WOMEN IN CONSTRUCTION MAKE 94 CENTS FOR EVERY DOLLAR EARNED BY MEN.

- Finding a good mentor is very helpful.
- Stand up for who you are and do not accept disrespect.
- Don’t try to act like a man to gain respect; use your strength and listen to your feelings.
- If you come from a family business, don’t try to be your father, just be yourself.

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KNOW YOUR PRODUCT

Carol Kimmel Schary is president of the Nathan Kimmel Company (NKC), a manufacturer of tarps for the scaffolding industry. For 23 years, as a women-owned business, certified as both a Women’s Business Enterprise National Council (WBENC) and a Women-Owned Small Business (WOSP), NKC has supplied “Made in America” tarps to domestic and international contractors. Manufactured in its Los Angeles facility, the tarps are known as the standard of the industry. Her company is proud to have provided tarps on major construction projects including Disney, Google, and Dodger Stadium and was particularly honored to support the rebuilding of Ground Zero after 9/11 with NKC White Nylon Tarps.

Over the years, she has seen more and more women in purchasing roles, on job sites and in the construction industry. Her advice to women working in the industry is: “Know your product – reliable product and technical knowledge is a must. Be confident in your knowledge, and you will earn respect and win business.”

SALES ADMINISTRATION

ASK QUESTIONS

Susan Scheuer is in sales administration at McCausey Specialty Products, formerly the McCausey Lumber Company, and serves as the co-chair of the SAIA Plank and Platform Council. She has been in the industry for over 19 years, after her father, who was in the lumber business for most of his working life, introduced her to Mike Gilleran.

She said, “I was between jobs. My father called me one evening and told me he was going to pick me up in the morning and to wear a business suit. Well, we spent the day visiting many of his customers and that’s when I met Mike. He happened to be looking for someone who had sales and administrative experience to assist him with scaffold plank sales and administration.”

She had strong administrative skills as well as sales experience, having worked for a law firm as a legal secretary for 14 years prior and then moved to a company that sold cell phones. He offered her a job at McCausey, and she’s been with the company ever since.

“She likes meeting people in the industry and has made many friends. She added, “It’s very refreshing that there is an air of ‘friendly competitiveness’ among many of the manufacturers and distributors.”

Her advice to women who are entering the industry is to be persistent and not to be afraid to ask questions. She has found almost everyone in the industry to be very nice and helpful.

SALES & CUSTOMER SERVICE

ENJOY THE DETAILS

Eileen Williams works in Inside Sales/Customer Service at Etobicoke Ironworks Ltd., where she has been for 21 years.

She didn’t start out looking for work in the construction field but stumbled onto it while hunting for a part-time job. She was hired as a receptionist on a three-month contract that lasted for 18 years. Now she is in scaffold sales and thoroughly enjoys meeting and speaking with customers.

She said, “One of the biggest challenges in being new to scaffold sales is assuming that customers know what they need. Another challenge is learning all the different ‘slang’ industry names for the same parts and pieces. Each day is an adventure as I discover new ways to help our customers bring their projects to life. I meet these challenges by continually learning from my mistakes and asking my sales manager lots of questions.”

Her words of encouragement for women considering joining the scaffold and access industry are: “You will be amazed by the little things you learn along the way and the things you never took notice of before. When driving or walking by a construction site and even watching a movie or going to a concert, you see scaffold in all types of settings.”
SAFETY ATTIRE FOR WOMEN

For women in the industry, finding personal protective equipment (PPE) that fits properly is often a challenge.

According to a 2017 report from the U.S. Bureau of Labor Statistics, 150 women per year lose their lives to work accidents that could have been prevented through properly fitting PPE. While the American National Standards Institute (ANSI) sets “expectations” for fit, there are no required ANSI tests to ensure compliance.

“When I go to jobsites to do estimates, safety clothing is a must,” said Wendy Larison, Urban Scaffolding Ltd. “A lot of the safety clothing is geared for the male workforce, but you can find generic sizes to fit women.”

Eileen Williams, Etobicoke Ironworks Ltd. said, “Yes, it is definitely hard to find the appropriate attire for women in the industry. The sizes are generally not intended for women, and so a lot of time is spent driving to different places looking for the right fit.”

Danielle Cole a scaffold foreman and member of Local 276, Buffalo, New York, who often works at height, said, “It is very hard to find a harness that accommodates my body and that is comfortable.”

Falls are the leading cause of private sector worker fatalities in the construction industry, according to the Occupational Safety and Health Administration (OSHA), which states that “Personal protective equipment used by women workers should be based upon female anthropometric (body measurement) data.” The onus, however, is left to the worker, as OSHA further states that women “should make a point to test employer-provided PPE, and if the provided PPE is uncomfortable or not suitable for the worker they should report this condition to their employer for a suitable replacement.”

The development of appropriate safety attire for women is progressing. New companies dedicated to providing safety attire for women have been founded within the last few years. FallTech, an established U.S. manufacturer, is currently working on a woman’s harness to meet the needs of women in the scaffold and access industry. The Center for Construction Research and Training (CPWR) offers a list of companies that provide PPE for women. Please note that this information is presented as a resource only; the SA Magazine or the Scaffold & Access Industry Association are not endorsing any product or company by providing this information.
WEARING THE RIGHT STUFF!!

This article will help companies to select the right personal fall arrest system to keep workers safe.

By Rob Luckey
Many times, users of fall protection equipment are quick to point out what they think is wrong with the harness they are wearing. This is ironic because, unless you have ever had your fall arrested (life spared), you will not enjoy wearing a harness. Compliments like “thank you for designing a harness I have to put on every day at work” simply are not heard.

It’s crucial that fall protection equipment meets Occupational Safety and Health Administration (OSHA) requirements and passes all American National Standards Institute (ANSI) testing. This article will address the things you need to look for in your equipment to ensure that workers can work comfortably and wear equipment properly.

There are four components that make up a personal fall arrest system (PFAS). We refer to these as the ABCDs of fall protection. It takes all four components to make up a system.

A. Anchorage – point and connector
B. Bodywear – full body harness
C. Connector – lanyard
D. Devices – retractables and retrieval three-way units.

Anchorage

An anchorage point, by OSHA definition, is required to hold 5,000 pounds per worker attached or twice the anticipated load if the anchorage is designed by a qualified person. Anchorage points should be inspected by the onsite competent person.

The competent person is the person who has been given the authority by the company to determine which beam, column, or other structure is strong enough to withstand the impact of a worker falling. The anchorage point is key to a successful save. The anchor may be temporary or permanent and ranges from a pass-through strap or a beam clamp (beamer) to a permanent D-ring being bolted or welded to the anchoring member. The anchorage connector needs to be able to withstand 5,000 pounds and be a fall protection-manufactured item.

Many times, workers use cable, chain, or rigging straps as their anchorage connectors. In some cases, improvised anchorage connectors might be more than strong enough to withstand the impact. However, the problem is that improvised anchorage connectors have not been tested in an American National Standards Institute (ANSI)-approved lab (ISO17025), putting the liability on the end-user’s company. Remember, always only use approved fall-protection anchors.
Bodywear

Bodywear refers to the harness that has been engineered with tested components, including side, rear, and frontal D-rings. Modern day harnesses must be equipped with a sub-pelvic strap and lanyard keepers. The only D Ring on the harness rated for fall arrest is in the back of the harness. The front D-ring is for rescue, for confined space, or use with a ladder system. The side D-rings are for positioning only, often used in tying rebar.

Some prefer a construction-style harness when choosing a harness. Construction style is a solid choice if you are carrying bolt bags and hang tools from the tool belt. However, bigger is not always better. If you are not performing construction tasks, and you only need it for fall protection, go lighter. In many cases, workers really only need a single D Ring harness for their tasks.

There are no one-size-fits-all harnesses on the market. Certainly, there are many different sizes and shapes of people making up this world. Make sure the harness is fitted properly and it is snug with room to move. Having a harness too lose or too tight will make it uncomfortable for the worker and very unsafe.

Connectors

Connectors are used between the anchor and the harness. They can be six-feet shock-absorbing lanyards or self-retracting devices (SRDs) in an array of lengths. All connectors
One of the many goals of the Scaffold and Access Industry Association (SAIA) is to help scaffold and access industry entities ensure that scaffold and access equipment are designed and manufactured correctly, operated safely and maintained properly.

Applying our available resources can prevent worker injuries and eliminate incidents that can cause job site injuries, property damage, disrupt operations and cause project delays.

Visit our store to review all of our available products including the new ANSI/SAIA A92 Standards and ANSI/SAIA A11 Standards.

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are designed to reduce the forces a worker sustains in a fall. For example, lanyards for fall arrest have a four-foot shock pack, which reduces the workers’ fall forces to less than 1,800 pounds of force, as required by OSHA.

There are many different lanyards on the market, including single leg, double legged (100-percent tie-off), shockpack, and inline lanyards, not to mention a whole variety of snap hooks, steel or aluminum, standard or rebar. When building the PFAS, the qualified person must take into consideration all the hazards and have an understanding of the equipment being used.

**Devices**

Devices are referred to as retractables. Most customers have moved from traditional six-foot shock-absorbing lanyards to SRDs. A few issues with using lanyards are not having enough fall clearance and the difficulty of rescuing someone who has fallen. Retractables are made with galvanized or stainless-steel cable in lengths from 20 feet to over 100 feet in length. Some small units, ranging from 6 feet to 20 feet, use webbing instead of cable.

Rescue devices are not part of the PFAS but should be on the forefront of the worker’s mind. If someone falls, how are they going to be rescued? Calling 911 or hoping someone can pull the victim up on just their strength is not a plan.

Time is of the essence when it comes to rescuing a fallen worker. OSHA now states a rescue must happen as quickly as possible. So, the company needs to have a rescue plan and trained rescuers ready for immediate action.

The most successful fall protections programs are the ones in which the management and workers communicate and together work on implementing a win/win program. There are always difficult work environments and tough work conditions to combat when writing a program. No one likes wearing fall protection, but, in that unlikely event someone would have a fall, having the right PFAS equipment and the ability to rescue the victim in a timely manner will ensure the worker goes home to their family.

**About the Author**

Rob Luckey is Midwest Regional Sales Manager at FallTech and serves as chair of the Fall Protection Equipment Council. He can be reached at rluckey@falltech.com or (402) 319-7199.
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SCAFFOLD & ACCESS MAGAZINE 25
WHICH SIDE OF THE LINE?

THE SCAFFOLD & ACCESS INDUSTRY ASSOCIATION (SAIA) COUNCILS WORK TOGETHER TO PROMOTE SAFE PRACTICES. THIS ARTICLE PROVIDES INFORMATION AND RESOURCES FOR FALL PROTECTION WHEN USING SUSPENDED SCAFFOLDING.

BY JIM BOUDREAU
The common thread that binds all the Scaffold & Access Industry Association (SAIA) Councils and Committees together is safety. Each of their mission statements promote education and proper use of their respective equipment.

Very often one council’s equipment works in conjunction with another. The Suspended Scaffold Council’s equipment could not and should not be used without the Fall Protection Council’s equipment — period. One of the Suspended Scaffold Council’s goals is to work with the Fall Protection Equipment Council to identify the best products and methods for suspended product users.

Thus, the purpose of this article.

Warning Lines
If you ever rigged an outrigger beam on a roof top for a swing stage, you must be tied off (see Figures 1 and 2). Often workers use warning lines when rigging beams, performing work on heating, ventilation, and air conditioning (HVAC) units, or during roof repairs and snow and debris removal — but not fall protection. In any of these situations, fall protection systems must be in place. Look at any job site with warning lines and, unfortunately, either they serve no purpose at all or are being ignored (see Figure 3).
The Occupational Safety and Health Administration (OSHA) covers the requirements for warning lines under OSHA 1926.502(f), which includes the requirements for a safety monitor OSHA 1926.502(h)(i). Often enough, the safety monitor is not paying attention either (see Figure 4).

The article “When a Warning Line System Will (and Won’t) Suffice for Rooftop Fall Protection” by BlueWater Manufacturing explains the OSHA regulation in detail. It is available online and well worth the reading.

BlueWater’s article notes that:
- OSHA regulations state that construction that takes place on a rooftop 6 feet or more above the ground or a lower level requires a conventional protection system, such as a roof guard rail, a personal fall arrest system, or a safety net.
- There are very limited situations where a warning line system could be deemed appropriate – such as if it’s proven that a guardrail and/or harness and lanyard aren’t possible for the scope of the job – and only as a last resort.

READER CHALLENGE Which of these photos represent safe practices?

The crane operator is ignoring the warning line.
Warning line systems are often not enough to protect workers from falling, and temporary guardrail systems are becoming more common on work sites. While warning line systems are only a visual system, the other is a fall protection system (see Figures 5 and 6). These systems are either portable with cast-iron counterweight bases or are permanently fixed to the roof. Keep in mind that you need fall protection when installing them.

OSHA Resources
Remember the outrigger beam? It has to get to the roof, and there are multiple hazards on the job to get it there, such as stairwells, holes, hole coverings, and skylights, just to list a few. The OSHA Technical Manual provides a wealth of information covering warning lines and fall protection for construction and is available on the OSHA website. Search for OSHA Section V: Chapter 4. The chapter touches on job hazards as well as calculating total fall distances with practice scenarios, anchorages of various types, and fall protection equipment.

About the Author
Jim Boudreau is Technical Specialist at Tractel and Co-Chair of the SAIA Suspended Scaffold Council. Contact him at jim.boudreau@tractel.com. He wishes to thank Harold Gidish, General Manager of Sky Climber Access Solutions, LLC in California and Chair of the Suspended Scaffold Council, BlueWater Manufacturing, and Diversified Fall Protection for their contributions to this article.
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Stop Chasing Paperwork
"I have never, never had communication with the field like this before."

Michele Farinaccio,
Eagle Scaffolding Services, Inc.

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THE REWARDS OF GIVING BACK
One of them is I was given a job by Harold Gidish: I immigrated to the access industry and ways. People just didn't change? Do you foresee other changes in the future? I had a lot of time and SA: Over the years that you have been working with us that make a difference, and that make our brand shine. SAIA: Why do you think your involvement in this organization? part of my belief is the biggest benefit of Safe Practices (COSP) authoring the Suspended FM 1 – 2 p.m. Managing Liability Exposures in the Scaffold Industry – Before, During, and After a Project - Michael Rubin This presentation will address those exposures typically faced by companies operating in the scaffold industry, including proactive measures that companies can implement and follow to eliminate and minimize the risk in connection with construction site accidents.

SCHEDULE OF EVENTS

MONDAY, SEPTEMBER 14

10 – 11 a.m. CRM Evangelist Product Demo Join CRM Evangelist and learn about their products designed for specialty construction. BidBook™ and WorkerBe™ are products developed for anywhere, anytime cloud access.

11:15 – 11:45 a.m. Bee Access Products Product Demo Join Bee Access for an educational session on the Alba MC-250 Rack and Pinion Hoists for Materials. They will be showing new remote-control options for BISOMAC Hoists.

1 – 4 p.m. SAIA Board of Directors Meeting

TUESDAY, SEPTEMBER 15

10 – 11 a.m. Who Are Your Ambassadors? - Corinne Dutil During this session, you will gain a better understanding of the importance of humans for marketing, but, mostly, for the cohesion of your team and your brand. It’s the humans working with us that make a difference, and that make our brand shine.

11:30 a.m. – 12:30 p.m. Are There Lessons to Learn in Scaffold Safety from Afar? - Robert Candy Rob Candy will dig into the stats presented by the International Council during Committee Week and offer practical suggestions and potential opportunities for industry improvement, based upon the accepted industry practices in the UK scaffold market.

1 – 2 p.m. Business in the Time of COVID - Ryan McGovern We will discuss the opportunities and challenges in a COVID or post-COVID world, highlighting planning strategies, relief options, etc., and touch on the M&A market.

WEDNESDAY, SEPTEMBER 16

10 – 11 a.m. COVID-19 Panel Discussion How have independent scaffold companies been navigating COVID-19? Join Learn, ask your questions, and share your experience.

11:30 a.m. – 12:30 p.m. The State of the Scaffold Insurance Market - Tres Whitlock & Cameron Boots Insurance and risk management costs are one of the largest recurring annual expenses of any scaffold construction and access company. Attend and learn how a data-driven analysis allows a company to better understand, strategize, and implement insurance and risk management solutions.

2:30 – 3:30 p.m. SAIA Virtual Reception Prep your Bee Access Honey Bourbon cocktail and join us for virtual networking with fellow scaffold and access associates.

THURSDAY, SEPTEMBER 17

10 – 11 a.m. General Membership Meeting

12:1:30 p.m. President’s Association and Project Awards

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**IMPACT OF COVID-19 ON THE CONSTRUCTION INDUSTRY**

- The U.S. Bureau of Labor Statistics (BLS) added five new questions to the Current Population Survey (CPS), the monthly household labor force survey that provides information about employment and unemployment in the United States. These questions will help the BLS to understand the effects of the coronavirus (COVID-19) pandemic on the labor market. The questions were added to the May CPS and have been collected in subsequent months.

  Currently available BLS statistics may provide insight to the impact of the COVID-19 pandemic on construction employment. Consider the following:
  - The BLS Occupational Outlook Handbook had predicted an 11% growth in construction industry employment from 2018 to 2028.
  - As of July 2020, however, overall construction employment had declined by about 444,000 since February, likely related to COVID-19.
  - Although overall construction employment had decreased, there were an estimated 245,000 job openings in June.
  - Employment of women in construction fell by only 4% from February to June, much lower than the overall 10.3% reduction in employment of women in all occupations. During the same time period, employment of women in specialty trades slightly increased.

**ANNUAL NATIONAL SAFETY STAND-DOWN TO PREVENT FALLS**

- The 7th annual National Stand-Down to Prevent Falls in Construction was rescheduled for September 14-18, 2020. The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) has partnered with other safety organizations in 2020 to encourage employers to provide safety demonstrations on fall protection equipment, conduct talks regarding fall-related hazards, safety policies, goals and expectations, and promote the event by using the #StandDown4Safety on social media.

  “This national initiative brings much needed attention to falls, which continue to be the leading cause of fatalities in construction,” said Principal Deputy Assistant Secretary of Labor for Occupational Safety and Health Loren Sweatt. “Since OSHA began doing fall prevention stand-down events six years ago, nearly 10 million workers have been reached by our message that falls are preventable. These efforts have been successful in raising awareness of the recognition, evaluation, and control of fall hazards.”

  Extensive resources are available on OSHA’s Fall Prevention Stand-Down webpage at http://www.osha.gov/StopFallsStandDown and are presented in various languages, including English, Spanish, Russian, and Portuguese. Employers are also encouraged to provide feedback after their events and obtain a personalized certificate of participation.

  The national safety stand-down is part of OSHA’s fall prevention campaign and was developed in partnership with the National Institute for Occupational Safety and Health, National Occupational Research Agenda, and The Center for Construction Research and Training.
Avontus Software, a leading scaffolding software company, and ScaffMag, a global scaffolding trade publication, recently released “Scaffolding Digital Outlook 2020,” a report on technology trends and investment priorities in scaffolding businesses around the world. Based on a May 2020 survey of 167 scaffolding companies, the report provides a comprehensive review of the fast-evolving technology landscape and gives scaffolding leaders a clear understanding of where scaffolding businesses are finding the most success.

Key trends and findings include:

- The digital race is accelerating. Despite the recent construction slowdown caused by the coronavirus pandemic, there’s an uptrend in digital transformation initiatives this year, especially in the European market. Notably, 85% of respondents have rolled out at least one digital scaffolding solution. Of the 15% of businesses that do not have any technology in place, over half (57%) of them have it on their radar for 2020.
- Sixty-three percent of surveyed organizations stated that they have cloud and mobile applications for scaffolding project management.
- Investment in scaffolding software to improve operational efficiencies is increasing. Businesses are increasingly turning to software to streamline the scaffolding management process. Up to 25% of adopters prioritize investment in better scaffolding management.
- An integrated scaffolding management platform is the future. Fifty-eight percent of respondents are planning to invest in software for better project planning, especially in coordinating back-office and field communication.
- Despite the advancement in scaffolding software solutions, many businesses are still operating using legacy systems. In fact, 36% of companies surveyed are still relying on Excel for project management. Eighty-seven percent of respondents see improvement in business operations as one of the key transformation initiatives. With the current state of the construction industry, where remote work is on the rise, digitally mature organizations will have more competitive advantages.


OSHA OFFERS GUIDANCE FOR REOPENING WORKPLACES

The Occupational Safety and Health Administration has issued a document to help employers as they attempt to fully or partially reopen their workplaces. OSHA’s new guidance dovetails with earlier guidance from the Centers for Disease Control and Prevention, the EEOC, and the Department of Labor. Download the document by going to the website and searching for document 4045. Order printed copies of OSHA COVID-19 posters and guidance booklets for the workplace, which are free and available in multiple languages by visiting OSHA’s publications page to place an order.

In August, the U.S. Small Business Administration announced that the federal government exceeded its small business federal contracting goal, awarding 26.5% or $132.9 billion in federal contract dollars to small businesses, over $12 billion increase from the previous fiscal year. Additionally, the Fiscal Year 2019 Small Business Federal Procurement Scorecard marks the second time in Scorecard history that the women-owned small business contracting goal of 5% has been met. The individual agency scorecards, as well as a detailed explanation of the methodology, are available online.

In FY19, the federal government exceeded the service-disabled veteran-owned small business and small disadvantaged business goals, and the prime contract dollar awards in all small business categories increased from previous years. The federal government also exceeded its subcontract goals for awards to small businesses and women-owned small businesses and awarded more than $90 billion in subcontracts to all small businesses.

The FY19 Scorecard analyzed the prime contracting and subcontracting performance and other contributing factors, which resulted in an overall “A” grade for the federal government. Eight agencies received A+, 14 received a grade of “A” and two received a “B” grade. The annual Procurement Scorecard is an assessment tool to: (1) measure how well federal agencies reach their small business and socio-economic prime contracting and subcontracting goals; (2) provide accurate and transparent contracting data and (3) report agency-specific progress. The prime and subcontracting component goals include goals for small businesses, small businesses owned by women, small disadvantaged businesses, service-disabled veteran-owned small businesses, and small businesses located in Historically Underutilized Business Zones (HUBZones).
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