

March 2020 Centerline

Pikes Peak Chapter 356

National Association of Women in
Construction NAWIC Chapter 356

March 2020
Volume 46

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*One Day At A Time...gets you through
the hard times and keeps you grateful for
the good ones.*

Events

3/4 WIC Week Happy Hour (Amanda's Fonda)

Happy Birthday!

3/6 Ginger Parry

3/21 Kristen Ibarra

Happy Anniversary!

Linda Sterett (3 Years)

Michelle Humphrey (1 Year)

Staci Calderon (3 Years)

Hello NAWIC Sisters,

I hope this finds you all well.

I know this is a very trying time for everyone. I started seeing NAWIC chapter presidents posting their meetings would be cancelled about a week ago. Unfortunately, once they change the safety guidelines to groups of 10 or less, we had to cancel our monthly meeting. Everyone's safety is the most important thing.

With that being said, we are a very strong sisterhood. If you or someone you know needs help that you believe someone in the sisterhood can help with, please let us know. We are here to help one another.

The Forum in Arizona has also been cancelled. On the bright side we will have more money for sending ladies to AMEC.

We had a great WIC Week. I want to thank Jennifer Walker, Ally Jencson and Samantha Walter for taking this on. We had an amazing turn out of guests.

We did have our CAD judging on Saturday. We have been informed that we will not be able to have an awards ceremony at Rampart High School as we usually do. But at least the students were judged, and they will get to move forward. I am guessing we will get their awards to the schools and they will get them to the students.

Lets just hope this is not very long and that we and our city can get back to doing business as usual.

I hope to see everyone in April!

*God bless you all,
Valerie Bates*

President

Pikes Peak Chapter 356

NAWIC

National Association of Women in Construction



Standing Committees 2019-2020

Professional Development & Education – AVAILABLE

Membership & Marketing – Samantha Walter

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Finance – Naomi Kidd (past)/Staci Calderon (current)

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Centerline Editor – Staci Calderon

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"We can do it." – Rosie the Riveter

Board 2019-2020

President

Valerie Bates

•

President-Elect

Ally Jencson

•

Vice President

Kristen Ibarra

•

Recording Secretary

Tammy Pascual

•

Treasurer

Staci Calderon

•

Directors

Amy Christiansen

Alyssa Vernon

Samantha Walter

Special Committee Chairs 2018-2019

Block Kids – Naomi Kidd

719-632-9868 nrkidd4ppc356@outlook.com

Bylaws – Karen Mitchell, CBT, CIT

719-686-7482 kem0513@aol.com

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Amy Christensen 719-203-3340 amy.christiansen@ramparttile.com

Alyssa Vernon 208-412-8001 alyssav@centralstatesroofing.com

NEF – Karen Mitchell . 719-686-7482 . kem0513@aol.com

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Strategic Planning – Kristen Ibarra. 719-203-3323 . kibarra@rmg-engineers.com

Fundraising – OPEN

WIC Week -Jennifer Walker. 719-546-6829. jennifer.walker@hubinternational.com

Available Chair Positions Fundraising



NAWIC Chapter 356 is looking for a Fundraising Committee and a PDE (Professional Learning and Development). One Committee Chair and two additional members per committee. Exciting opportunities to help our chapter get creative raising money, to help plan great activities and to help take our chapter to the next level of leadership, knowledge and empowerment through education. Please ask questions and challenge yourself. These are so important for our chapter! If you are interested or want to learn more, reach out to Valerie.



"We need women who are so strong they can be gentle, so educated they can be humble, so fierce they can be compassionate, so passionate they can be rational, and so disciplined they can be free." – Kavita Ramdas

READ ALL ABOUT IT...

*Click to preview
NAWIC Today publication*



Announcements

Good Afternoon Members of the Pacific Southwest,

Hope everyone is safe in in good health. As a follow up to President Diane Mike's email to the entire membership this morning:

As the COVID-19 (Coronavirus) situation continues to evolve, the new restrictions set by the CDC last night are for all gatherings over 50 in the next 8 weeks be cancelled. This covers our Forum season almost completely. **All NAWIC Forums will be cancelled.**

This means that the PSW Region Forum in Phoenix on April 24th & 25th has been CANCELLED. I will working with the Chapter and Forum Committee Co-Chairs in refunding all registrations and sponsorships. We anticipate getting through this process in the next 2-3 weeks. Please be patient.

If you have reserved a room at the Hilton, please cancel your reservation as soon as you can. Also, if you have booked a flight, please contact the airlines as soon as possible.

We consider the safety and well-being of our members and conference attendees a top priority. Thank you for your patience and understanding.

If you have any questions, please don't hesitate to contact me.

Myrna Smith, CIT, CDT

PSW Region Director

San Diego Chapter #21

mlsmith@harperconstruction.com

(619) 233-7900 (W) / (619) 235-3783 (D)

WIC WEEK EVENTS

Thank you for joining us this month for our Woman's Build with Habitat for Humanity! The sun was shining on a blessed day!



WIC WEEK EVENTS

Thank you for joining us this month for our WIC week mixer at Amanda's Fonda and for the ladies for promoting it on KILO 94.3! Awesome turnout for us with a lot of guests and potential new members!



5K Rosie Run



3rd Annual Rosie Run

Saturday June 6, 2020 – 10am

Legacy Plaza – Gateway to Legacy Loop

1800 Recreation Way • Colorado Springs CO 80907

T-Shirts for all participants • Live DJ • Fun Vendor Expo Booths

Scratch Mobile Kitchen Food Truck

serving breakfast burritos, pancakes and more!

This fun 5K event was created to raise awareness and support for women in the construction industry and



NAWIC Pikes Peak Chapter 356 (nawic356.org)
Race Registration and Vendor Expo Details at



<https://www.runningguru.com/E1.asp?eID=67885>

NEWS YOU CAN USE

Membership Benefits

Ever wonder if you are getting value out of being a NAWIC member?

1. Professional Opportunities
2. Educational Opportunities
3. Business Opportunities
4. Employer Benefits of NAWIC Membership
5. Investment Dollars and Sense

“My NAWIC membership has given me the opportunity to expand my knowledge of the construction industry. Programs and workshops at chapter meetings, regional conferences and national conventions have improved my professional and personal skills. To sum it all up, I’ve been educated, enlightened, enriched, energized and entertained by belonging to this Association.”

~ Christine Parsons, CIT,
Bluegrass, Ky., Chapter

[The Value of a NAWIC Membership!](#)

(Click here to read about the value in detail)

National Level Website

NAWIC.org

**CHECK OUT THE NEW AMAZING
Website!**

National Newsletter:

THE CONNECTION

Pacific Southwest Region Website

Visit our regional [website](#).



Educational Corner

Missed a webinar from the past? [Click here for the archive!](#)

Education Resources... [Click here](#)



KAREN MITCHELL,

CBT, CIT, CIS

PACIFIC SOUTHWEST
REGION

OSHA COMMITTEE CHAIR

OSHA-NAWIC ALLIANCE GOAL:

Provide educational tools for NAWIC members entirely focused on worker safety and health in the workplace with an emphasis on how they affect women.

Find more information

here: <https://>

www.osha.gov/dcsp/alliances/nawic/nawic.html

CONTACT INFORMATION

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March 2020 OSHA Committee Report



Each year, the influenza virus infects millions of people across the country. The flu attacks the respiratory system and is highly contagious. When just one person in a workplace contracts the virus, everyone is put at risk. How can you protect your employees from the flu this year? Use these tips to keep everyone as healthy as possible during flu season.

1. Encourage flu vaccinations: The flu vaccination reduces the likelihood of developing the flu. If someone does contract the virus, his or her symptoms will be less severe.

2. Know the flu symptoms: Help employees recognize the most common flu symptoms by listing the signs of flu on posters or in emails; these include aches, chills, fatigue, sore throat, runny nose and fever, though not everyone with the flu spikes a fever.

3. Recognize at-risk employees: Certain groups are more likely to develop the flu, including people with diabetes, chronic obstructive pulmonary disease and rheumatic conditions, or those undergoing immunosuppressive therapy. It's especially important for them to take preventive measures and minimize their exposure.

4. Tell sick employees to stay home: Employees often ignore this directive because they worry about falling behind with their workload. Hearing their employer say it's OK to take sick days reassures them while they recover. Infectivity can last up to four days, and it takes several days for the flu to develop. A person is contagious that entire time, so encourage employees to head home as soon as symptoms arise.

5. Advise everyone to wash their hands: Employees should wash their hands with soap frequently during flu season. A person can get the flu by touching virus-infected surfaces, including phones and keyboards, and then touching one of his or her mucous membranes.

6. Track flu outbreaks: Know when flu might strike and prepare for it. Follow your state's Department of Public Health flu report page to view statewide flu trends. Is an outbreak creeping closer? Warn your employees, and disinfect shared devices such as doorknobs, coffee pots and copy machines more frequently.

7. Promote preventive actions: Provide tissues for people to cover their mouths with when they sneeze, and supply hand sanitizer to workers for use at job sites where they can't wash their hands immediately. Invest in no-touch trash cans too.

**OSHA Training Toolbox Talk: Fall Prevention – Preventing Slips in the Workplace**

[Reference 1910 Subpart D / 1926 Subpart M]

Friction can be a bad thing, or it can be a good thing. Excessive friction generated when two surfaces rub against one another could create excessive heat, and that could lead to heat-related damage or even a fire. But when it comes to walking, friction is generally a good thing. Without friction, our feet would slip forwards, backwards, or even to the side as they make contact with the floor while walking, making it almost impossible to stay upright.

When we walk, the brains of most able-bodied people will automatically anticipate the amount of friction that will be present when the soles of their shoes make contact with various walking surfaces, based on previous experiences walking on similar surfaces. Then, our brains will subconsciously adjust the speed, distance, force, and angle of our gait to the type of surface present. For example, think of the differences in your steps when you walk on a carpet versus when you walk across a polished marble floor. So, when there is an **unexpected** change in the amount of friction between the soles of our shoes and the surface we are walking on, a slip can unexpectedly occur, and that could result in a twisted ankle, sprained knee, or even a harmful fall.

So, here are some simple things we can do at work, or home, to help prevent slips caused by unexpected friction changes:

- Take immediate action when you see any type of foreign material on the floor, especially liquids, food, dusts, or powders, as these could reduce friction when we step on them. Either clean up the material right away, or take positive measures to warn others of their presence while you contact staff responsible for cleaning up such hazards;
- Always make it a point to wipe your feet on mats or rugs that have been placed near exterior doorways and other passageways to collect excessive moisture from the soles of shoes or boots as we walk from a wet environment to a dry environment;
- Adhere to workplace rules that require special types of soles on work shoes or boots when working in areas where there is reduced traction on the floor or walking surface;
- Report any loose rugs or mats that seem to move or slide as you walk across them, as their non-skid backing may have become worn or loose;
- Always take advantage of using handrails every time you go up or down stairways, as they can help you maintain balance and avoid falling if you should happen to slip; and,
- Always make a conscience effort to pay special attention where floor surfaces transition from one type of material to another, as changes in friction often occur at these areas.

Does anyone have any other slip prevention tips they want to share with the group? Thank you for your participation today. Please make certain you sign your name on the training certification form to document that you attended today's toolbox training session.

HR COMPLIANCE BULLETIN

DOL FAQs: COVID-19 and the Fair Labor Standards Act

In light of the spread of COVID-19 in the United States, the Department of Labor (DOL) has published answers to frequently asked questions on how employers can stay in compliance with the federal Fair Labor Standards Act (FLSA), which regulates wage and hour conditions for employees.

When responding to pandemics or other public health emergencies, employers must be aware of the effects these events can have on wages and hours worked under the FLSA. The guidance offered by these answers provides information on common issues employers may face, and will be particularly useful for those who are considering teleworking as a prevention strategy, or those dealing with personnel shortages.

Action Steps

- Employers should review this information for insight on how the DOL views compliance with wage payment requirements, remote work accommodations, home office safety and using volunteer or temporary workers.
- Employers should continue to monitor COVID-19 developments locally, nationally and internationally.
- Employers should consider proactively educating their workforce on how to identify, prevent and respond to potential coronavirus exposure in the workplace.

COVID-19

- ❌ Reported symptoms include mild to severe respiratory illness with fever, cough and difficulty breathing.
- ❌ The virus can spread from person to person. Someone who is actively sick with COVID-19 can spread the illness to others.
- ❌ There is currently no vaccine to prevent COVID-19. The best way to prevent illness is to avoid being exposed to the virus.
- ❌ Individuals at higher risk include older adults and people with underlying medical conditions like heart disease, diabetes and lung disease.

Official Resources

- [Centers for Disease Control and Prevention \(CDC\)](https://www.cdc.gov)
- [Occupational Safety and Health Administration \(OSHA\)](https://www.osha-slc.gov)
- [Government Response to Coronavirus](https://www.whitehouse.gov)



HR COMPLIANCE BULLETIN

How many hours is an employer obligated to pay an hourly paid employee who works a partial week because the employer's business closed?

The FLSA generally applies to hours actually worked. It does not require employers who are unable to provide work to nonexempt employees to pay them for hours the employees would have otherwise worked.

If an employer directs salaried, exempt employees to take vacation (or leave bank deductions) or leave without pay during office closures due to influenza, pandemic, or other public health emergency, does this impact the employee's exempt status?

Exempt, salaried employees generally must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions. The FLSA does not require employer-provided vacation time. Where an employer offers a bona fide benefits plan or vacation time to its employees, there is no prohibition on an employer requiring that such accrued leave or vacation time be taken on a specific day(s). Further, this will not affect the employee's salary basis of payment so long as the employee still receives in payment an amount equal to the employee's guaranteed salary. However, an employee will not be considered paid "on a salary basis" if deductions from the predetermined compensation are made for absences occasioned by the office closure during a week in which the employee performs any work. Exempt salaried employees are not required to be paid their salary in weeks in which they perform no work.

Therefore, a private employer may direct exempt staff to take vacation or debit their leave bank account in the case of an office closure, whether for a full or partial day, provided the employees receive in payment an amount equal to their guaranteed salary. In the same scenario, an exempt employee who has no accrued benefits in the leave bank account, or has limited accrued leave and the reduction would result in a negative balance in the leave bank account, still must receive the employee's guaranteed salary for any absence(s) occasioned by the office closure in order to remain exempt. For more information, see [WHD Opinion Letter FLSA2005-41](#).

What are an employer's obligations to an employee who is under government-imposed quarantine?

The DOL encourages employers to be accommodating and flexible with workers impacted by government-imposed quarantines. Employers may offer alternative work arrangements, such as teleworking, and additional paid time off to such employees.

How many hours per day or per week can an employee work?

The [FLSA](#) does not limit the number of hours per day or per week that employees aged 16 years and older can be required to work.

Can an employee be required to perform work outside the employee's job description?

Yes. The FLSA does not limit the types of work employees age 18 and older may be required to perform. However, there are [restrictions on what work employees under the age of 18](#) can do. This is true whether or not the work asked of the employee is listed in the employee's job description.

As part of your pre-influenza, pandemic, or other public health emergency planning, you may want to consult your human resource specialists if you expect to assign employees work outside their job description during a pandemic or other public health emergency. You may also wish to consult bargaining unit representatives if you have a union contract.

HR COMPLIANCE BULLETIN

If individuals volunteer for a public agency, are they entitled to compensation?

Individuals who volunteer their services to a public agency (such as a state, parish, city or county government) in an emergency capacity are not considered employees due compensation under the FLSA if they:

- Perform such services for civic, charitable or humanitarian reasons without promise, expectation, or receipt of compensation (the volunteer performing such service may, however, be paid expenses, reasonable benefits or a nominal fee to perform such services);
- Offer their services freely and without coercion, direct or implied; and
- Are not otherwise employed by the same public agency to perform the same services as those for which they propose to volunteer.

If individuals volunteer to a private, not-for-profit organization, are they entitled to compensation?

Individuals who volunteer their services in an emergency relief capacity to private not-for-profit organizations for civic, religious or humanitarian objectives, without contemplation or receipt of compensation, are not considered employees due compensation under the FLSA. However, employees of such organizations may not volunteer to perform on an uncompensated basis the same services they are employed to perform.

Where employers are requested to furnish their services, including their employees', in emergency circumstances under Federal, state or local general police powers, the employer's employees will be considered employees of the government while rendering such services. No hours spent on the disaster relief services are counted as hours worked for the employer under the FLSA.

May an employer encourage or require employees to telework (i.e., work from an alternative location such as home) as an infection control strategy?

Yes. An employer may encourage or require employees to telework as an infection-control or prevention strategy, including based on timely information from public health authorities about pandemics, public health emergencies, or other similar conditions. Telework also may be a reasonable accommodation.

Of course, employers must not single out employees either to telework or to continue reporting to the workplace on a basis prohibited by any of the EEO laws. (See the U.S. Equal Employment Opportunity Commission's publication, [Work at Home/Telework as a Reasonable Accommodation](#), for additional information.)

Do employers have to pay employees their same hourly rate or salary if they work at home?

If telework is being provided as a reasonable accommodation for a qualified individual with a disability, or if required by a union or employment contract, then you must pay the same hourly rate or salary.

If this is not the case and you do not have a union contract or other employment contracts, under the FLSA employers generally have to pay employees only for the hours they actually work, whether at home or at the employer's office. However, the FLSA requires employers to pay nonexempt workers at least the minimum wage for all hours worked, and at least time and one half the regular rate of pay for hours worked in excess of 40 in a workweek. Salaried exempt employees generally must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions.

HR COMPLIANCE BULLETIN

If the [Service Contract Act](#) (SCA) or state or local laws regulating the payment of wages also apply, nothing in the FLSA or its regulations or interpretations overrides or nullifies any higher standards provided by such other laws or authority. (See the U.S. Department of Labor, [Wage and Hour Division](#) for additional information on the SCA or call 1-866-487-9243.)

In the event an organization bars employees from working from their current place of business and requires them to work at home, will employers have to pay those employees who are unable to work from home?

Under the FLSA, employers generally only have to pay employees for the hours they actually work, whether at home or at the employer's office. However, employers must pay at least the minimum wage for all hours worked, and at least time and one half the regular rate of pay for hours worked in excess of 40 in a workweek. Salaried exempt employees must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions. (See the U.S. Department of Labor [Wage and Hour Division](#) for additional information or call 1-866-487-9243 if you have questions.)

When not all employees can work from home, we encourage you to consider additional options to promote social distancing, such as staggered work shifts.

Are businesses and other employers required to cover any additional costs that employees may incur if they work from home (internet access, computer, additional phone line, increased use of electricity, etc.)?

Employers may not require employees who are covered by the FLSA to pay or reimburse the employer for such items that are business expenses of the employer if doing so reduces the employee's earnings below the required minimum wage or overtime compensation. (See the U.S. Department of Labor [Wage and Hour Division](#) for additional information or call 1-866-487-9243 if you have questions.)

Employers may not require employees to pay or reimburse the employer for such items if telework is being provided to a qualified individual with a disability as a reasonable accommodation under the [Americans with Disabilities Act](#). (See the U.S. Equal Employment Opportunity Commission's publication, [Work at Home/Telework as a Reasonable Accommodation](#), for additional information.)

Do OSHA's regulations and standards apply to the home office? Are there any other Federal laws employers need to worry about if employees work from home?

The Department of Labor's Occupational Safety and Health Administration (OSHA) does not have any regulations regarding telework in home offices. The agency issued a directive in February 2000 stating that the agency will not conduct inspections of employees' home offices, will not hold employers liable for employees' home offices, and does not expect employers to inspect the home offices of their employees. If OSHA receives a complaint about a home office, the complainant will be advised of OSHA's policy. If an employee makes a specific request, OSHA may informally let employers know of complaints about home office conditions, but will not follow-up with the employer or employee.

Employers who are required to keep records of work-related injuries and illnesses will continue to be responsible for keeping such records for injuries and illnesses occurring in a home office.

The FLSA and its implementing regulations do not prevent employers from implementing telework or other flexible work arrangements allowing employees to work from home. Employers would still be required to maintain an accurate record of hours worked for all employees, including those participating in telework or other flexible work arrangements; and to

HR COMPLIANCE BULLETIN



pay no less than the minimum wage for all hours worked and to pay at least one and one-half times the employee's regular rate of pay for all hours worked over 40 in a workweek to nonexempt employees.

Employers are encouraged to work with their employees to establish hours of work for employees who telework and a mechanism for recording each teleworking employee's hours of work. Nonexempt employees must receive the required minimum wage and overtime pay free and clear. This means that when a covered employee is required to provide the tools and equipment (e.g., computer, internet connection, facsimile machine, etc.) needed for telework, the cost of providing the tools and equipment may not reduce the employee's pay below that required by the FLSA. (See the U.S. Department of Labor [Wage and Hour Division](#) for additional information or call 1-866-487-9243 if you have questions.)

Under the [Americans with Disabilities Act](#), telework could be a reasonable accommodation the employer would need to provide to a qualified individual with a disability, barring any undue hardship. However, an employer may instead offer alternative accommodations as long as they would be effective. (See the U.S. Equal Employment Opportunity Commission's publication, [Work at Home/Telework as a Reasonable Accommodation](#), for additional information.)

In the event an employer brings on temporary employees from a staffing agency to supplement its workforce due to staffing shortages, is the employer liable if the temporary employees are not paid in accordance with the wage requirements of the FLSA?

Under the FLSA, an employee may be employed by one or more individuals or entities. If one or more of these employers are deemed joint employers, they may both be responsible—and jointly and severally liable—for the employee's required minimum wage and overtime pay.

The U.S. Department of Labor recently updated and revised its regulations providing guidance regarding joint employer status under the FLSA. The final rule provides updated guidance for determining joint employer status when an employee performs work for his or her employer that simultaneously benefits another individual or entity. The effective date of the final rule is **March 16, 2020**. For more information please visit: <https://www.dol.gov/agencies/whd/flsa/2020-joint-employment>.

Source: [U.S. Department of Labor, Wage and Hour Division](#)

Hard Hat FAQ: 7 Answers from an Expert

(Submitted by Jennifer Walker)

While hard hats are a very routine personal protective equipment (PPE), questions about them persist. An EMC Loss Control Engineer, sheds light on some of the most common concerns and questions she comes across while working with policyholders.

Q: Are stickers allowed on hard hats?

A: It depends. The American National Standards Institute (ANSI) and the Occupational Safety and Health Administration (OSHA) have differing standards on this issue. ANSI does not allow stickers on hard hats, and until OSHA adopts this standard, the practice of placing stickers on hard hats will likely continue.

OSHA's response says that applying stickers or painting hard hats "must be performed in accordance with the manufacturer's instructions, unless the employer can demonstrate that the altered helmet is as effective and protective." This places the burden on the manufacturer to determine if it's OK to add stickers.

Many companies use stickers on hard hats to show employee training levels and indicate if a worker is qualified to be on the current job site. But from a safety standpoint, stickers aren't a good idea because they can cover a hole or crack. And unseen damage jeopardizes the wearer's safety, defeating the reason for wearing a hard hat.

Q: What do the different colors of hard hats mean?

A: Color assignments can differ from site to site, but these color uses are most common:

- White for supervisors, foremen and engineers
- Brown for welders and those working with high heat
- Green for safety inspectors and occasionally new workers
- Yellow for earth movers and general workers
- Blue for carpenters, technical workers and temp workers
- Orange for road crew workers, visitors and sometimes new employees

Additionally, some employees choose to wear unusual colors, such as pink, for visibility.

Q: What are hard hat ratings?

A: There are two types and several classes of ANSI ratings. Type I protects only the top of the head, while Type II protects the top and sides of the head. Class C hats don't provide protection from electrical hazards. Class G helmets protect against low-voltage conductors (up to 2,200 volts), and Class E hats are tested at 20,000 volts.

Q: When are hard hats required?

A: In OSHA 29 CFR 1910.135, hats are required when any of these conditions are present in the work area:

- Objects may fall from above and hit an employee on the head
- Employees may bump their heads on objects such as pipes or beams
- There is a danger of head contact with electrical hazards

One thing to note is that some employers don't think about non-electricians needing hard hat protection from electrical hazards. But any time there is an electrical danger, employees working in that area—electricians or not—need the protection of a Class G or E hat.

Q: Do hard hats expire?

A: Yes, and a recommended replacement date is stamped on the hat. However, rely on that date loosely. For example, if the hat sat in a warehouse for a year before you purchased it, the expiration date will be off. Keep your purchase records to prove how long it's been in use.

On the other hand, heavy exposures to sun, extreme temperatures, chemicals and hard daily use means you'll need to replace your hard hat much sooner. You'll need to replace your hat immediately if it takes a heavy impact or is dropped more than 8-10 feet.

Hard Hat FAQ: 7 Answers from an Expert (Cont...)

(Submitted by Jennifer Walker)

Q: What testing leads to ANSI approval for hard hats?

A: ANSI standard Z89.1 requires flammability, force transmission, apex penetration and electrical insulation testing for all Type I and Type II hats. In addition, Type II hats require impact energy attenuation, off-center penetration and chin-strap tests.

Some manufacturers run additional tests including high visibility, low temperature and wearing the hat backward.

There are permanent labels or markings on hard hats, letting you know the type, class and testing completed.

Q: How should a hard hat fit?

A: When you adjust the harness suspension, there should be approximately 1-1¼ inches clearance between your head and the hat.

Q: Can I wear my hard hat backward?

Some brands are designed so the hat can be worn backward, while others are not. Always check the manufacturer's label to be sure a hard hat is safe to wear backward.

Q: Can I wear a baseball hat or other headgear under my hard hat?

Baseball hats are not allowed, but other headgear, such as bandanas and winter liners can be worn if they are tight against the head and don't affect the hat's suspension and functioning.

An Important Reminder

Hard hats are often treated carelessly and abused by workers. Remember, a hard hat could be what stands between you and severe injury or death. It's important to follow regulations to ensure your hard hat is still doing the job it is designed to do: keep you safe.

A hard hat does not offer total protection—you need to be aware of what is going on around you. Our experts suggest setting up “no-go” zones to avoid employee exposure to overhead hazards. You should also reinforce jobsite dangers during employee training, stressing that a hard hat can't prevent all injuries caused by falling objects. There is only a limited amount of protection a good hard hat can provide.

For more information, refer to [Safe Use of Hard Hats](#) training and Safety Brief: [Personal Protective Equipment, Hard Hats](#).

For full Article, please visit: https://www.emcins.com/losscontrol/insights-d/2020/03/hard-hat/?utm_source=newsletter&utm_medium=email&utm_campaign=March%20Insights%3A%20Roof%20Maintenance





NAWIC PIKES PEAK CHAPTER 356
BUILD IT UP SPONSORSHIP FORM

Yes! I would like to partner with NAWIC Chapter #356 to help fund educational and service projects in the construction industry within our community. I understand my sponsorship will also help with NAWIC Education Foundation programs held throughout the year.

Build It Up Sponsorships at all levels include company logo on the first page of the chapter website, a link to company on the chapter website, a business card sized ad and link on the NAWIC Pacific Southwest Region website, recognition at each chapter meeting and event, and other benefits as outlined below.

I would like to support the Pikes Peak NAWIC Chapter #356 at the following level:

Build It Up Bronze - \$250.00

Includes all of the items above plus a 1/4 page ad in the monthly chapter Centerline newsletter.

Build It Up Silver - \$500.00

Includes all of the items above plus a 1/2 page ad in the monthly chapter Centerline newsletter.

Build It Up Gold - \$1,000.00

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Colorado Springs, CO 80933

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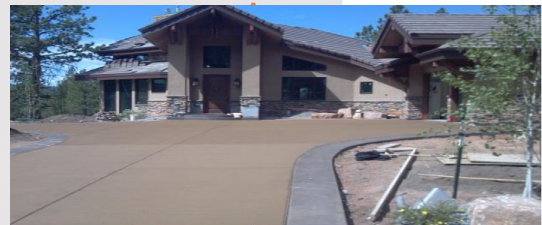
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Advertise in the Centerline!

We are offering you an opportunity to advertise in our monthly NAWIC Newsletter "The Centerline"

The Colorado Springs newsletter is distributed to our members, posted on our website, sent to our Regional Director and is available on the NAWIC Region 8 website.

Business Card Size	\$35.00
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Remember that for only \$15 per year you can advertise your company OR show your personal support to the Pacific Southwest Region Fund? Provide a business card or a Logo of your company and a statement of 75 words or less about your company and we will ask our Web Wizard Will to put it on the site for you from now thru next September... How? It's easy...

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