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NORA Construction Council Sector Meeting
Top Issues Facing Laborers
November 2019

THE POWER TO PROTECT

Top Five Impactful Issues

1. Opioids, Addiction, & Mental Health
2. Worker Impairment
3. Workplace Violence
4. Runover/Backover/Work Zone Intrusions
5. Pre-qualification & Compliance Services

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Opioids, Addiction, and Mental Health

- MA Laborers: Laborers Escaping Addiction Now (LEAN) program

- NABTU Taskforce

- Mental Health and Suicide rates in construction

- CPWR webpage
  - https://www.cpwr.com/research/opioid-resources

Opioid–Related Overdose Deaths by Industry Sector

Industry | Rate of opioid-related overdose deaths per 100,000 workers

Construction 124.9

Agriculture, forestry, fishing and hunting 107.5

Transportation and warehousing 48.3

Administrative support and waste management services 43.1

Accommodation and food services 36.5

Massachusetts Average 25.1 Deaths

National Average 10.4 Deaths

Source: Massachusetts Department of Public Health, Centers for Disease Control and Prevention, and National Institute of Health.

Bloomberg Environment

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Creating a Stigma-Free Workplace

- Need to step out of our comfort zones and challenge ourselves
  - Addressing substance use disorders
  - Leadership/Contractor support is critical
  - Raise awareness/education around mental health issues

Mental health in the workplace:
creating a stigma-free culture

See the whole person
A person's mental health condition does not define who they are.

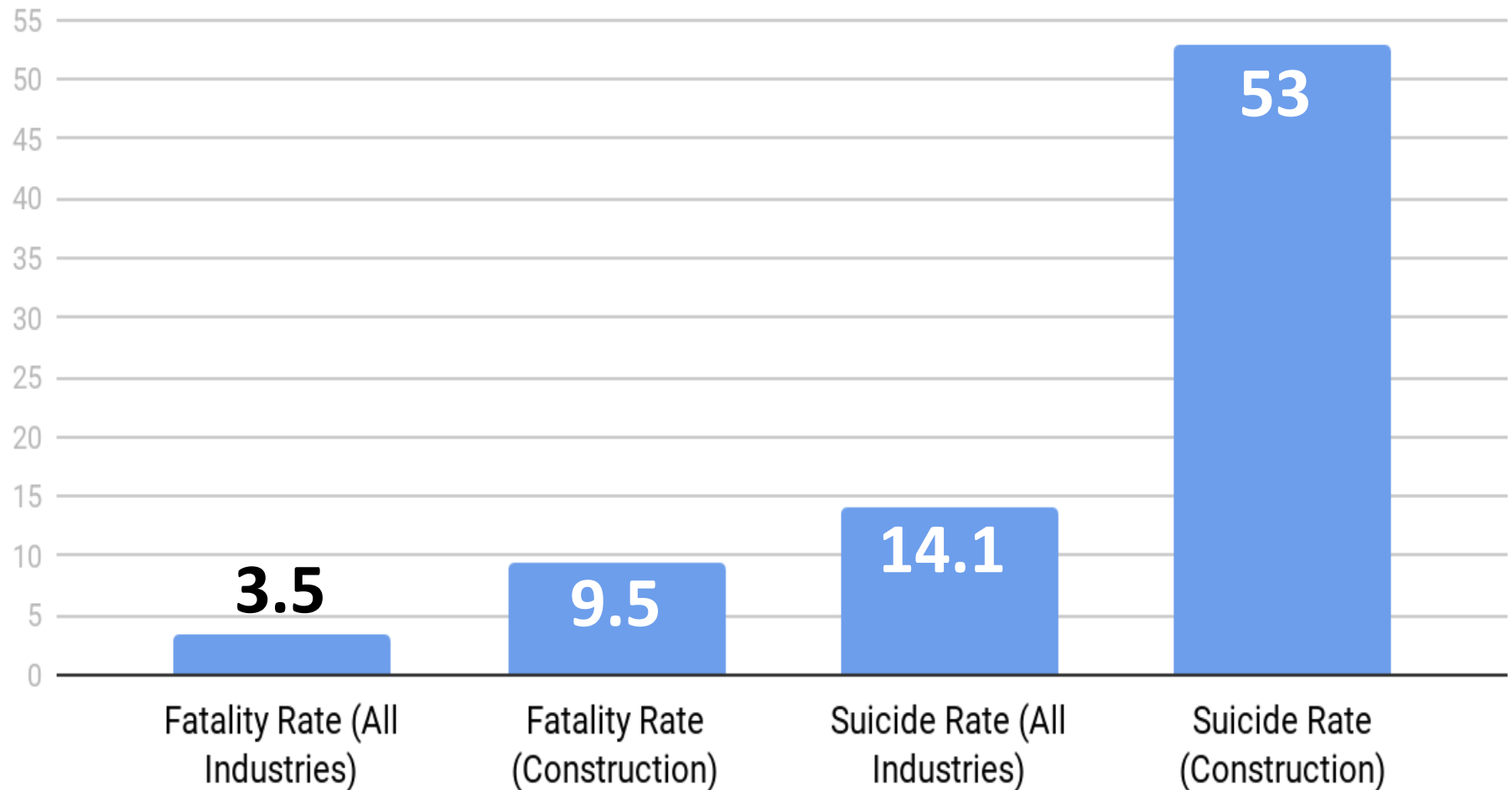**Offer support**
Don't be afraid to reach out if you think someone is struggling.

Challenge misconceptions
Speak up if you hear a co-worker spread stereotypes and myths about mental illness.

Mind your words
Use respectful language and avoid labels like "crazy" or "unstable."

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Construction Worker Risk by the Numbers

Rate per 100,000 Workers

Fatality Rate (All Industries)	3.5
Fatality Rate (Construction)	9.5
Suicide Rate (All Industries)	14.1
Suicide Rate (Construction)	53

Worker Impairment

- Drugs (legal or illegal)

- Worker Fatigue

- Medical Conditions

- Mental/Personal health

- Workplace policies must ensure workers understand expectations

- NSC Toolkit
  - https://www.nsc.org/membership/training-tools/toolkits/fatigue-at-work-employer-toolkit

Workplace Violence

- Workplace violence (WPV) is a **serious & growing problem**

- **Two million workers** in the U.S. are victims each year, including construction workers

- OSHA estimates **25 percent of incidents go unreported**

- WPV is the **third leading cause** of death on the job

- 1/6 of all workplace deaths were caused by WPV – more than from equipment or fires and explosions

- Currently, there is no OSHA standard for WPV

- WPV is a recognized hazard, it's foreseeable, and it's preventable

WORKPLACE VIOLENCE CLIMBS

Incidents of violence in the private sector

Year	Incidents
2013	13,800
2014	15,980
2015	16,160
2016	16,890
2017	18,400
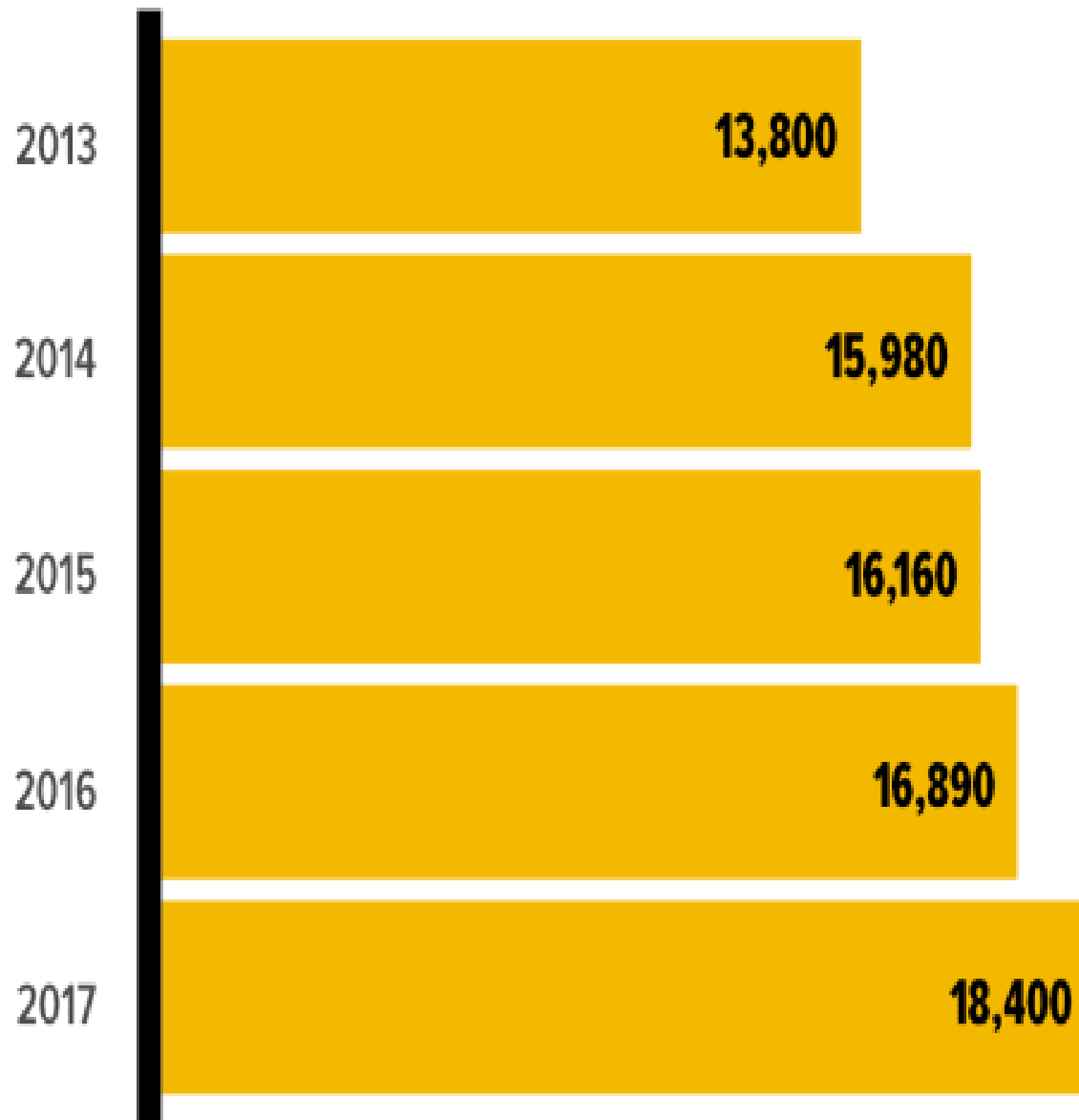
Health Effects of Experiencing Workplace Violence

- Mental health
  - High stress, low self-esteem, mood swings
  - Anxiety and depression
  - Suicidal thoughts and actions
- Physical health
  - High blood pressure
  - Headaches
  - Decreased appetite
  - Trouble sleeping

- Job performance-related
  - Inability to concentrate
  - Lower morale and productivity
  - Difficulty making decisions

1 OUT OF 7 AMERICANS DO NOT FEEL SAFE AT WORK

SHRM
BETTER WORKPLACES
BETTER WORLD®

Workplace Violence

- Workplace violence is any **threat** of physical violence, harassment, intimidation or other threatening and **disruptive behavior** that occurs at the worksite
- Can affect and involve **workers, clients, customers, visitors and the general public**
- Threats
- Ganging up, bullying, intimidation
- Fighting
- Robbery
- Malicious damage to property
- Concealing or brandishing a weapon
- Active shooter situations

What's Being Done?

- H.R. 1309 Bill for Healthcare and Social Service Workers Act

- What does these mean for Construction
  - Scope & Definition, it's more than Active Shooter

- Harassment vs. Physical Violence

- Safety and Health Management Systems approach

Safety and Health Management System Element	Overview	Workplace Violence Prevention Program Element
Management leadership	Managers demonstrate their commitment to improved safety and health, communicate this commitment, and document safety and health performance. They make safety and health a top priority, establish goals and objectives, provide adequate resources and support, and set a good example.	Management commitment and worker participation
Employee participation	Employees, with their distinct knowledge of the workplace, ideally are involved in all aspects of the program. They are encouraged to communicate openly with management and report safety and health concerns.	
Hazard identification and assessment	Processes and procedures are in place to continually identify workplace hazards and evaluate risks. There is an initial assessment of hazards and controls and regular reassessments.	Worksite analysis and hazard identification
Hazard prevention and control	Processes, procedures, and programs are implemented to eliminate or control workplace hazards and achieve safety and health goals and objectives. Progress in implementing controls is tracked.	Hazard prevention and control
Education and training	All employees have education or training on hazard recognition and control and their responsibilities under the program.	Safety and health training
System evaluation and improvement	Processes are established to monitor the system's performance, verify its implementation, identify deficiencies and opportunities for improvement, and take actions needed to improve the system and overall safety and health performance.	Recordkeeping and program evaluation

Runover/Backover/ WZ Intrusion Prevention

- Safety on both sides of the barriers

- ITCP, TCP, Cameras, etc.

- New Tech/More r2p

- Increase the use Positive Protection

- FHWA Low-bid environment

- There's a need for abatements for short-term projects where barriers are not feasible
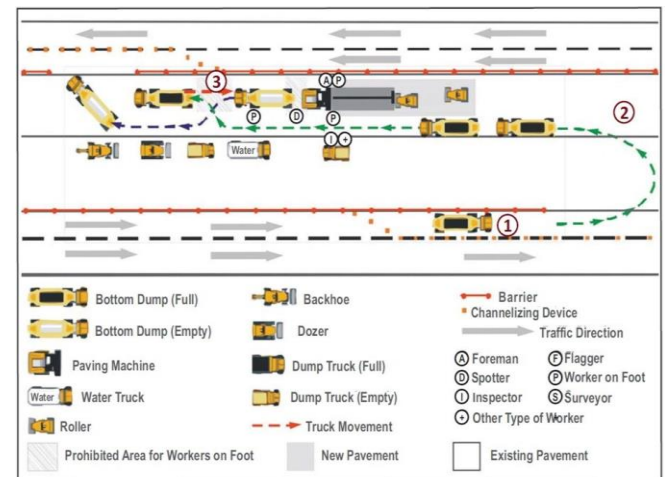
Example ITCP diagram of material delivery vehicle queuing locations with legend. This layout is designed to reduce backing (Sources: NIOSH/ARTBA/FOF).

Pre-Qualification & Compliance Services

- ISNetworld, ConstructSecure, Avetta (BROWZ), VeriForce, etc.

- Used by owners and big contractors

- Challenging for small/mid-sized contractors

- Do they work? Do they improve safety performance?

- One study: *The Gap Between Tools and Best Practice: An Analysis of Safety Prequalification Surveys in the Construction Industry;* Kang-Hung Liu, Jamie Tessler, Lauren A. Murphy, Chien-Chi Chang, and, Jack T. *Dennerlein – Northeastern University and National Tsing Hua University, Hsinchu, Taiwan*