



Safety Council Meeting

RHCA . . . the leader in Diversity Inclusion
Networking and building business relationships and opportunities

October 4, 2023

Disclaimer: This webinar is not intended for press purposes. If you are part the press, please disconnect.

Join us on Social Media #DFWRHCA @DFWRHCA



Housekeeping Rules

- Keep yourself muted throughout the meeting
- Please make sure to stay for the whole meeting
- Presentation will be emailed
- Q&A will be after each presentation
- Ask questions in the chat
- Please make sure to keep your camera on, at all times
- If you get logged out, please re-login using the same link

Join us on Social Media #DFWRHCA @DFWRHCA



Welcome



Manny Rodriguez
CSHO, Safety Director
Kent Companies
NHCA Safety Council



Luciano Perez
CSHO, SHEP, Safety Director
KPost Roofing and Waterproofing
RHCA Safety Council

Join us on Social Media

#DFWRHCA

@DFWRHCA



LUNA AWARDS

2023 ARCHITECTURE, ENGINEERING, AND CONSTRUCTION

Austin, Corpus Christi, Dallas/Fort Worth, El Paso, Houston, and San Antonio



The Luna Awards celebrates the achievements of women, women-owned businesses and advocates who promote and develop women at all levels in Architecture, Engineering and Construction.



San Antonio
Luna Awards Luncheon
Thursday, October 5, 2023
11:30 AM - 1:30 PM
Marriott Riverwalk Hotel
Alamo Ballroom Salons ABC
889 E. Market Street, San Antonio, TX 78205



Austin
Luna Awards Luncheon
Friday, October 6, 2023
11:30 AM - 1:30 PM
Austin Marriott South
Lone Star Ballroom A
4415 S I-35 Frontage Rd., Austin, TX 78744



El Paso
Luna Awards Luncheon
Friday, October 27, 2023
11:30 AM - 1:30 PM
The Plaza Hotel Pioneer Park
Trost Ballroom & Mezzanine
106 W Mills Ave, El Paso, TX 79901



Dallas/Fort Worth
Luna Awards Luncheon
Thursday, November 9, 2023
11:30 AM - 1:30 PM
Sheraton Dallas Hotel
Dallas Ballroom
400 N Olive Street, Dallas, TX 75201



#IAMLUNA

#LUNASTATEWIDE

Registration: <https://form.jotform.com/230085618271151>

Join us on Social Media #DFWRHCA @DFWRHCA





RHCA



HEAVY HIGHWAY & TRANSPORTATION FORUM HOUSTON & BEAUMONT

Friday, October 20, 2023
8:30 AM – 2:00 PM

Steve Radack Community Center
Harris County Precinct 4, 18650 Clay Road
Houston, TX 77084



RSVP!
Lunch will be provided

The RHCA and ASHE Houston invite consultants, engineers, and contractors, in addition to any professional services or construction services companies interested in or currently working in the Heavy Highway and Transportation industry, to participate in this upcoming Forum. Join us to hear from key decision makers, including TxDOT and Harris County Toll Road Authority (HCTRA) leadership as well as technical experts, as they speak about the State of the Industry and upcoming opportunities.

Speakers



Eliza Paul, P.E.
Houston District Engineer
Texas Department of Transportation



Martin Rodin, P.E.
Professional Engineering Procurement Services
Division Director
Texas Department of Transportation



Adam Galland, P.E.
Director of Construction - Houston District
Texas Department of Transportation



Martin Gonzalez, P.E.
Beaumont District Engineer
Texas Department of Transportation



Greg Snider, P.E.
Alternative Delivery Division Director
Texas Department of Transportation



Leilany Thielan, P.E.
Deputy Director of Capital Projects & Infrastructure
Harris County Toll Road Authority

Sponsor



Partnering Organizations



For More Information: call 972-786-0909 or email: julio@regionalhca.org

<http://events.r20.constantcontact.com/register/event?llr=yμφrebdb&oeidk=a07ejzrczt9f414f9c>



RHCA

HEAVY HIGHWAY & TRANSPORTATION FORUM DALLAS & FORT WORTH

Friday, December 1, 2023
8:30 AM – 2:00 PM



The RHCA invites consultants, engineers, and contractors, in addition to any professional services or construction services companies interested in or currently working in the Heavy Highway and Transportation industry, to participate in this upcoming Forum. Join us to hear from key decision makers, including TxDOT and NTTA leadership as well as technical experts, as they speak about the State of the Industry and upcoming opportunities.

Speakers



Cesson Clemens, P.E.
Dallas District Engineer
Texas Department of Transportation



David M. Salazar Jr., P.E.
Fort Worth District Engineer
Texas Department of Transportation



Martin Rodin, P.E.
Professional Engineering Procurement Services
Division Director
Texas Department of Transportation



Elizabeth Mow, P.E.
Assistant Executive Director of Infrastructure
North Texas Tollway Authority

Partnering Organizations



Sponsors



For More Information: call 972-786-0909 or email: julio@regionalthca.org

<http://events.r20.constantcontact.com/register/event?llr=yμφrebδab&oeidk=a07ejvvrbhrba6ab503>

Join us on Social Media

#DFWRHCA

@DFWRHCA



SAFETY FIRST
Coronavirus
COVID-19
Precautions Followed
RHCA

Susan Harwood Training
Contact us 972-786-0909

Contract Goal: 900

- Total Trained in FY 21-22: **1213** (This was a record year)
 - English: 359
 - Spanish: 854
- Total Trained in FY 22-23: **1224** (New record year)
 - English: 252
 - Spanish: 972

<https://regionalhca.org/safety/>

Join us on Social Media #DFWRHCA @DFWRHCA





Workforce Training

Call for Bilingual Construction Industry Professional Instructors

The RHCA National Training & Safety Foundation and the Regional Hispanic Contractors Association seek dedicated construction industry professionals eager to share their expertise by instructing the NCCER (National Center for Construction Education and Research) CORE Curriculum as an integral component of our upcoming Workforce Training Program.

→ **Application Submission**

First Round

Apply Today!

NCCER CORE Curriculum

This program is an Introduction to Basic Construction Skills that prepares individuals for entry-level positions on project sites by providing the basics in safety, hand and power tools, construction math, materials handling, construction drawings, rigging and employability skills.

Basic Training Modules

- Basic Safety (Construction Site Safety Orientation)
- Introduction to Construction Math
- Introduction to Hand Tools
- Introduction to Power Tools
- Introduction to Construction Drawing
- Introduction to Basic Rigging
- Basic Communication Skills
- Basic Employability Skills
- Introduction to Materials Handling



→ **Training Location: Dallas County**

→ **Paid to Teach**

FOR MORE INFORMATION



972-786-0909

Amalia Quintero

amalia@regionalhca.org

regionalhca.org

<https://form.jotform.com/232605941719056>

Join us on Social Media

#DFWRHCA

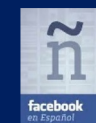
@DFWRHCA



SAFETY FIRST
 Coronavirus
COVID-19
 Precautions Followed
 RHCA

Q & A

Join us on Social Media #DFWRHCA @DFWRHCA



Guest Speaker



Jeremy Hansen, CPCU, ARM
Manager Regional Safety Services
Texas Mutual Insurance Company

Join us on Social Media

#DFWRHCA @DFWRHCA



SAFETY RESOURCES & RETURN TO WORK PROGRAMS

Jeremy Hansen, Regional Safety Services Manager

WHAT IS RETURN-TO-WORK?



A PROGRAM DESIGNED TO:

Return injured employees to productive work that accommodates their physical limitations and keeps them engaged with their team in order to limit claim costs.

WHAT ARE THE ROLES IN RETURN-TO-WORK?

EMPLOYER

Identifies work duties and a schedule that meets the work restrictions

Pays the employee for work completed

EMPLOYEE

Completes the work assigned by the employer

Complies with work restrictions

INSURER

Pays indemnity benefits based on the difference between the employee's pre-injury wage and their current wages

GETTING STARTED WITH A RETURN-TO-WORK PROGRAM

RTW Guide for Small Business

A PRACTICAL GUIDE
FOR EMPLOYERS
AND EMPLOYEES

Return to Work for small businesses



IMPLEMENTATION

Before an injury

01

DEVELOP POLICIES
& TRAIN EMPLOYEES

02

ASSESS JOB TASKS

03

PREPARE DOCUMENTS

01

DEVELOP POLICIES & TRAIN EMPLOYEES

Develop written RTW policy

Sample Policy Statement for the Return-to-Work Process

(Company name) is committed to providing a safe and healthy workplace for our employees. Preventing injuries and illnesses is our primary objective.

If an employee is injured, we will use our return-to-work process to provide assistance. We will get immediate, appropriate medical attention for employees who are injured on the job, and we will attempt to create opportunities for them to return to safe, productive work as soon as medically reasonable.

Our ultimate goal is to return injured employees to their original jobs. If an injured employee is unable to perform all the tasks of the original job, we will make every effort to provide alternative productive work that meets the injured employee's capabilities.

The support and participation of management and all employees are essential for the success of our return-to-work process.

President/CEO

Page 4

Develop employee responsibilities statement

Sample of Employee Responsibilities Regarding Work-Related Injuries

You are responsible for working safely and following all safety rules.

If you are hurt on the job, you must report the injury immediately to your supervisor and go to the doctor that day for treatment, if necessary. We require drug testing after each work-related injury or illness.

Management is responsible for providing a safe work environment and for providing a smooth transition back to work for any employee who has experienced a work-related illness or injury.

We will encourage anyone who is off work due to a work-related injury or illness to return to work as soon as medically reasonable. We will provide modified work tasks as necessary.

We will work together to set guidelines for modified duty according to the doctor's restrictions.

It is essential that contact be maintained in order to promote your return to work. We care about your health, well-being and future with the company.

Procedures to follow after an incident:

Page 5

Train employees

Introduction to The Return-to-Work Process

DATE: _____

TRAINER: _____

RETURN-TO-WORK PROCESS REVIEWED:

- Policy statement and benefits to the employees
- Procedures to follow after an injury
- Alternative productive work and bona fide offer of employment letter

Page 6

02

ASSESS JOB TASKS

Please photocopy this blank form.

Physical Demands Task Assessment

Task title: _____ Date: _____

Analyst: _____

Task duration (hours/day): _____

With breaks: Yes / No Overtime (avg. hours/week): _____

Task description: _____

| Postures | Hours at one time | Total hours per day |
|----------|-------------------|---------------------|
| Stand | | |
| Sit | | |
| Walk | | |
| Drive | | |

| Lift/carry | None 0% | Occasional 0-33% | Frequent 34-66% | Constant 67-100% | Height of lift | Distance of carry |
|------------|---------|------------------|-----------------|------------------|----------------|-------------------|
| 1-10 lbs | | | | | | |
| 11-20 lbs | | | | | | |
| 21-50 lbs | | | | | | |
| 51-100 lbs | | | | | | |
| 100 lbs | | | | | | |

| Actions, motions | None 0% | Occasional 0-33% | Frequent 34-66% | Constant 67-100% | Description |
|------------------------|---------|------------------|-----------------|------------------|-------------|
| Pushing | | | | | |
| Pulling | | | | | |
| Climbing | | | | | |
| Balancing | | | | | |
| Bending | | | | | |
| Twisting | | | | | |
| Squatting | | | | | |
| Crawling | | | | | |
| Kneeling | | | | | |
| Reaching | | | | | |
| Handling | | | | | |
| Fingering | | | | | |
| Repetitive hand motion | | | | | |
| Repetitive foot motion | | | | | |

| Equipment used | None 0% | Occasional 0-33% | Frequent 34-66% | Constant 67-100% | Description |
|----------------|---------|------------------|-----------------|------------------|-------------|
| Tools | | | | | |
| Machinery | | | | | |
| Equipment | | | | | |

| Environmental conditions | None 0% | Occasional 0-33% | Frequent 34-66% | Constant 67-100% | Description |
|--------------------------|---------|------------------|-----------------|------------------|-------------|
| Vibration | | | | | |
| Noise | | | | | |
| Extreme heat | | | | | |
| Extreme cold | | | | | |
| Wet/humid | | | | | |
| Moving parts | | | | | |
| Chemicals | | | | | |
| Electricity | | | | | |
| Radiation | | | | | |
| Other | | | | | |

Comments: _____

IMPLEMENTATION

After an injury

04

SEND DOCUMENTS
TO THE DOCTOR

05

DISCUSS RTW OPPORTUNITIES

06

MAKE RTW OFFER

QUESTIONS?

Guest Speaker



Christiana G. Williams
Senior Claimant Fraud Investigator
Texas Mutual Insurance Company

Join us on Social Media

#DFWRHCA @DFWRHCA



2022 Workers' Compensation Fraud

*Christina Williams, Investigator
Claimant Fraud
Special Investigations*



INVESTIGATIVE OUTCOMES



Fraud
Abuse
Non Fraud

FRAUD NOTICE

You **return to work** in any capacity

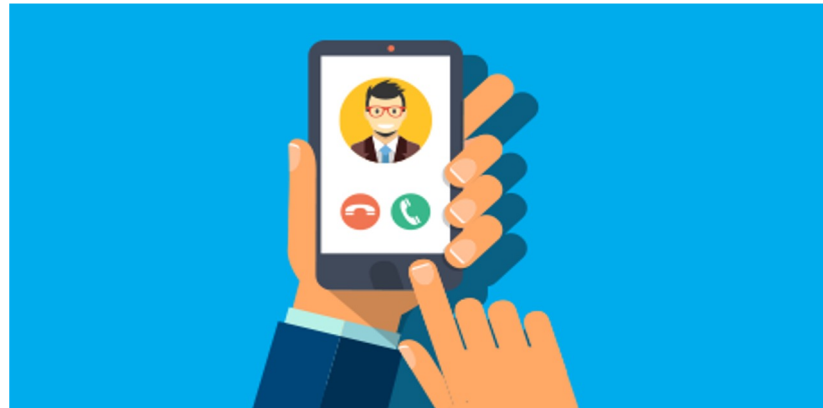
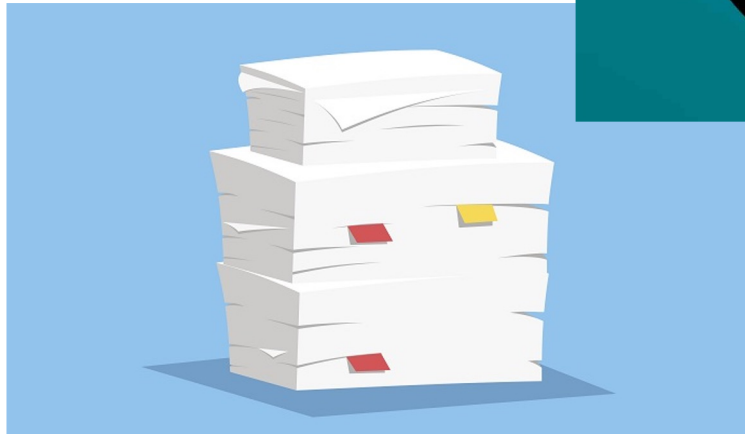
Your doctor **releases** you to work

You are **incarcerated**

You should contact me, the adjuster, if:

- You start earning money from any work, including a new job.
- You are offered a job for any amount of money.
- The amount of money you get from your job changes.

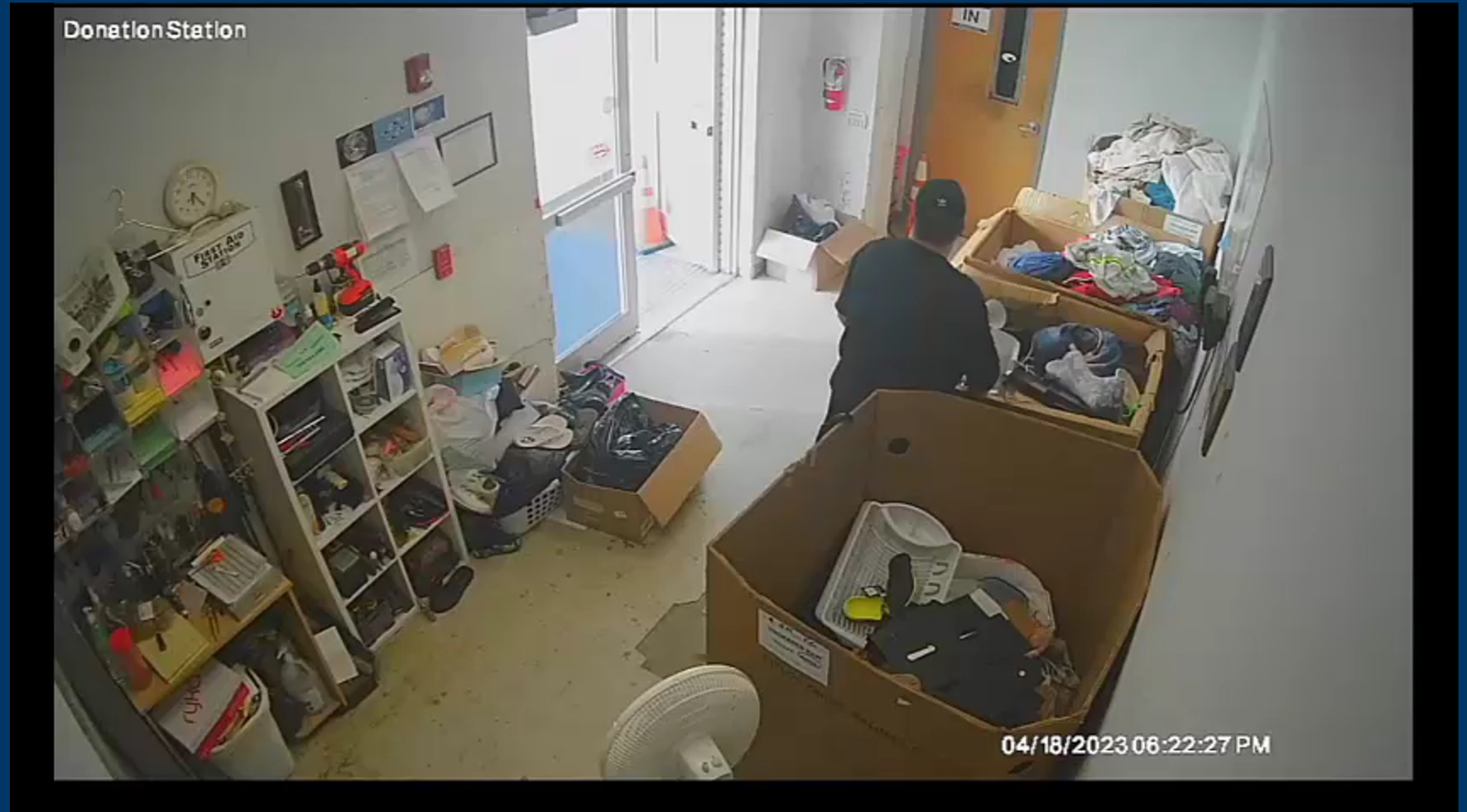
FRAUD INVESTIGATIONS



Fraud Schemes

- Lifted box weighing approx. 45lbs
- Box became stuck on a table
- Dropped box
- Fell forward and rolled onto back

Staged Accident



Fraud Schemes

Feigning Disability



Fraud Schemes

Feigning Disability



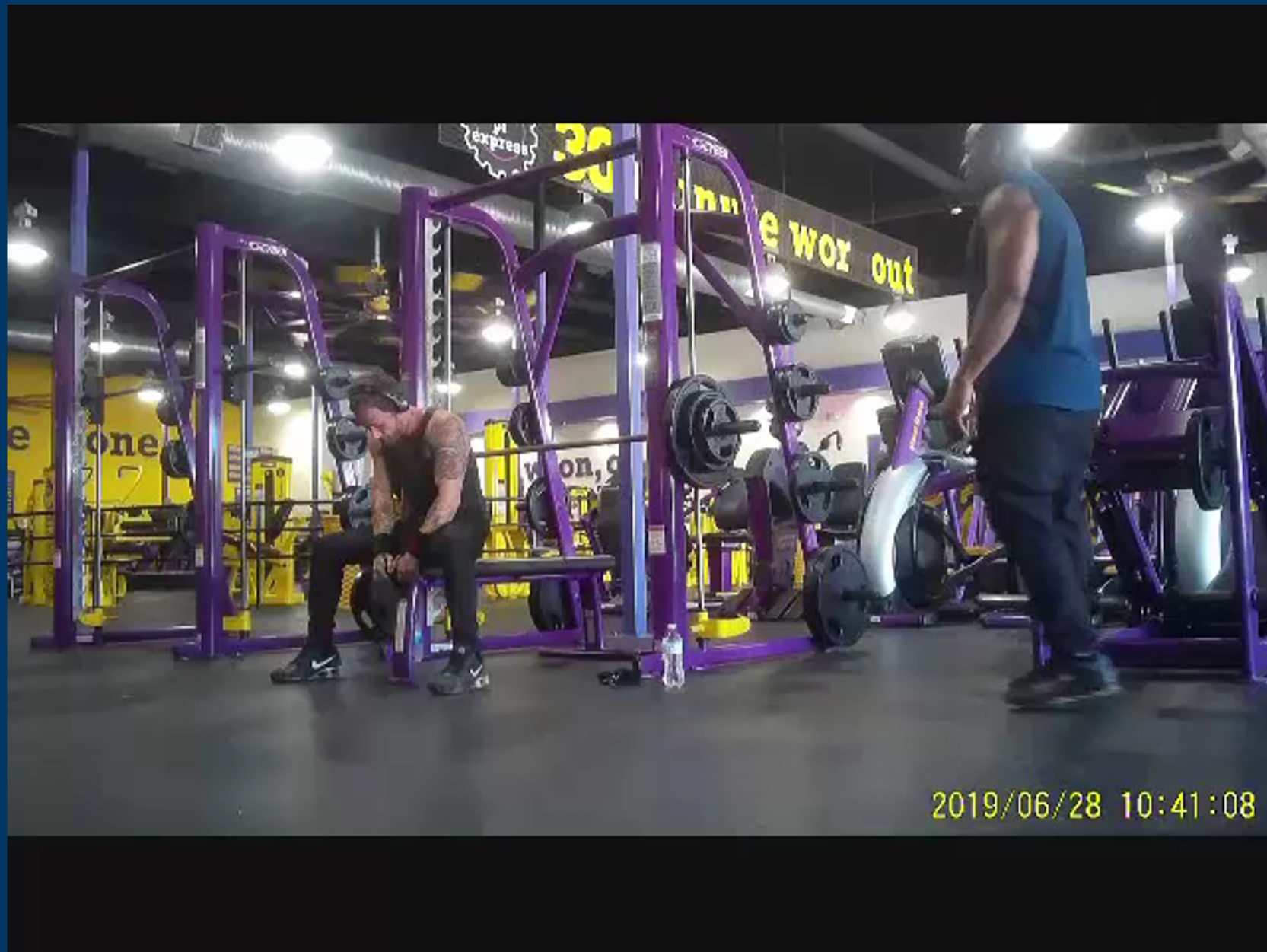
Fraud Schemes

Feigning Disability



Fraud Schemes

Inconsistent Activities

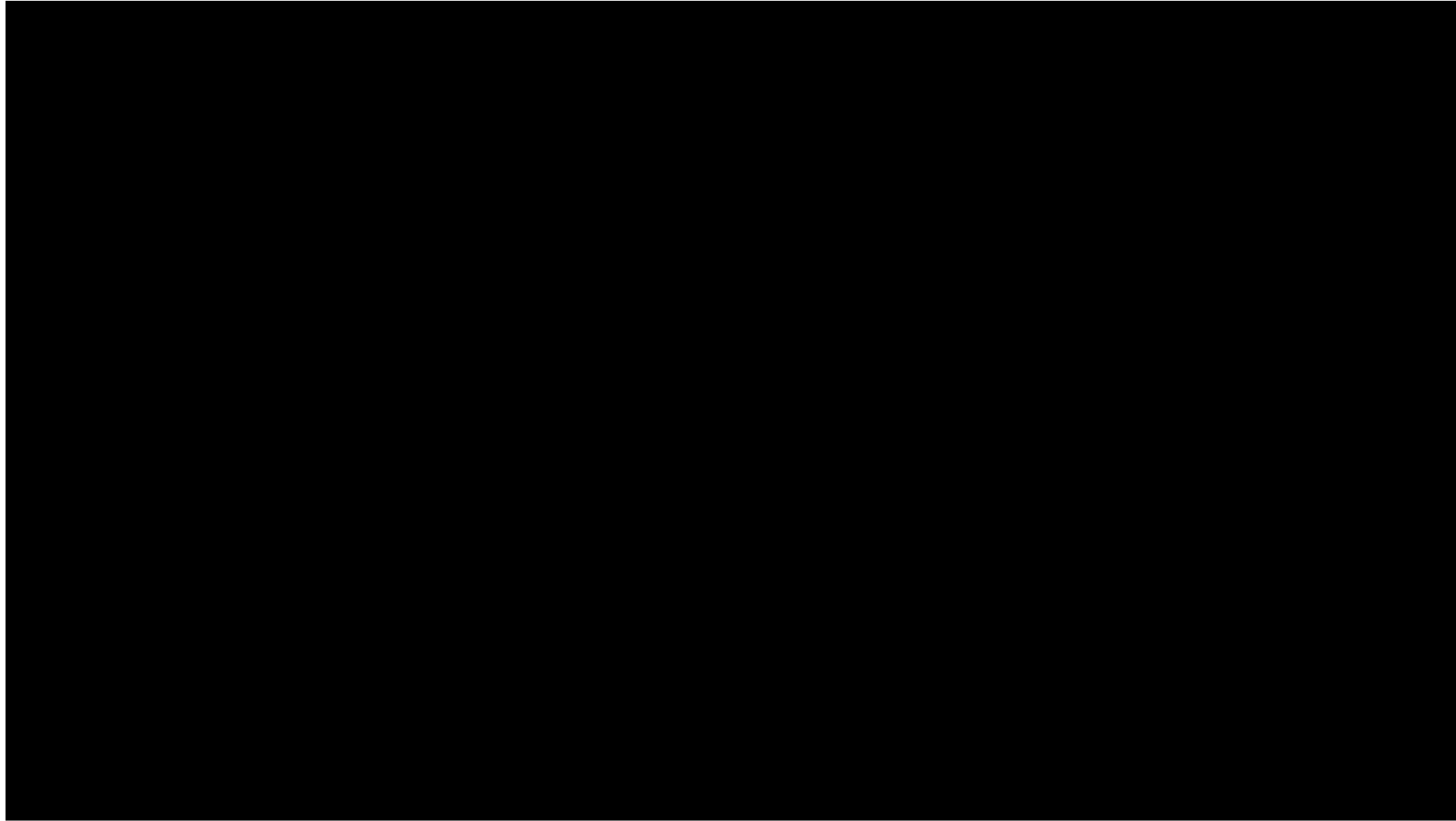


Fraud Schemes

Working While Receiving



CHANGING LANDSCAPE





Why should you care?

2022



Uncovered
\$798,093
in fraud



Identified
\$3.3 million
in future savings



Recovered
\$395,842

PARTNERSHIP



Conduct your own investigation

Keep in contact with your injured employee

Offer modified duty when available

Notify your carrier of concerns

Notify your carrier if the injured employee returns to work

TEXAS MUTUAL FRAUDSTOPPERS



(800) 488-4488



fraudstoppers@texasmutual.com

The background features two overlapping circles of a medium blue color. The circles overlap in the center, creating a darker blue area. The text 'THANK YOU' is centered within this overlapping area.

THANK YOU

Q & A

Join us on Social Media #DFWRHCA @DFWRHCA



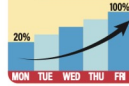


Prevent Heat Illness at Work

Outdoor and indoor heat exposure can be dangerous.

Ways to Protect Yourself and Others

Ease into Work. Nearly 3 out of 4 fatalities from heat illness happen during the first week of work.



- ✓ **New and returning** workers need to build tolerance to heat (acclimatize) and take frequent breaks.
- ✓ **Follow the 20% Rule.** On the first day, work no more than 20% of the shift's duration at full intensity in the heat. Increase the duration of time at full intensity by no more than 20% a day until workers are used to working in the heat.



Drink Cool Water
 Drink cool water even if you are not thirsty – at least 1 cup every 20 minutes.



Dress for the Heat
 Wear a hat and light-colored, loose-fitting, and breathable clothing if possible.



Take Rest Breaks
 Take enough time to recover from heat given the temperature, humidity, and conditions.



Watch Out for Each Other
 Monitor yourself and others for signs of heat illness.



Find Shade or a Cool Area
 Take breaks in a designated shady or cool location.



If Wearing a Face Covering
 Change your face covering if it gets wet or soiled. Verbally check on others frequently.

First Aid for Heat Illness

The following are signs of a medical emergency!



- Abnormal thinking or behavior
- Slurred speech
- Seizures
- Loss of consciousness



- 1 > **CALL 911 IMMEDIATELY**
- 2 > **COOL THE WORKER RIGHT AWAY WITH WATER OR ICE**
- 3 > **STAY WITH THE WORKER UNTIL HELP ARRIVES**

Watch for any other signs of heat illness and act quickly. When in doubt, call 911.

If a worker experiences:

- Headache or nausea
- Weakness or dizziness
- Heavy sweating or hot, dry skin
- Elevated body temperature
- Thirst
- Decreased urine output



Take these actions:

- > Give water to drink
- > Remove unnecessary clothing
- > Move to a cooler area
- > Cool with water, ice, or a fan
- > Do not leave alone
- > Seek medical care if needed



OSHA Occupational Safety and Health Administration

For more information: 1-800-321-OSHA (6742)
TTY 1-877-889-5627 www.osha.gov/heat

Federal law entitles you to a safe workplace. You have the right to speak up about hazards without fear of retaliation. See www.osha.gov/workers for information about how to file a confidential complaint with OSHA and ask for an inspection.

OSHA 3427-09R 2021

<https://www.osha.gov/heat>

Join us on Social Media

#DFWRHCA

@DFWRHCA



SAFETY FIRST
 Coronavirus
COVID-19
 Precautions Followed
 RHCA

2022 / 2023 RHCA Safety Council Meetings

First Wednesday of the Month 9:00 am to 10:00 am.

Meetings are open to members in good standing; registration is required.

Click on the date to RSVP.

- **Wednesday, February 1, 2023**
- **Wednesday, March 1, 2023**
- **Wednesday, April 5, 2023**
- **Wednesday, May 3, 2023**
- **Wednesday, June 7, 2023**
- **July – Hiatus**
- **Wednesday, August 2, 2023**
- **Wednesday, September 6, 2023**
- **Wednesday, October 4, 2023**
- **Wednesday, November 1, 2023**
- **Wednesday, December 6, 2023**

<https://regionalhca.org/safety-council/>

Join us on Social Media #DFWRHCA @DFWRHCA



OSHA Reveals Top 10 Safety Violations at NSC Safety Congress & Expo

Fall Protection remains top citation for 12th year in a row.

The Top 10 most frequently cited workplace safety standards for FY 2022 are:

1. Fall Protection – General Requirements (1926.501): **5,260 violations**
2. Hazard Communication (1910.1200): **2,424**
3. Respiratory Protection (1910.134): **2,185**
4. Ladders (1926.1053): **2,143**
5. Scaffolding (1926.451): **2,058**
6. Lockout/Tagout (1910.147): **1,977**
7. Powered Industrial Trucks (1910.178): **1,749**
8. Fall Protection – Training Requirements (1926.503): **1,556**
9. Personal Protective and Lifesaving Equipment – Eye and Face Protection (1926.102): **1,401**
10. Machine Guarding (1910.212): **1,370**

<https://www.nsc.org/newsroom/osha-reveals-top-10-safety-violations-for-fiscal-y>

Join us on Social Media #DFWRHCA @DFWRHCA



Q & A

Join us on Social Media #DFWRHCA @DFWRHCA

