

# NORA Construction Council Sector Meeting

## Top Issues Facing Laborers

### November 2019

THE POWER TO PROTECT

# Top Five Impactful Issues



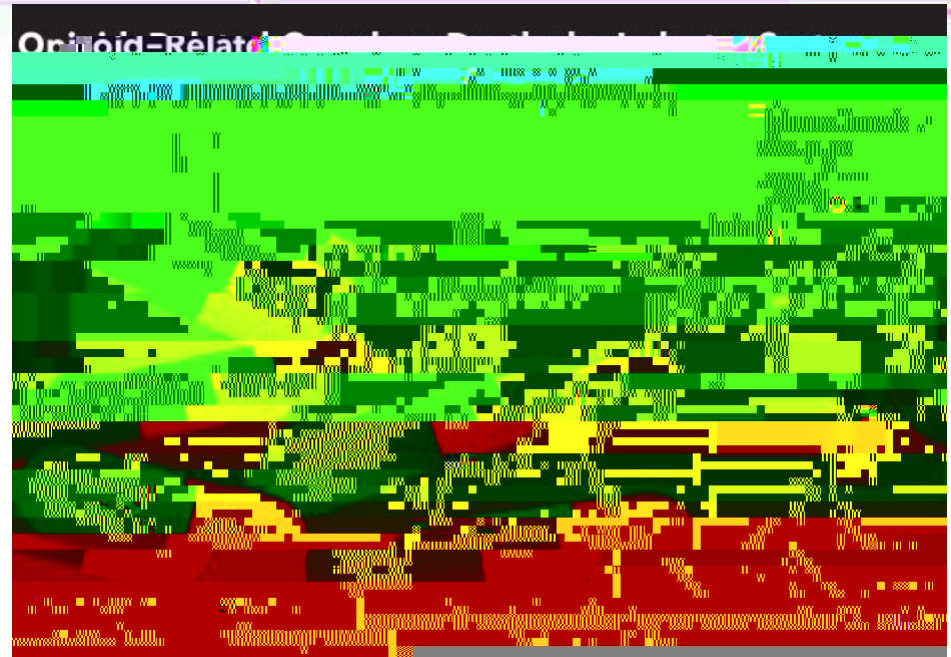
1. Opioids, Addiction, & Mental Health
2. Worker Impairment
3. Workplace Violence
4. Runover/Backover/Work Zone Intrusions
5. Pre-qualification & Compliance Services



# 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>



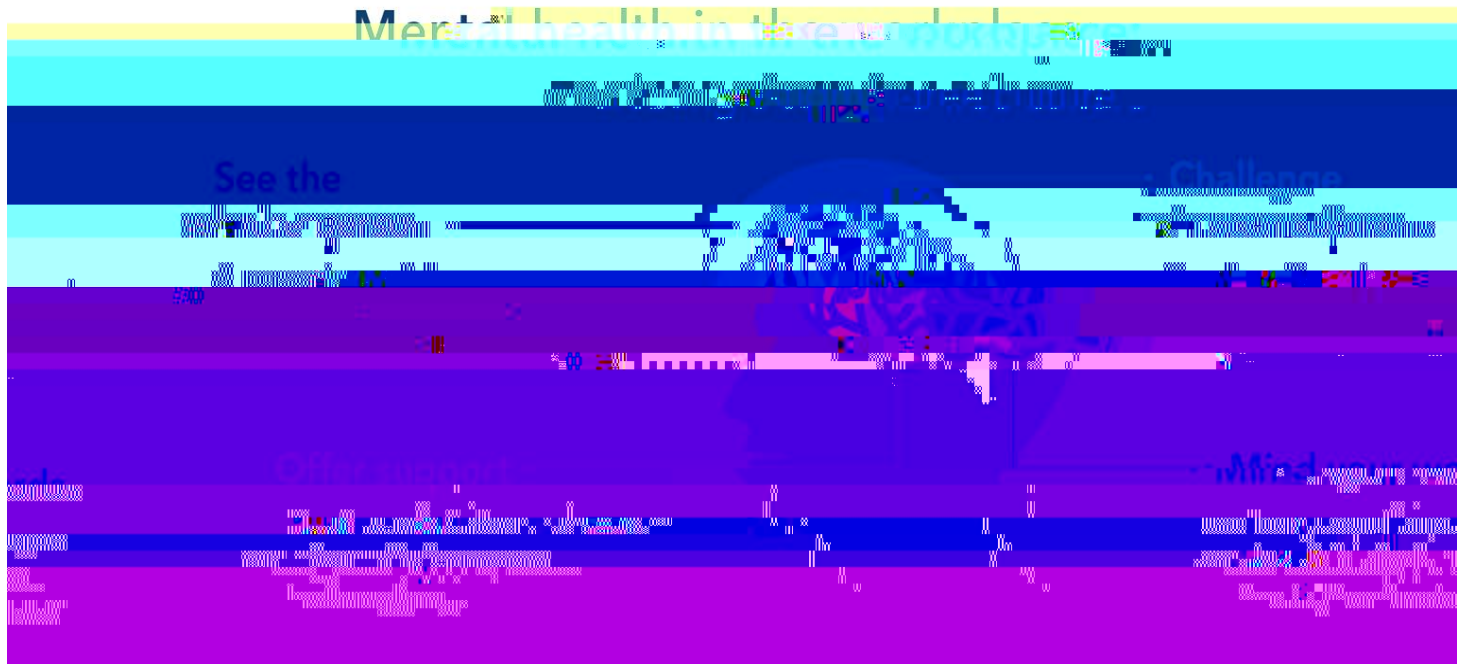
# Creating a Stigma-Free Workplace

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





# Worker Impairment



# 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

WORKPLACE VIOLENCE (THE POST-2014)



Source: U.S. Department of Labor



# 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



# 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

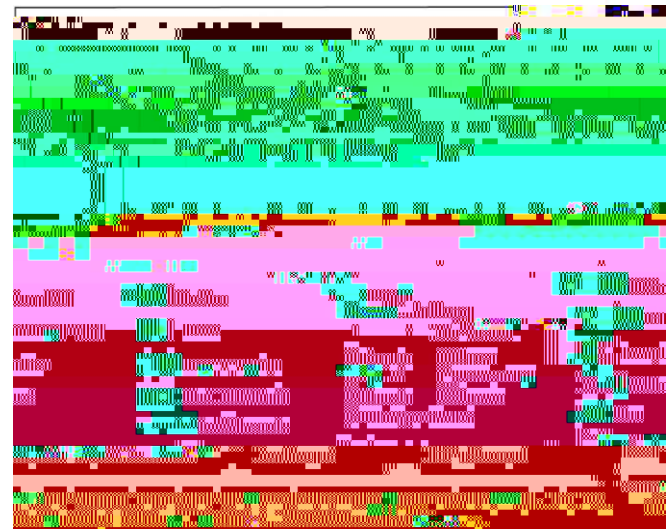
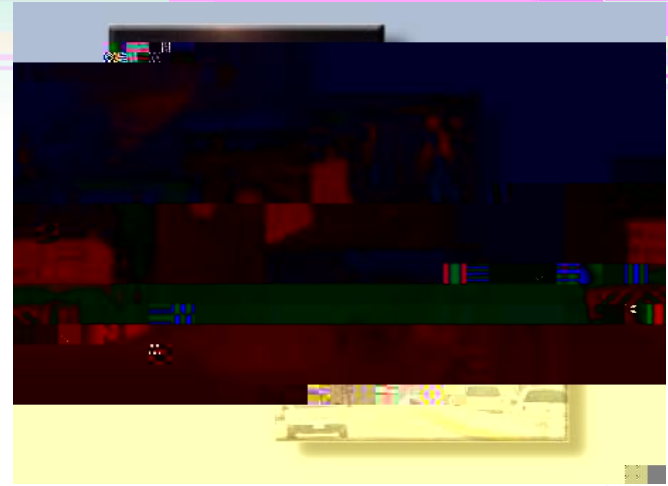


Training, recruitment, and worker appropriation

are involved in all phases of the program. They are encouraged to express their concerns.

# 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



# 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*; KangHung Liu, Jamie Tessler, Lauren Murphy, ChienChi Chang, and Jack Dennerlein - Northeastern University and National Tsing Hua University, Hsinchu, Taiwan

