September 2019



AMERICAN SOCIETY OF SAFETY PROFESSIONALS

NJ Chapter Officers

Robert Ortiz, President Anthony Krake, President-Elect Joseph Leuzzi, Vice President David C. Olcott, Treasurer Derek Smith, Secretary

Chapter Events

September Chapter Meeting - Picatinny Arsenal Joint Center for Guns and Ammunition Sept. 26, 2019, 10:30 am - 1:30 pm

October Chapter Meeting - L'Oreal's Sustainability Efforts Focusing on Packaging and Biodiversity October 17, 2019, 5:30 pm - 9:00 pm

November Chapter Meeting Technologies of Surface Warfare November 7, 2019 4:00 pm - 8:00 pm

December Chapter Meeting Past Presidents Meeting and Holiday Celebration December 4, 2019 5:00 pm - 9:00 pm

https://nj.assp.org/event/



Letter from the President

Dear ASSP Members and Friends,

It is with great pride and a fair amount of humility that I take the helm of the Platinum-Level New Jersey Chapter of ASSP as its 84th president. Ever since its incorporation in 1929, the NJASSP has been about delivering a forum where safety, health and environmental practitioners can gather to share their experiences, exchange best practices, and learn new and innovative techniques in addressing the risks faced by the workforce of our great state of New Jersey. We are proud to continue this time-tested tradition of protecting people, property and the environment.

The goal of the whole leadership team of NJASSP, which is comprised of veteran and emerging professionals of diverse backgrounds, is to keep our finger on the pulse of our membership by providing you an opportunity for face-to-face interaction in a collegial environment that empowers you to share your vision of how we can deliver a meaningful professional development experience for your hard earned dues.

In a matter befitting the level of engagement that you, our members deserve, we have planned a full year of exciting, and immersive meetings and events that includes diverting from our usual afternoon/early evening dinner meetings, to the first luncheon meeting in quite some time, at the preeminent center for guns and ammunitions, Picatinny Arsenal. We will hear from Lt. Col. Samuel W. Morgan, III the Garrison Commander and his staff, enjoy a sumptuous luncheon at the Picatinny Golf Club, and then be escorted on a lab tour of the methods of delivering American firepower while keeping our scientific and front-line warfighters safe.

We will continue this operational tempo the following month at the convergence points of safety, sustainability, and beauty, L'Oreal. We will join there with our sister organization, NJ Alliance of Hazardous Materials Professionals (AHMP). Following that event, we have planned yet another immersive technical session the following month. NJ ASSP will then close the calendar year by paying homage to our Past Presidents while extending our best

wishes to all for a safe and peace-filled Seasons Greeting, full of promise for 2020.

Come, join us, learn with us, fellowship with us, break bread with us, let us know what we're doing right for you, and where we can, and should, improve. We sincerely look forward to seeing you.

Fraternally, Robert "Pt Rob" Ortiz, CSP, OHST

Table of Contents

Are you a Member-on-the-Move?	3
Welcome to NJ ASSP – Kari Lyons, Membership Chair	3
NJ ASSP September Luncheon Meeting Please Note Time Change	3
Back to School Safety Tips – Jack Fearing, Community & Youth Outreach Chair	4
New York Law 196 – Brian Cichetti, Construction Chair	5
NJ Chapter Long-Service Awards – Kari Lyons, Membership Chair	7
ASSP Supports Reopening OSHA's Lockout/Tagout Rulemaking	7
– Corey Jones, Government Affairs Chair	7
NJ ASSP on LinkedIn and Social Media	7
DOT Compliance 101 for Construction/Work Zone Intrusion Prevention	8
NJ Chapter Achieves Platinum level for the 2018-2019 year	8
NJ ASSP Holiday Celebration – December 4, 2019	9
OSHA consults industry on silica standard refinements	.10
Member Spotlight	.10
NJ ASSP SPONSORSHIP	.10
Officer Installation at IFly Paramus, New Jersey	.11
CSP Question of the Month	.11
New Readings	.12
ASSP Committee Proposes Heat Stress Management Standard	.12
Congress to Consider a Bill to Create OSHA Heat Standard	.13
Seeking Employment or have a job or article to post?	.14
Answer to CSP Question of the Month	.14
Thank You to Our Sponsors!!	.14

Are you a Member-on-the-Move?

Graduating? Getting Promoted? Achieved a certification? Looking for new and challenging opportunities? Let us know about your career milestones and we'll feature you in our newsletter! Just send a brief article along with a photo to <u>newsletter@nj.assp.org</u>

Welcome to NJ ASSP – Kari Lyons, Membership Chair

The New Jersey Chapter, ASSP, is the 5th largest chapter in the United States, having over 550 members. Our territory covers Central and Northern New Jersey. If you are interested in safety, health, industrial hygiene or environmental concerns, we hope you'll consider joining our organization. <u>CLICK HERE</u> to view the new member orientation (<u>a PDF reader is required on your device</u>...if you don't have one yet). The Chapter Members and Officers extend a heartfelt welcome to our new members and encourage you to take advantage of our network, meetings, and trainings to take your education and career development to the next level. We also look forward to meeting you at our next meeting. Please note that your first meeting is free. A sincere welcome to John Calvert, Christopher Villani, Sean Ali, Elisa Yager, Keith Carney, Carl Collins (student), O'Neil Johnson, Rudolf Lakaj (student), Kalu Okoroafor, and Kyle Taylor (student). We are proud to have you as members of our ASSP chapter.

NJ ASSP September Luncheon Meeting Please Note Time Change



New Jersey Chapter

Welcome to Picatinny Arsenal The Joint Center of Excellence for Guns & Ammunition



WHEN: Thursday, September 26, 2019, 10:30 a.m. – 1:30 p.m.

WHERE: Cannon Gates, Wharton, NJ 07885

Directions: https://www.pica.army.mil/Picatinny/about/visitors_guide/Directions.aspx

AGENDA:

10:30 a.m. - 11:30 p.m. Bldg. 7 Armament Technology Facility Technical Tour

11:30 a.m. – 12:00 p.m. Registration/Networking

12:00 p.m. – 12:30 p.m. Introductions and Welcome:

Lt.Col. Samuel W. Morgan, III Garrison Commander

Picatinny Arsenal

12:30 p.m. – 1:30 p.m. Buffet Lunch

1:30 p.m. – 2:00 p.m. NJASSP Chapter – Executive Committee Meeting

Back to School Safety Tips – Jack Fearing, Community & Youth Outreach Chair

The month of August marks the beginning of back to school frenzy as parents, students, and teachers rush to prepare for the upcoming school year. With all the hustle and bustle, it's easy to forget to talk about back to school safety.

Here are some tips to ensure a safe school year:

- Use the SAFE method to teach kids bus safety. SAFE stands for:
 - Stay five steps away from the curb,
 - Always wait until the bus comes to a complete stop and the bus driver tells you to board.
 - Face forward after finding a seat on the bus.



- Exit the bus when it stops and look left-right-left for cars before crossing a street.
- Stop for school buses. This is the law for many states and needs to be obeyed, or you could face a hefty fine. The yellow flashing lights mean you need to slow down as the bus is preparing to pick up children, and the red flashing lights mean drivers on both sides of the road need to come to a complete stop and wait for the children to get on the bus. Once the bus moves, drivers can start moving.
- Use the sidewalk. If you're fortunate enough to be able to walk to school, always use the sidewalk, if available. If there is no sidewalk, walk along the edge of the street facing on coming traffic. Everyone should watch the road, not their phone.
- Focus on the road. In 2017, 297 people died in crashes that involved distracted teen drivers. Teens new to driving need to silence their phones and notifications, put the phone out of reach, and never give a ride to more than their car can carry. Keep your eyes and mind on the road at all times.

Let this school year be a safe one for everyone and stay alert!

Jack Fearing, CPEA, is the Managing Partner of Fearing International Group LLC. The firm was established in 2013 and provides global services in occupational and aviation safety. He is an OSHA-authorized 10 & 30 instructor for General Industry. Areas of specialization include program development, training, fleet safety, auditing and management systems implementation. He is a graduate of the University of Massachusetts and Boston University. He is a professional member of ASSE. He can be reached at jack@fearing-international.com or (908) 303-8359.

New York Law 196 - Brian Cichetti, Construction Chair



REMINDER

Local Law 196 Reminders and Updates

Local Law 196 of 2017 requires workers at job sites that must designate a Construction SuperIntendent, Site Safety Coordinator or Site Safety Manager to receive 30 hours of site safety training by December 1, 2019 and an additional 10 hours of training by September 1, 2020. Supervisors will need 62 hours of training by the December 1, 2019 deadline.

Visit the Department's <u>site safety training page</u> for the complete curriculum, including: the September 1, 2020 training requirements, training required for new entrants to the construction or demolition workforce, Site Safety Training (SST) card renewal, general and specialized electives, and a list of Department-approved course providers.

DECEMBER 1, 2019 DEADLINE REMINDERS

Information for WORKERS: Limited SST Card (30 Hours)

1. OSHA 30-Hour Class

NOTE: For the purposes of the December 1, 2019 training deadline, an OSHA 30 card or a Limited SST Card will serve as acceptable proof that a worker has received the aforementioned training.

- 2. OSHA 10-Hour Class with 20 hours of additional training
 - OSHA 10-Hour Class
 - 8-Hour Fall Prevention
 - 8-Hour Chapter 33 OR 4-Hour General Electives AND 4-Hour Specialized Electives
 - 4-Hour Supported Scaffold User and Refresher
- 3. 100-Hour training program approved by the Department

Information for SUPERVISORS: Supervisor SST Card (62 Hours)

- OSHA 30-Hour Class
- 8-Hour Fall Prevention
- 8-Hour Chapter 33
- 4-Hour Supported Scaffold User & Refresher
- 2-Hour Site Safety Plan

- 2-Hour Tool Box Talks
- 2-Hour Pre-Task Safety Meetings
- 2-Hour General Electives
- 2-Hour Specialized Electives
- 2-Hour Drug and Alcohol Awareness

NOTE: Training received within the prior five years of applying for an SST Card, including a Limited SST Card, SST Card or Supervisor SST Card can be applied toward the requirements for receiving the card. Applicants who completed the training beyond five years may complete Prior Experience training, which includes 4-Hour Fall Prevention and 4-Hour Supported Scatfold User and Refresher, to receive credit for such training.

Thomas F. Farlello, R.A., Acting Commissioner build sofe live sofe nyc.gov/buildings page 1 of 2

MAY 2019

Training Required for Competent Persons

As a reminder, workers serving as Site Safety Managers, Site Safety Coordinators, Construction Superintendents, Concrete Safety Managers and competent persons at construction sites to which Local Law 196 is applicable must have a Supervisor SST Card.

Workers must only have a Supervisor SST Card if they are serving as the competent person required by <u>Section 3301.13.12</u> of the New York City Building Code. <u>Section 3301.13.12</u> of the New York City Building Code requires that a Construction Superintendent designate a competent person for each job site for which such Construction Superintendent is responsible and further requires that such competent person is present at the designated job site at all times active work occurs.

Card Issuance

Upon course completion, course providers must issue a wallet-sized SST Card, which may include a Temporary SST Card, Limited SST Card, SST Card, or Supervisor SST Card, as applicable. SST cards must include, at a minimum, the following information and security features:

- Document security features designed to deter forgery and counterfeiting, promote an
 adequate level of confidence in the authenticity of cards, and facilitate detection of fraudulent
 cards. These cards must not be capable of being reproduced using technologies that are
 commonly used and made available to the general public.
- Unique identification card number. This cannot be an individual's Social Security Number.
- Photographs of the person to whom it was issued (may be in black and white or in color).
- The printed name and signature of the card holder.
- Date of course completion.
- Expiration date.
- Name and address of provider of issuance.
- A summary description of the type of training and number of credit hours completed.
- Any additional information the Department may require.

For additional SST Card guidelines, please see the Department's <u>SST Card Implementation</u> <u>Guidelines</u>.

POST UNTIL: September 1, 2020

build safe live safe

nyc.gov/buildings page 2 of 2

NJ Chapter Long-Service Awards – Kari Lyons, Membership Chair

One of the greatest indicators of the quality of an organization and its members is longevity! The NJ Chapter is privileged to have 12 members with 25 and 40 years of tenure.

Maria Adamkiewicz	25
Gennaro Sammarco	25
Ann Minzner Conley	25
Timothy Kocis	25
Scott Fellows	40
William Morris	40
Carl Patrizio	40
Victor Sordillo	40
George Brent	40
Steven Skubish	40
Richard Vohden	40
Alan Sklar	40

Congratulations Members

ASSP Supports Reopening OSHA's Lockout/Tagout Rulemaking

- Corey Jones, Government Affairs Chair

ASSP has submitted a technical comment and a letter of support in response to OSHA's request for information on the control of hazardous energy (lockout/tagout).

Drafted by the ANSI/ASSP Z244 Committee, the comment calls on OSHA to reopen the current federal regulation so it can be revised to better reflect the modern technology used in lockout/tagout. The original regulation was written in 1982, and it does not address alternative methods of lockout/tagout that have developed since the regulation's inception.

For more information on ASSP's work on Z244, please contact the ASSP External Affairs staff Also see:

- https://www.assp.org/news-and-articles/2019/08/15/assp-supports-reopening-osha's-lockout-tagout-rulemaking
- https://www.assp.org/docs/default-source/Gov-Affairs/23-assp-z244-support-letter---august-2019.pdf?sfvrsn=4
- https://www.assp.org/news-and-articles/2019/05/20/osha-requests-information-on-possible-updates-to-the-lockouttagout-standard
- https://www.regulations.gov/document?D=OSHA-2016-0013-0001
- https://www.assp.org/docs/default-source/Gov-Affairs/23a-z244-letter-and-detailed-technical-comment-to-osha-(august-2019).pdf?sfvrsn=4

NJ ASSP on LinkedIn and Social Media

Linked in Did you know that the NJ ASSP has its own community on LinkedIn?

Follow us on twitter: <u>https://twitter.com/ASSP_Safety</u>

Friend us on Facebook: https://www.facebook.com/ASSPSafety

Next webinar: <u>https://learn.assp.org/products/professional-codes-of-conduct-key-issues-for-the-osh-professional</u>

Order Safety 2017 Sessions: <u>https://learn.assp.org/products/safety-2017-full-package-of-sessions</u>

DOT Compliance 101 for Construction/Work Zone Intrusion Prevention

Free Webinar from Construction Practice Specialty - Corey Jones, Government Affairs Chair

Thu, Sep 19, 2019 12:30 PM - 1:30 PM EDT

Construction companies have many challenges addressing DOT compliance and preventing work zone intrusions by the general public. This session will provide professionals with a basic understanding of Department of Transportation regulatory requirements for CDL and Non-CDL fleets and also present suggestions for specific strategies to reduce work zone intrusions by the general public while conducting work on open roadways.

Co-Sponsored by the Construction and Transportation Practice Specialties

Link for registration https://register.gotowebinar.com/register/5521381658118807554?source=CommTPS

NJ Chapter Achieves Platinum level for the 2018-2019 year

To: Chapter President/Past President

Congratulations on a great chapter year. The New Jersey Chapter has achieved <u>Platinum</u> level recognition for the 2018-2019 year. This recognition is based from the information your chapter submitted in the Chapter Operations Management Tool (COMT) of 6/30/2019.

The work that goes into achieving this level of success is impressive and greatly appreciated by ASSP. Your efforts benefit your chapter members and the safety profession as a whole.

Your chapter will be listed on the <u>Chapter Recognition page</u> of the ASSP website and will include the chapter president for 2018-2019.

In addition, the Platinum chapters will be recognized at the Chapter Recognition Luncheon taking place at Safety 2020 in Orlando, FL.

Again, congratulations on your accomplishment, and thank you for your work in providing accessible, face-to-face opportunities for ASSP members to become better safety professionals.

Sincerely,

aild

Arielle Semmel Sr. Manager Communities American Society of Safety Professionals

A Hearty Congratulations goes out to our immediate Past President,

Louise Vallee, CSP, CIH, CPE

NJ ASSP Holiday Celebration – December 4, 2019



Come celebrate with your NJ ASSP friends!!!!

Maggiano's Little Italy restaurant

Dinner and Wine and Beer Bar 5-9 PM

Bridgewater Mall, 600 Common Way, Bridgewater, NJ 08807

Past Presidents Recognition Exciting Entertainment Toys for Tots Collection (Please bring an "unwrapped" toy <\$10) Special Prize Give-A-Ways Member guest welcome! Subsidized attendance available



OSHA consults industry on silica standard refinements

- Brian Cichetti, Construction Chair

OSHA is seeking industry input on its respirable crystalline silica standard for construction and is taking comments until Oct. 15. Specifically, OSHA would like information on the effectiveness of work practice and engineering controls that limit worker exposure to respirable silica, as well as tasks and equipment related to silica exposure that are not currently included in Table 1 of the standard.

OSHA is also asking for information and comments as to whether there are potential scenarios when general industry and maritime employers that are already covered by silica standards for those industries should comply with the silica standard for construction. In addition to requesting information and comments, the agency is also asking for exposure data that could help it determine whether it should revise the standards.

https://www.constructiondive.com/news/osha-consults-industry-on-silica-standard-refinements/561521/

Also see:

https://www.osha.gov/Publications/OSHA3681.pdf https://www.osha.gov/laws-regs/regulations/standardnumber/1926/1926.1153

Member Spotlight



Cristiano Godoy, CHST® has almost 15 years of experience working in the construction industry, with a focus health and safety in the past five years. He previously lived in Florida where he owned his own construction company for five years. He continued working as a coating inspector, where he realized the need for emphasis on safety knowledge in the workplace. Shortly after moving to NJ, he became a Construction Health and Safety Technician (CHST), OSHA authorized outreach trainer, and joined ASSE (2015). Early this year, he became a member of the Chapter's Standing Committee (Hispanic Outreach). Cristiano is Brazilian, but is fluent in Portuguese, English, and Spanish. Although Cristiano misses Florida weather, he lives happily in

Bridgewater, New Jersey with his wife and two daughters.

Authorized OSHA Outreach Instructor NACE CIP level 2 ACI Concrete Field Testing Technician

"Safety is the only job more important than the job"

NJ ASSP SPONSORSHIP

Your sponsorship visibly supports NJ ASSP safety goal achievement while marketing your company's brands to members and their organizations. Members and non-members often access the NJ ASSP web site looking for the diverse information provided, including vendors.

Please contact: Rob Ortiz, NJ ASSP President, president@nj.assp.org or 201-640-9224.

For more information, visit: https://nj.assp.org/sponsorship/

Officer Installation at IFly Paramus, New Jersey

- Robert Ortiz

The call went out to all Officers of the Platinum-Level New Jersey Chapter of the American Society of Safety Professionals to avail themselves for honorable Installation as the 2019-2020 Executive Board and Standing Committee Leadership Team! The event was held on July 11, 2019 at the IFly in Paramus, NJ where we took the incredible and bold opportunity to experience the dream of flight!

After we suited up, we were all assembled in a briefing room to go over the different hand signals we would be given by the flight instructor since that is the most effective way to communicate in the loud wind tunnel. Now ready, we were lined up to begin the first of two rounds of two-minute flights with this flyer being the first to go!





It was nothing short of exhilarating to take flight, seeing how the slightest move you make could affect your trajectory! But each of us went, one by one, through our individual flights. Though it was something

we'd never done before, that had some element of risk, we each gave one another the confidence to come out of our comfort zones and achieve something through fun collaboration. It is this team building that will have us reaching new heights of servant leadership for you, our members, this coming year!

CSP Question of the Month

A system safety technique that starts with an undesired event and analysis of how that event can occur is called:

- A. Management Oversight Risk Tree (MORT) Analysis
- B. Failure Modes and Effects (FMEA) Analysis
- C. Fault Tree Analysis (FTA)
- D. Pre-Loss Analysis

New Readings

- Wayne Baruch, Newsletter Chair

Here's a potentially good addition to your professional library! As you know, we must document if we are to manage EHS. Yes, safety audits are discoverable by OSHA, but if an incident were to occur, OSHA would look favorably on us for having documented and then addressed a hazard.

Safety, Health and Environmental Auditing: A Practical Guide, Second Edition 2nd Edition Simon Watson Pain, CRC Press

This new edition builds on the success of the first edition. It has been enhanced to embrace new topics including due diligence, EHS auditing, process safety, auditing, and a chapter summarizing auditing with the relevant ISO standards. The rest of the book has been updated to fit with the guidance and requirements set out with the changes in the ISO standards. The goal of this book remains the same, to provide a "down to earth" guidance for managers and specialists in organizations who are committed to improving their safety, health and environmental performance, but are not sure where to start or do not wish to employ consultants to do this for them. They do it themselves using this book.

ASSP Committee Proposes Heat Stress Management Standard

Aug 16, 2019

Editor's Note: The following articles may appear to be untimely to some as we approach Fall season. However, enacting regulations can take months, and we may hopefully have a standard to quote in situations of potential heat stress by Summer of 2020.

The sun beats down on a construction site on a hot summer day. As temperatures rise, it's crucial for contractors and workers to know the proper steps for avoiding heat stress and heat-related illness. Heat-related illnesses can range from mild symptoms such as heat rash and heat cramps to severe conditions including heat exhaustion and heat stroke, which can be fatal.

At its recent meeting in Washington, DC, the ANSI/ASSP A10 Committee took the first step in creating a document that will identify industry best practices for properly managing heat stress for workers involved in construction and demolition. The proposed American National Standard under ANSI, BSR/ASSP A10.50, will establish minimum requirements for the prevention of heat illnesses and management of heat stress hazards and exposures encountered during construction and demolition.

"There are tens of thousands of heat-related illnesses that impact the construction and demolition workforce each year and unfortunately, construction workers are still dying from exposures to excessive heat," says John Johnson, chair of the ANSI/ASSP A10 Committee. "The proposed A10.50 standard will provide the industry with proven solutions to avoid heat illnesses that impact the construction and demolition workforce."

Currently, there is no federal OSHA standard or voluntary consensus standard which addresses the issue of heat stress, although many groups have requested guidance on best practices. The A10 committee hopes that the creation of such a document helps employers develop effective heat stress policies and procedures.

"A handful of state regulatory agencies have provided guidance to their employers via regulation," says Johnson. "This consensus standard will utilize best industry practices and real-world experiences to provide clear direction to users, bridging the regulatory gap that presently exists."

Congress to Consider a Bill to Create OSHA Heat Standard

– Jack Fearing, Community & Youth Outreach Chair



Representative Judy Chu, Democratic congresswoman from California, recently introduced a bill on July 10, 2019 that, if passed, would direct OSHA to create a standard for heat-related injuries and illnesses.

The Asuncion Valdivia Heat Illness and Fatality Prevention Act of 2019, is named after a farmworker who died of heat stroke in 2004. He was picking grapes in 105 degree weather for 10 hours.

At present, no regulation exists for heat illness and injury prevention; however, protection falls under the General Duty

Clause, which compels employers to provide a healthy and safe work environment for their workers.

If passed, this Act would compel employers to develop heat prevention plans. The OSHA federal standard would be a little more extensive and need the following:

- Have to provide at least as much protection as the most protective OSHA-approved state plan
- Establish heat exposure limits
- Establish employee monitoring requirements
- Take into account NIOSH (National Institute for Occupational Safety and Health) criteria
- Mandate other measures to keep workers safe from heat-related injuries and illnesses

The bill (H.R. 3668) is currently being considered by the committee.

Jack Fearing, CPEA, is the Managing Partner of Fearing International Group LLC. The firm was established in 2013 and provides global services in occupational and aviation safety. He is an OSHA-authorized 10 & 30 instructor for General Industry. Areas of specialization include program development, training, fleet safety, auditing and management systems implementation. He is a graduate of the University of Massachusetts and Boston University. He is a professional member of ASSE. He can be reached at jack@fearing-international.com or (908) 303-8359.

Related Links

How to Recognize and Prevent Occupational Heat Stress Heat Illness: A Descriptive Analysis Within the U.S. Construction Industry Fire & Ice: Protecting Workers in Extreme Temperatures Heat Stress: Understanding Factors & Measures Helps SH&E Professionals Take a Proactive Management Approach

https://www.assp.org/news-and-articles/2019/08/16/assp-committee-proposes-heat-stress-management-standard

Seeking Employment or have a job or article to post?

Visit https://nj.assp.org/current-openings/

Submit resume and/or job or career-related postings, as well as articles of interest to NJ ASSP members to: news@nj.assp.org.

Answer to CSP Question of the Month

Correct Answer: C. Fault Tree Analysis (FTA)

Thank You to Our Sponsors!!

FEARING INTERNATIONAL GROUP LLC "Occupational & Aviation Safety Experts"

OSHA Consultation Services EHS Management Systems • Fleet Safety, DOT & IATA OSHA Audits & Inspections • OSHA 10/30 Training Risk Assessments • International Regulations • FAA SMS

JACK FEARING, CPEA, Managing Partner 908-303-8359 jack@fearing-international.com









REDFIN

United Rentals

TRENCH SAFETY*



WORK SAFE PAYS IS THE SMARTEST WAY TO INCENTIVIZE WORKPLACE SAFETY

Work Safe Pays helps lower liability costs by encouraging smarter, safer behavior. Win at worknace safety without losing employee interest

SEE HOW IT WORKS

15