

**AGREEMENT RENEWING AN ALLIANCE  
BETWEEN  
THE HASBROUCK HEIGHTS, AVENEL, PARSIPPANY,  
AND MARLTON AREA OFFICES OF THE  
U.S. DEPARTMENT OF LABOR  
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION  
AND  
THE N. J. GLASS & METAL CONTRACTORS ASSOCIATION  
AND  
THE INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES  
AFL-CIO, DISTRICT COUNCIL 711  
AND  
THE NEW JERSEY DEPARTMENT OF LABOR & WORKFORCE  
DEVELOPMENT**

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) Hasbrouck Heights, Avenel, Parsippany, and Marlton Area Offices, the NJ Glass & Metal Contractors Association (Association), the Painters & Allied Trades AFL-CIO, District Council 711 (Union), and the NJ Department of Labor & Workforce Development (LWD) continue to recognize the value of maintaining a collaborative relationship to foster safer and more healthful American workplaces. To that end, OSHA, the Association, the Union, and LWD hereby renew, in part, the Alliance signed on January 31<sup>st</sup>, 2012 with a continued emphasis on providing New Jersey employers and their workers and Union members with information, guidance, and access to training resources that will help them protect the health and safety of workers and understand the rights of workers and the responsibility of employers under the Occupational Safety & Health Act. Through the Alliance, the organizations will continue to address the number of workplace accidents, injuries, and fatalities caused by exposure to glass and metal industry hazards such as falls, electrical, hazardous chemicals, and heat.

In renewing this Alliance, OSHA, the Association, the Union, and LWD recognize that OSHA's NJ On-Site Consultation Program is an integral part of this Alliance and the OSHA national effort.

OSHA, the Association, the Union, and LWD will continue to work together to achieve the following goals related to:

#### Raising Awareness of OSHA's Rulemaking and Enforcement Initiatives

The Participants intend to work together to achieve the following goals related to raising awareness of OSHA's rulemaking and enforcement initiatives:

- To share information on OSHA's National, Regional, and Local Emphasis Programs, Regulatory Agenda, and opportunities to participate in the rulemaking process.
- To share information on occupational safety & health laws and standards, including the rights and responsibilities of workers and employers.
- To convene or participate in forums, roundtable discussions, or stakeholder meetings on matters related to safe and healthful installation of glass and metal.
- To encourage worker participation in workplace safety and health issues by sharing information on OSHA occupational safety and health laws and standards, including the rights and responsibilities of workers and employers.

#### Training and Education

The Participants intend to work together to achieve the following training and education goals:

- Provide expertise to develop glass and metal industry safety and health training and education programs designed to reduce on the job workplace injuries and illnesses.
- OSHA will track OSHA citations issued to Association members. OSHA, the Association, and the Union are to meet twice a year to review OSHA citations, if any, issued to Association members over the past six months. The cited Association member and the Union employee(s) involved with the citation are to be present for the semi-annual review. The purpose of this forum is to encourage employee involvement, review each citation along with the dangers associated with the citation, the proper methods and procedures to work safe, and to avoid the reoccurrence of the citation.
- The union will arrange for the delivery of the OSHA 10 Hour Construction Certificate Program for all Union members, including non-English speakers and apprentices. Whenever possible, new Association members will participate in the training.

- The union will arrange for the delivery of the OSHA 30 Hour Construction Certificate Program for all job foremen.
- At least one Association member company will arrange for an On-Site Safety and Health Consultation through the LWD. Training for employees will be conducted to address any hazards noted.
- At least one person from the Association will become a member of the Northern NJ Federal Safety and Health Council, participate in quarterly training meetings, and possibly host a meeting.
- Working with OSHA and LWD, the Association and the Union will assist with safety and health outreach efforts. This outreach may be an OSHA 10 General Industry or Construction Industry Certificate Program for high school students, a career day, or a seminar addressing workplace safety issues.
- Since the risk of heat related illness from high temperatures is one of the more serious health issues faced by outdoor workers, it is agreed that both OSHA 10 hour and OSHA 30 hour safety and health training programs offered to the Alliance participants, by the union, will include a module on heat illness prevention for workers. Association members and the Union will also conduct annual tool box talks addressing the issue.

#### Outreach and Communication

The Participants intend to work together to achieve the following outreach and communication goals:

- Raise awareness about OSHA by displaying / distributing informational literature on worker rights and safety and health issues. Electronic distribution of OSHA publications to the Association participants could be one way to meet this goal.
- Raise others' awareness of and demonstrate their own commitment to workplace safety and health whenever Association and Union members address glass and metal industry related groups.
- Develop and disseminate at least one success story illustrating the business and social value of the Alliance and publicize their results in the Association Board meeting minutes and other media such as local newspapers.
- Association participants and Union members will convene or participate in forums, roundtable discussions, or meetings on glass and metal industry safety and health issues, such as fall hazards, electrical safety, hazardous chemicals, and personal protective equipment to help forge innovative solutions in the workplace.

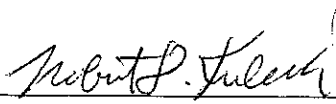
OSHA's Alliances provide parties an opportunity to participate in a voluntary cooperative relationship with OSHA for purposes such as raising awareness of OSHA's rulemaking and enforcement initiatives, training and education, outreach and communication. These Alliances have proven to be valuable tools for both OSHA and its Alliance participants. By entering into an Alliance with a party, OSHA is not endorsing or promoting, nor does it intend to endorse or promote, any of that party's products or services.

An implementation team made up of representatives of each organization will meet to develop a plan of action, determine procedures, and identify the roles and responsibilities of the participants. In addition, they will meet at least three times per year to track and share information on activities and results in achieving the goals of the Alliance. OSHA will encourage the NJ OSHA On-Site Consultation Programs' participation on the team.

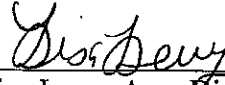
This agreement will remain in effect for two years. Any signatory may terminate it for any reason at any time, provided they give 30 days' written notice. This agreement may be modified at any time with the written concurrence of all signatories.

Signed on this 30th day of September, 2014

**Occupational Safety and Health Administration**



Robert D. Kulick, Regional Administrator  
OSHA Region 2



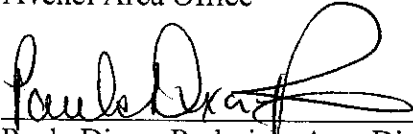
Lisa Levy, Area Director  
Hasbrouck Heights Area Office



Patricia Jones, Area Director  
Avenel Area Office



Kris Hoffman, Area Director  
Parsippany Area Office



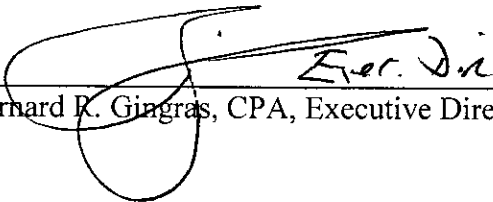
Paula Dixon-Roderick, Area Director  
Marlton Area Office

**New Jersey Department of Labor and Workforce Development**

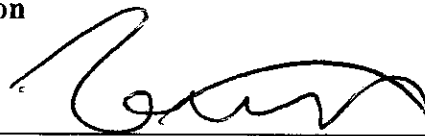


John Monahan, Assistant Commissioner  
Labor Standards and Safety Enforcement

**New Jersey Glass & Metal Contractors Association**

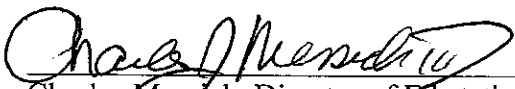


Bernard R. Gingras, CPA, Executive Director



Frank Miller III, President

**International Union of Painters & Allied Trades AFL-CIO, District Council 711**



Charles Messick, Director of Education &  
Training