



..... #50-23

December 11, 2023

## Safety Awards Programs – Get Recognized for Your Company’s Safety Achievements

Plan to submit your company’s safety statistics for both the CAWP/H2AP Safety Awards and the AGC NASA Safety Awards programs in January. The entry forms were combined so that you submit only one form. Most of the information comes from your company’s 2022 OSHA Form 300A.

### ***CAWP/H2AP Safety Awards Program***

The CAWP/H2AP Safety Awards program recognizes companies for their safe work performance in western Pennsylvania during the 2023 season. The award is an opportunity to receive well-deserved recognition from your peers in the industry. Awards are based on each company’s Lost Workday Incidence Rate. Awards will be presented at the annual CAWP/H2AP Safety Banquet on March 15, 2024.

*Note: The CAWP/H2AP Safety Award represents heavy, highway, railroad and utility work performed within the 33 counties of western Pennsylvania.*

### ***National AGC Safety Awards (NASA) Program***

The AGC of America’s National AGC Safety Awards (NASA) program provides AGC members an opportunity to evaluate their safety record.

Participating contractors receive a confidential printout to compare their company's safety statistics with similar size and type AGC contractor members both locally and nationally. Safety awards are given to members who have a zero-incident rate or who have an incident rate 25 percent below each occupational division's average. Awards will be delivered in the spring of 2024.

*Note: The AGC NASA program is for AGC/CAWP members only. If you are unsure of your membership status, submit the electronic form and CAWP will determine eligibility.*

### **To Participate in One or Both Safety Awards Programs**

The electronic entry form is located at [cawp.org/Services/Safety](https://www.cawp.org/Services/Safety). Please submit by **February 1, 2024**.

## SAFETY AWARDS ENTRY FORM

### Share your 2023 Project Photos at the 2024 CAWP/H2AP Annual Membership Reception & Monte Carlo Event!

Submit up to **3** of your 2023 company project photos to be included in the presentation at the 2024 CAWP/H2AP Annual Membership Reception & Monte Carlo event.

**All submissions should be uploaded no later than Wednesday, January 3, 2024.**

**UPLOAD IMAGES**



Register for the Annual Reception and become a Sponsor!

**REGISTER**

**SPONSOR**

## Third Installment of the CAWP HR and Workforce Best Practices Program – December 13



CAWP is pleased to announce the third installment of the CAWP HR and Workforce Best Practices Program.

**Join us on Wednesday, December 13 from 9:00 a.m. - 10:30 a.m.** for an engaging seminar focused on effectively managing your employees' medical conditions, injuries, and medical leaves. This seminar aims to equip participants with the knowledge and skills necessary to effectively manage employee medical situations while staying in compliance with relevant laws and regulations.

**Date / Time:** Wednesday, December 13, 9:00 a.m. – 10:30 a.m. / Coffee & Danish - 8:30 a.m.

**Speakers:** Elaina Smiley & Justin Beck of Meyer, Unkovic & Scott LLP

**Course Topics:** Dealing with Your Employees' Medical Conditions, Injuries, and Medical Leaves.

- Navigating Regulations and Laws - review of key regulations and laws such as ADA (Americans with Disabilities Act), FMLA (Family and Medical Leave Act), WC (Workers' Compensation), GINA (Genetic Information Nondiscrimination Act), and others.

- Basic Principles - Understanding the fundamental principles underlying these laws and their implications for managing employees' medical conditions, injuries, and medical leaves.
- Effective Handling of Medical Inquiries and Accommodations - Best practices for navigating medical inquiries, providing necessary accommodations, and obtaining proper medical releases.
- Challenges Introduced by PA Medical Marijuana Law - Examining the complexities introduced by the Pennsylvania Medical Marijuana law and its impact on workplace policies and procedures.
- Real-world Employment Scenarios - Analysis of common employment scenarios related to medical conditions, injuries, and leaves, offering practical insights and solutions.
- Hiring Process Guidelines – A review of questions that can and cannot be asked during the hiring process, ensuring compliance with legal standards.

**Cost:** Free – but must register to confirm spot in course.

**Location:** CAWP Office, 800 Cranberry Woods Drive, Suite 110, Cranberry Twp., PA 16066

**Audience:** Managers, Supervisors, HR & EEO professionals, & Safety

## DETAILS & REGISTRATION

# New Training Partnership Announcement!

CAWP is excited to launch a new  
collaboration with the Amerisafe Group!

**Expanding Safety Training for Contractors**



CAWP is teaming up with the Amerisafe Group to broaden the training options available to our

valued contractor members. Amerisafe Group offers safety and health training courses that are aligned with industry standards and meet OSHA requirements.

Courses range from trench and excavation, confined spaces, silica, fall protection, and OSHA 10 hour. To view the complete list, as well as member pricing, click the scheduling form below or at [cawp.org](http://cawp.org) (services > safety > training scheduling form).

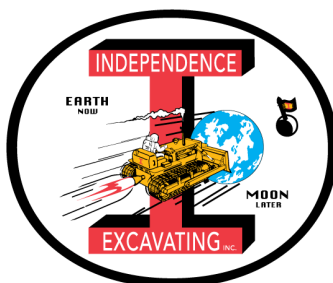
### How to Participate

Contractors interested in scheduling a course need to complete the scheduling form. Representatives from the Amerisafe Group will be in contact via email/phone to review the requested dates/times and, if necessary, find new dates.

## SCHEDULING FORM

## MEMBER SPOTLIGHT

### Independence Excavating, Inc.





Congratulations to CAWP member Independence Excavating, Inc. for being awarded the Pennsylvania Governor's Award for Safety Excellence (GASE). This highly competitive and prestigious award recognizes outstanding workplace safety programs and the superior management and employee collaborations that make these programs so successful.

The award was presented by Deputy Secretary for Compensation and Insurance Gerald Mullery and the Bureau of Workers Compensation Director Marianne Saylor.

CAWP Executive Director Rich Barcaskey and CAWP Director of Industry Relations Jason Koss were on hand for the award presentation. Congratulations are also due to the following unions who were also recognized during the ceremony: the International Union of Operating Engineers Local 66, the Pennsylvania Laborers' District Council, the United Brotherhood of Carpenters and Joiners of America Local 441, and the Cement Masons Local 526.



## UPCOMING EVENTS

January 12, 2024  
[2024 Annual Membership Reception](#)

February 7-11, 2024  
[CAWP Annual Meeting](#)



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## Recent Bulletins

December 5  
Holidays

Christmas Day & New Year's Day  
CAWP Labor Bulletin #20-23

November 29

New Safety Training Partnership -  
CAWP Safety Bulletin #12-23

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## Proud Chapter



**AGC**  
THE CONSTRUCTION  
ASSOCIATION

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