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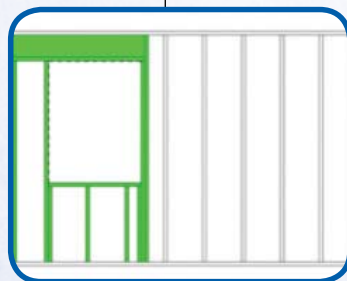
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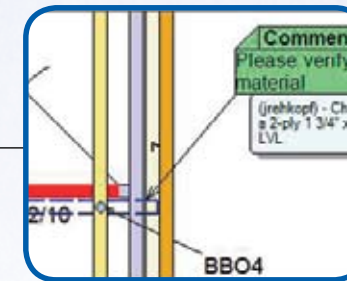
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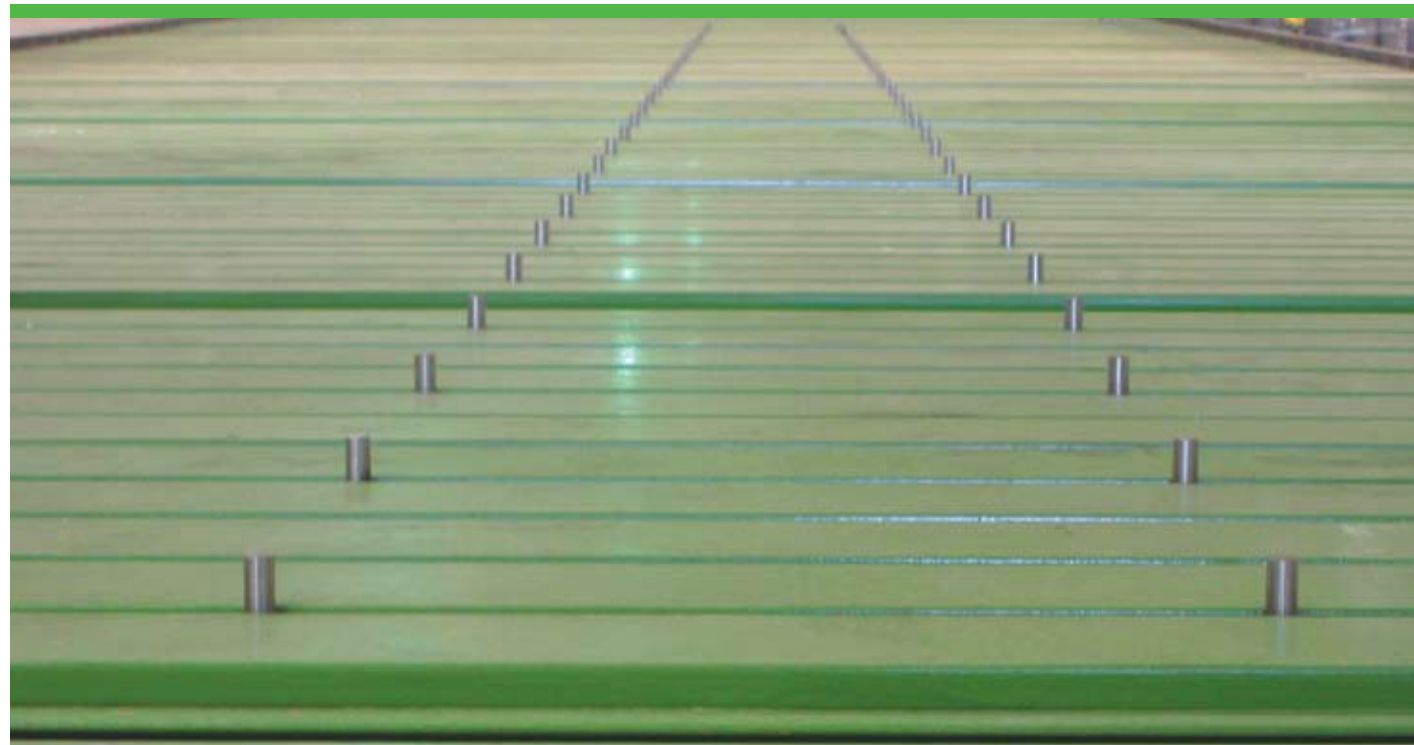
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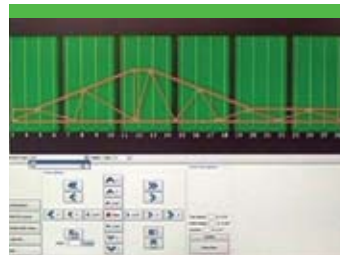
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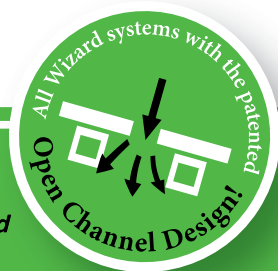
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## Editor's Message

Handy (and Free!) Hiring Tool

by Joe Hikel

Hiring again? Don't forget about [wfd.sbcindustry.com](http://wfd.sbcindustry.com).

One day just before Christmas I had a couple extra minutes, the perfect opportunity to catch up on SBC Industry News Top Headlines. One of the headlines read: **SBCA's Workforce Development Website Is Here to Help**. It jumped off my screen! Our management team had just been talking about the need to look at workloads and determine positions we may need to hire for in 2011. It's been so long since we had to even consider hiring—I admit I'd forgotten all about SBCA's Workforce Development website: [wfd.sbcindustry.com](http://wfd.sbcindustry.com).

I went to the site and clicked around. I was really impressed at what I saw. Think Monster.com specifically for the component industry. SBCA members can post open jobs for free. There's even a list of job descriptions—from office staff to the shop—that make posting new positions a breeze. It's also useful for job seekers; they can search available jobs and/or post a résumé for free.

After Christmas, my company started making plans to hire. Consideration #1: All signs point to a slow, incremental recovery in the housing market. Consideration #2: History tells us we go through a winter slowdown (we've been the lucky recipients of some brutal winter weather), coming out of it mid-March to early-April. Even though we were on the slow side in January and February, we wanted to avoid laying anyone off because we will probably need them in a few short weeks. We decided to manage the excess staff with temporary hour reductions for everyone. Based on this combination of facts, our plan is to hire about 25 staff in a slow, managed way from now through May.

There's no magic formula for when or how many people to hire, especially in times like these. It's one of those business decisions you make with all the knowledge you can possibly gather about the market. Get a read from your biggest accounts. Get up close and personal with the order log. Communicate regularly with the sales department. Track building permits and other construction indicators. And finally, get your ducks in a row so you're ready to jump when you decide “now” is the right time. Poke around the Workforce Development website to see how you can take advantage of the free service. Rediscovering it gives me one more tool in my back pocket to use when we've got more work.

The moral of the story (one of them at least) is you never know what resources are out there if you don't take the time to look. And in the case of [wfd.sbcindustry.com](http://wfd.sbcindustry.com), it's a valuable service that doesn't cost you a thing. Our busy schedules have us running in so many directions. We miss things that could really help us improve, be more efficient or get more business in the door. I'm guilty of it too. So I push myself to set aside 15 minutes every week to look at SBCA's resources, read Industry News Headlines and catch up on other email. Think about doing the same. It'll only cost you 15 minutes. Who knows what you'll find. **SBC**

*SBC Magazine encourages the participation of its readers in developing content for future issues. Do you have an article idea for a future issue or a topic that you would like to see covered? Email your thoughts and ideas to [editor@sbcmag.info](mailto:editor@sbcmag.info).*

### at a glance

- SBCA members can use [wfd.sbcindustry.com](http://wfd.sbcindustry.com) to post jobs and review résumés—free!
- Devote 15 minutes every week to look at SBCA's resources, read Industry News Headlines and catch up on email.





## Reduce Risk by Creating a Safety Zone on the Jobsite

On any jobsite, off-loading trusses poses potential risks and safety issues. To protect everyone on the jobsite and reduce risk, component manufacturers can create a "zone of safety" with SBCA's Safety Zone program. Developed in collaboration with the California Chapter (CaSBCA) in response to a delivery situation that needed an industry best practices solution, the Safety Zone program offers an industry-specific approach to designating the area needed for off-loading trusses and documenting safe delivery.

The program includes a laminated Guide for Creating a Work Safety Zone that outlines procedures for various types of delivery (roll-off, boom/crane or fork-lift). Based on the type of delivery, the driver arranges up to five of the included 22"x26" Safety Zone Signs on the jobsite to clearly mark the area needed to safely off-load the components. The driver reviews a Delivery/Off-load Inspection Report checklist that includes important safety steps. The material is then off-loaded and the driver completes the report along with taking photos of the delivered components.

"I think the concept is great; the application as we use it works very well and we have had positive remarks about the use of the unloading zone signs," said Gary Sartor, Owner/President of Stone Truss Company in Oceanside, CA, and CaSBCA President. "The Safety Zone program is a proactive approach to avoiding serious injury or death, and we continue to use it on a daily basis."

For more information or to order the Safety Zone program, visit [sbcindustry.com/safetyzone](http://sbcindustry.com/safetyzone). **SBC**

## Oops! Correction

We inadvertently omitted data from the tables on pages 18-19 of the January/February issue. We've updated the tables in the electronic version of the issue, located on our website at [sbcmag.info/1101sbcri.pdf](http://sbcmag.info/1101sbcri.pdf).

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# Technical Q & A

## Using Trusses in Corrosive Environments

by Ryan J. Dexter, P.E.

**When to seek extra protection for truss plates used in corrosive circumstances.**

**M**etal plate connected wood trusses will perform adequately in most construction environments provided that they are protected with traditional materials and correct roofing practices after permanent installation.

However, special protection measures may be required when metal plate connected wood trusses are used in adverse conditions. These conditions include exposure to high humidity, as in truss installations over swimming pools. Certain agricultural environments also pose problems, as do highly caustic chemical atmospheres above salt storage buildings, fertilizer storage sheds, brooder chicken houses, livestock confinement buildings or near salt-water environments. We recently received the following question regarding this very subject.



There are many ways the plate corrosion shown could have been avoided.

### Question

*I am a Building Designer on a salt storage building project. I would like to use metal plate connected wood trusses in the design. What should I specify for the metal connector plates?*

### Answer

Metal connector plates are galvanized for standard use conditions where moisture content of the lumber is 19 percent or less and there is no exposure to corrosive substances. If the salt storage facility you are designing has free flowing air throughout the building, it should be fine with no additional steps. If this is not the case, additional steps should be taken in order to resist plate corrosion.

For several years, truss plate manufacturers supplied stainless steel truss plates when special protection was required. Stainless steel connector plates were supplied as a substitute when specifications for projects near the ocean called for metal plates that were "double dip" galvanized. For specific information regarding connector plates, contact the component manufacturers or their plate suppliers. They can guide you on the best structural and economic solutions for your project.

Where special protection is necessary, protective coatings such as Epoxy Polyamide, Coal Tar Epoxy and Asphaltic Mastic may be applied to the connector plates after the trusses are installed, and may afford a better long-term solution. The coating seals the plate to the wood, fills in between the slots, coats the edges of the exposed steel, and provides a tight membrane protection for the plate. Its use has been tested on steel structures subjected to direct salt contact at oceanfront locations on rolled steel members, or exposed metal connector plate joints.

Highly acidic or alkaline environments also require special considerations. In such circumstances, where the environmental effect on the trusses is unknown, refer to an experienced wood truss consultant.

You can find more information about the plate coatings in the National Design Standard for Metal Plate Connected Wood Truss Construction ANSI/TPI 1-2007 Section 6.5.

### at a glance

- Standard metal connector plates are suitable for use in lumber with moisture content of 19 percent or less and in building applications with no exposure to corrosive substances.
- Connector plates used in trusses exposed to high humidity or caustic chemicals may need to be treated to prevent corrosion.
- A variety of protective coatings can be applied to truss plates in situations where special protection is necessary.

### Hot Dip Galvanization:

This process adds an extra layer of galvanization to the metal connector plate after it is manufactured but before it is assembled into the truss. The truss manufacturer may have this done at any galvanizing shop they choose, but it should follow the guidelines outlined in ASTM A153.

### Plated Joint Coatings:

Once the truss is assembled, joints can be protected by painted on coatings. Keep in mind that these may require periodic touch-ups. Refer to Section 6.5 of ANSI/TPI 1-2007 The National Design Standard for Metal Plate Connected Wood Trusses Construction and its Commentary for some acceptable coatings and how they should be applied. **SBC**

*To pose a question for this column, call the SBCA technical department at 608/274-4849 or email [technicalqa@sbcmag.info](mailto:technicalqa@sbcmag.info).*

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# Safety Scene

## Back to Basics: Saw Safety

by Molly E. Butz

Reviewing the basics of safe saw use

According to the U.S. Consumer Product Safety Commission, more than 81,000 saw-related injuries were reported in 2009. Hopefully, that statistic is shocking and distressing all at the same time. But even if it isn't, it brings to the forefront a serious matter: thorough saw safety and guarding.

From table and radial arm saws to portable circular and industry-specific component saws, it's no big secret that these potentially dangerous machines are a necessary part of component manufacturing. Fortunately, when experienced, properly trained operators are at the helm of a well-maintained, guarded machine, the likelihood of an incident is reduced to practically zero. This is why many component manufacturers implement "no training equals no operation" policies to minimize the potential for injury.

The critical rules of saw safety that should be frequently reinforced include:

- Wearing proper personal protective equipment (PPE) including safety glasses, hearing protection and dust masks (when necessary).
- Avoiding loose clothing, jewelry or anything else that could get caught in the equipment.
- Tying long hair back away from the front of the body.
- Keeping the work area clear of scraps, sawdust and other debris.
- Leaving ALL machine guarding in place at all times.
- Keeping the blade or blades sharp at all times.
- And just in case we need to mention it: NO SMOKING!

Additionally, one of the most important points to make during your training doesn't involve PPE, housekeeping or guarding. You simply need to convey how crucial it is to respect the saw. "A person's concentration needs to be on the saw 100%," says Jess Lohse, President, Rocky Mountain Truss Co. "In my experience, accidents happen when people become careless." Patience, Lohse notes, is also key when operating saws. "Whether it is another set-up or just measuring a new piece, it is best to wait for all moving parts (specifically the blades) to stop before doing anything."

Maintenance is also a significant factor in safe saw operation. All of your equipment, including saws, should be frequently checked for loose parts, fractures, bends or other conditions that could affect its performance. Particular care should be taken when inspecting the saw blade(s), belt(s) and additional components used to make adjustments to the saw systems. Employees should be trained and encouraged to immediately report damaged equipment as soon as it is discovered.

Here's a quick refresher on the critical items for specific saws:

### Circular Saws

- Check to see that the blade has no cracks or chipped and broken teeth, and the retracting blade guard is functioning smoothly.
- Don't forget the saw must be grounded or double insulated to prevent electric shock.

### Table Saw

- Check to make sure that the blade guard is in place and working properly.
- To avoid kickbacks, do not stand directly behind, or allow other to stand directly behind, the piece of lumber being cut.

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- Do not use your hand to feed the lumber through; always use a push stick.
- Never use your hands to clean off the table; always use a brush.

### Component Saw

- All adjustments to the saw must be made before operation. This includes saw positioning and guard adjustments.
- Keep any blades that are not being used clear of the cut path and ensure the feed path is free of obstruction.
- Never reach into or stand inside a moving component saw.
- Never stand on a moving waste conveyor.

### Radial Arm Saw

- Make sure the saw stop blade is set to prevent the front edge of the blade from coming past the front edge of the table.
- Check the automatic return. The saw should easily return the safe position behind the fence when it is released.
- Replace wooden fences as necessary and do not operate the saw with a worn fence.

Because two or more of the aforementioned types of saws are used in most component manufacturing facilities, your employees may have difficulty understanding the purpose for each saw. "Some saws are meant to make a task easier, while other saws cut faster than alternative means. Not all saws are meant to perform cuts faster and easier," Lohse points out. As part of your saw safety training, take the time to explain what kinds of cuts will be made with each saw, and the reason one saw is chosen over another.

If it is determined that one of your saws needs maintenance attention, de-energize the machine and be sure to follow all of your company's specific lockout/tagout (LOTO) procedures. Appropriate LOTO procedures should be followed ANY time an employee is going to remove or bypass machine guards or other safety devices, place any part of their body in or near a machine's point of operation, or place any part of their body in a danger zone associated with machine operations.

Let's face it, saws have numerous, sharp teeth that move as fast as 10,000 RPMs... that's dangerous. But you can stay incident-free by staying focused, keeping current on training and adhering to a consistent and timely maintenance schedule. And always keep safety first! **SBC**

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# Top Ten Reasons to Train for Trucking Under CSA

by Sean D. Shields

In December, the Federal Motor Carrier Safety Administration (FMCSA) put into effect its Compliance, Safety and Accountability (CSA) program (formerly referred to as Comprehensive Safety Analysis or CSA 2010). This new standard governing commercial motor vehicles (CMVs) significantly changes the way carriers and their drivers are held accountable for operational and equipment-related safety infractions. During roadside inspections and on incident reports, a driver's and company's performance will be evaluated based on seven categories: unsafe driving, fatigued driving, driver fitness, controlled substances/alcohol, vehicle maintenance, cargo, and crash indicators. We first reported on CSA in the March 2010 issue of **SBC** (see "Truck Drivers Targeted" at [sbcmag.info/1003\\_truck.pdf](http://sbcmag.info/1003_truck.pdf)).

Now that both carriers and their drivers are penalized for infractions under CSA, component manufacturers should consider implementing a formal driver training program. Here we summarize the top 10 reasons why having a training program for your drivers is a good idea under this new enforcement approach, given the impact it will have on shipping components. All of the information below, along with considerable more detail, is available on FMCSA's CSA website: [csa.fmcsa.dot.gov/FAQs.aspx](http://csa.fmcsa.dot.gov/FAQs.aspx).

1. Insurance companies are now beginning to look at the stipulations of CSA, and some have begun requiring their policy holders to offer formal driver training and management programs. If all the other reasons listed below are not enough to convince you to have a formal driver training program in place at your company, the money you could save on monthly premiums will more than cover the cost of implementing a training program.
2. According to FMCSA, all violations will be attributed to a carrier, and many can also be attributed to the driver. It may no longer be wise to incorporate ticket fines for minor infractions into the "cost of doing business." Each and every safety-related infraction carries a point value. Accumulating too many points will result in FMCSA intervention.
3. As part of its Safety Management System (SMS), cargo-related infractions, such as improper or inadequate load securement or load placement, carry some of the highest fines and point totals for carriers. As a carrier, you want to ensure your drivers fully inspect the location and orientation of their cargo, as well as the quantity and condition of the tie-downs used to secure the cargo, before they leave the production facility.
4. Equipment defects may cause a CMV to be placed "out-of-service," which carries the highest point violation against a carrier. Conducting a thorough pre-trip and post-trip inspection of their vehicle may be one of the most important duties a driver has.
5. At the conclusion of its Operational Model Test in June 2010, FMCSA temporarily suspended the overweight/oversize infractions portion of its SMS, so they will not carry point totals at this time. However, insufficient or inadequate wide-load or overweight permit infractions will still be cited and fined at the time of inspection.

6. Moving violations, such as speeding, improper lane changes or tailgating can be assessed against both the driver and the carrier. FMCSA has indicated it is developing a weighted system based on the severity of such violations (speeding more than 10 mph will carry more points than going 5-10 mph over the posted speed limit, for example). Carriers now have a more vested interest in ensuring their drivers obey all traffic laws.

7. FMCSA has indicated its SMS will track infractions charged to all of the CMVs owned by a particular company (since everything is attributed to a company's unique USDOT number) over the previous 24 months. As mentioned above, all safety infractions are attributed points based on their severity. All of those points are added together for a cumulative company score.

8. Even if a driver no longer works for the carrier, FMCSA has indicated that the point-weighted infractions earned by that driver will remain on the carrier's record during the 24-month period following each infraction. Addressing poor driver performance early will be of benefit to the carrier in the long run.

9. Currently, FMCSA will continue to judge carriers based on the safety rating methodology found in 49 CFR Part 385. However, FMCSA has indicated on its website it plans on initiating a rulemaking process to change the way in which carriers will be evaluated, and the way in which it will intercede if a carrier accumulates too many points. You can track this process at [csa.fmcsa.dot.gov](http://csa.fmcsa.dot.gov).

10. In past press releases and online webinars on its website, FMCSA suggested that once a carrier has accrued too many points, they face the danger of having their U.S. DOT number suspended or revoked. Currently, FMCSA is stressing intervention and collaboration with carriers deemed to be in noncompliance with CSA.

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Each infraction a carrier and a driver incur can cost money, it can lead to driver downtime, and/or it can lead to a CMV being placed out of service at an inopportune time. Under CSA, every component manufacturer who operates their own delivery fleet needs to formulate a plan to reduce their risk of earning infractions. Evaluate your situation and implement a formal training program, or you may soon find you are on a first-name basis with your local FMCSA compliance officer! **SBC**

For more information on how the SBCA TRUCK program's Basic Driver Training online course can help train drivers under these new regulations, contact Sean at 608/310-6728 or [sshields@qualtim.com](mailto:sshields@qualtim.com).



**TRUCK PROGRAM**

Industry Best Practices



# Training the New Labor Pool

by Libby Maurer

Don't start from square one—  
use tools from SBCA to train  
new employees in no time!



Expectations for housing starts to rise 20–30 percent in 2011<sup>1</sup> will hopefully yield an eventful spring for many component manufacturers. It could also mean bringing on new production workers for the first time in a couple years. The Bureau of Labor Statistics projects construction trades will add more than 800,000 new jobs through 2018.<sup>2</sup> Skilled or not, these workers will need specialized training to operate component manufacturing equipment safely. Not to worry. Put your energy into finding the right candidates and leave the training up to SBCA programs. Courses like SBCA's In-Plant Basic Training are ideal for newly hired shop workers reliant on manual skills.

## In-Plant Basic Training for New Shop Workers

The process of training and acclimating new employees into a component manufacturing shop can be a time-consuming process. In-Plant Basic Training was designed specifically for these folks. One of the most important reasons to look into an entry-level training program such as In-Plant Basic Training is safety. You know the hazards of working in a truss plant very well. But don't take for granted that someone new to the industry will intuitively single out the danger zones. You have to point them out—often.

The production employees of Allensville Planing Mill of Pennsylvania take advantage of the program. Manufacturing manager Jerry Zeiders said it has become a very important part of the company's dedication to introduce new workers to the fundamentals of safety and quality control. "For companies that don't have any training in place, this offers a really good foundation. We think it's a great program on many levels."

Ten modules start with the very basics—Introduction to the Industry, Safety, Terms, Tools and Quality Control—and then continue on to address materials—Lumber and Metal Connector Plates. The last three modules cover Truss Design Drawings, Assembly, and Handling. Although new employees are the target audience, Basic Training could also be used as a refresher. Zeiders said the content is so good the company even made sure existing employees took the course when they first purchased it.

**Simple:** Each of the Basic Training modules is simply-worded and visual. "It covers a lot but it's not so overwhelming that a new person can't understand it," said Zeiders. This format is designed to increase recall and retention when workers are faced with practical application of the concepts. Available in English and Spanish, it's also ideal for workers facing a language barrier.

**Flexible:** The duration of the program is about two hours—the perfect amount of time to gather a group together in a conference room and review all the modules at once. Or, plan for workers to view a specific module just prior to hands-on training in the shop. It's your choice; you choose what works best for your scenario. Zeiders said new shop employees view the first five Basic Training modules on their orientation day. Then they spend several weeks getting hands-on experience in the shop. "They finish the next five modules within a couple weeks or at least before their 90-day review." By this point they've seen how truss plates and trusses are handled, and can apply the book training to practical experience.

**Addresses Safety, Housekeeping & Quality Control:** While the program emphasizes safety, users point to many other benefits. "I always talk about the 'Big 4': safety, housekeeping, quality control and cost," Zeiders said. "Basic Training does a really nice job of explaining that safety and housekeeping lead to better quality." Better quality products, he tells employees, help control costs.

Continued on page 18

<sup>1</sup> National Association of Home Builders, [nabh.org](http://nabh.org) <sup>2</sup> [bls.gov/oco/oco2003.htm#Labor%20Force](http://bls.gov/oco/oco2003.htm#Labor%20Force)

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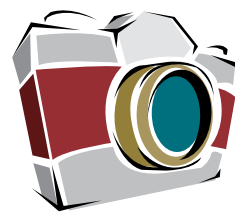
**Training the New Labor Pool**

Continued from page 16

**SCORE Requirement:** In-Plant Basic Training is a required program for SCORE certification. All new production employees must take the course, and there is no exam. "There are so many good components to SCORE, and this is one of them. We're very serious about it," Zeiders said. Allensville is on its way to SCORE Achiever certification.

**Get Foundational Training in Place Now**

Springtime is an ideal time to incorporate new training programs because you have time to establish a system or schedule that works best for your operation. When work picks up and it's time to bring new folks in, the training program and process will be little more than part of daily business. At just a couple hours long, Basic Training is easy to implement and offers many benefits. Zeiders is committed to it, especially when the market picks up. "I'd be hard-pressed to find anything better." **SBC**



**Parting Shots**

Share your stories and photos with us! Send submissions to [partingshots@sbcmag.info](mailto:partingshots@sbcmag.info).



On January 28, the Ksor family of Charlotte, North Carolina moved into their new house. Habitat Charlotte was on site to document the special day. Marketing Director Phil Prince remembered those wet, muddy days in September when BCMC Build volunteers pulled together for the family. "Exactly four months ago yesterday we gathered on that muddy lot at S. Crigler St. at 5:00 am. Who could forget? The SBCA guys descended like a swarm of worker bees, and by the end of the day the bones of a house were in place."

Raising more than \$55,000 in cash and material donations, BCMC Build funded the home and provided the labor to frame it. The new homeowners are extremely grateful. "It goes without saying that Hnul and Ayui [Ksor] are beside themselves. The communication barrier is still there, but universal language of smiles and tears says plenty," said Prince.

BCMC Build will tackle two homes September 19-20 in Indianapolis. See [bcmcbuild.com](http://bcmcbuild.com) for more details and exciting new events! **SBC**

*In Memoriam*



Lowell "Tommy" Wood

Lowell "Tommy" Wood, 52, passed away on Saturday, January 29 from complications of a recent surgery in Memphis, TN. Tommy was an innovator in wall panel design and automation, known best for forming Intelligent Building Systems (IBS) in 1990. He retired from IBS in 2006.

Tommy, a loving husband, father, and brother, was a member of the Community Church Memphis. He leaves his wife of 26 years, Judy Wood; two daughters, Kaitlyn Wood and Ashlyn Wood; one son, Dylan Wood; four sisters, Carolyn Wood, Susan Wood, Linda Fowler and Beverly Gandy. Funeral services were held February 2 at Memorial Park Riverside Chapel in Memphis.

**Memorials may be made to the American Diabetes Association at [diabetes.org](http://diabetes.org).**

*Above (left to right): Ken Kirsch, Tommy Wood, Rob Tucker and Leo Goheen*

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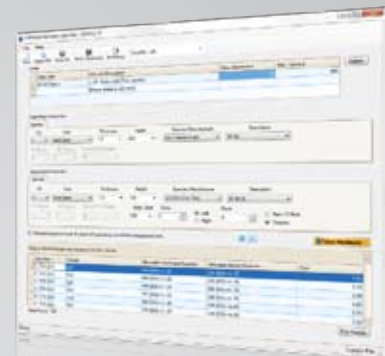
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