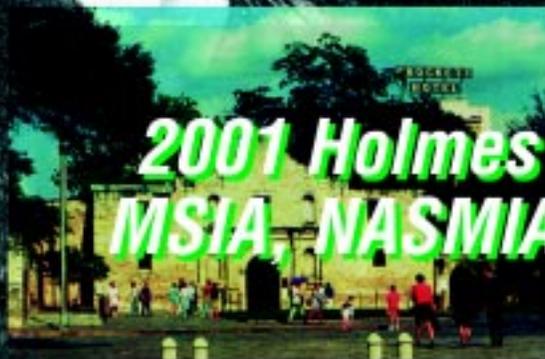


**HOLMES SAFETY ASSOCIATION**

# **BULLETIN**

*February 2001*

*Merger?  
See inside...*



**2001 Holmes Safety Association  
MSIA NASMIA National Meetings**



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The Holmes Safety Association Bulletin contains safety articles on a variety of subjects: fatal accident abstracts, studies, posters, and other health and safety-related topics. This information is provided free of charge and is designed to assist in presentations of groups of mine and plant workers during on-the-job safety meetings. For more information visit the MSHA Home Page at [www.msha.gov](http://www.msha.gov).

**Please Note:** The views and conclusions expressed in Bulletin articles are those of the **authors** and should not be interpreted as representing official policy or, in the case of a product, represent endorsement by the **Mine Safety and Health Administration**.

**Cover:** Cover created by the AVMDB Graphics Section. Cover photo of “Alamo” San Antonio, TX provided by SACVB/Robert W. Bone; Photos on page 23; “Alamo” provided by SACVB/Robert W. Bone; “Museum of Art” by SACVB/AI Rendon; “Yanaguanna Cruises” by SACVB/Craig Stafford and “Mission Concepcion” by SACVB/Doug Wilson. If you have a potential cover photo, please send an 8”x10” print or digital image on disk at 300 dpi resolution to Donald Starr, Holmes Safety Association Bulletin, National Mine Health and Safety Academy, 1301 Airport Road, Beaver, WV 25813-9426.

MERGER  
**MERGER**  
 MERGER

This year at the 2001 Holmes Safety Association, MSIA, NASMIA National meetings, members of the Joseph A. Holmes Safety Association and the Holmes Safety Association will be asked to vote on a proposed Amendment to merge the two organizations. The proposed amendment begins on page 14. These Amendments will be published in the next monthly issues of the Holmes Safety Association bulletin leading up to the National meetings in June.

Dr. Joseph A. Holmes' philosophy of safety in the mining industry and recognizing the task was much too big for government alone to accomplish, the Joseph A. Holmes Safety Association was founded in 1916. Twenty-four leading national organizations of mining and related industries signed the original charter of incorporation. The Association's purpose was to conserve the lives of those working in the mining and related industries by educating

the miners in hazards and work precautions and by rewarding safe-work achievers.

A special meeting of the Board of Directors of the Joseph A. Holmes Safety Association was held November 18, 1920.

Representatives of the Bureau of Mines, U. S. Department of Interior, proposed that the Joseph A. Holmes Safety Association organize local chapters throughout the United States to gain support, from mine workers and mine company officials, for teaching first aid, safety, and hygiene.

The Bureau pointed out that, because of its first-aid and mine rescue training work, local safety societies be established following completion of training. These societies continued the interest in mine safety and promoted the general well-being of the local communities after the Bureau of Mines trainers left. The Joseph A. Holmes Safety Association began to organize these chapters in 1921.

In 1926, the Joseph A. Holmes Safety Association saw a need to initiate an independent effort to take over the function of organizing chapters. As a result, Article V of the Constitution of the Joseph A. Holmes Safety Association established the Holmes Safety Association to wit: "The local chapters of the Joseph A. Holmes Safety Association existing on March 5, 1926, and such future chapters, shall form an affiliated body known as the Holmes Safety Association."

The Holmes Safety Association elects six of its members to serve on the Board of Directors of the Joseph A. Holmes Safety Association.

The chief function of the Holmes Safety Association is to establish chapters in mining communities for promoting the safety and health of workers, their families, and the residents of these communities. The Holmes Safety Association was

*(See Next Page)*

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delegated the responsibility of chapter organization and education, including the production and distribution of the yearly slogan decals, the "I am a Member," the "Open Pit

Pete," and "Jack Safety" stickers. The Joseph A. Holmes Safety Association provides awards to miners and mines in the industry. The Holmes Safety Association has become the

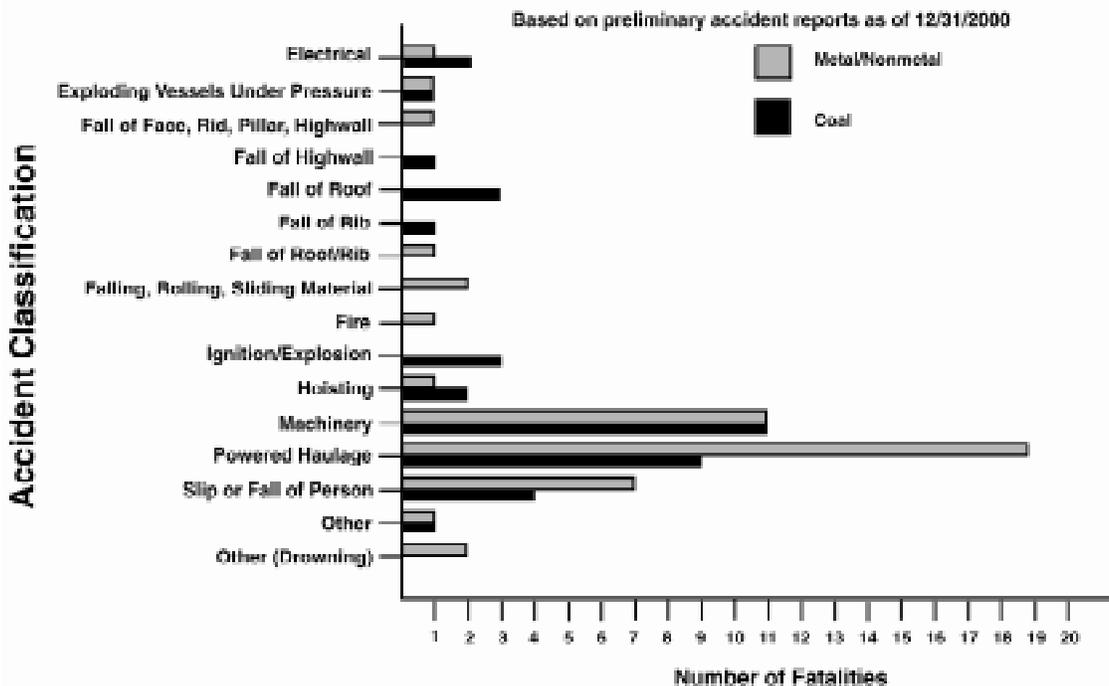
more familiar of the two associations primarily because of its organizing and educating roles.

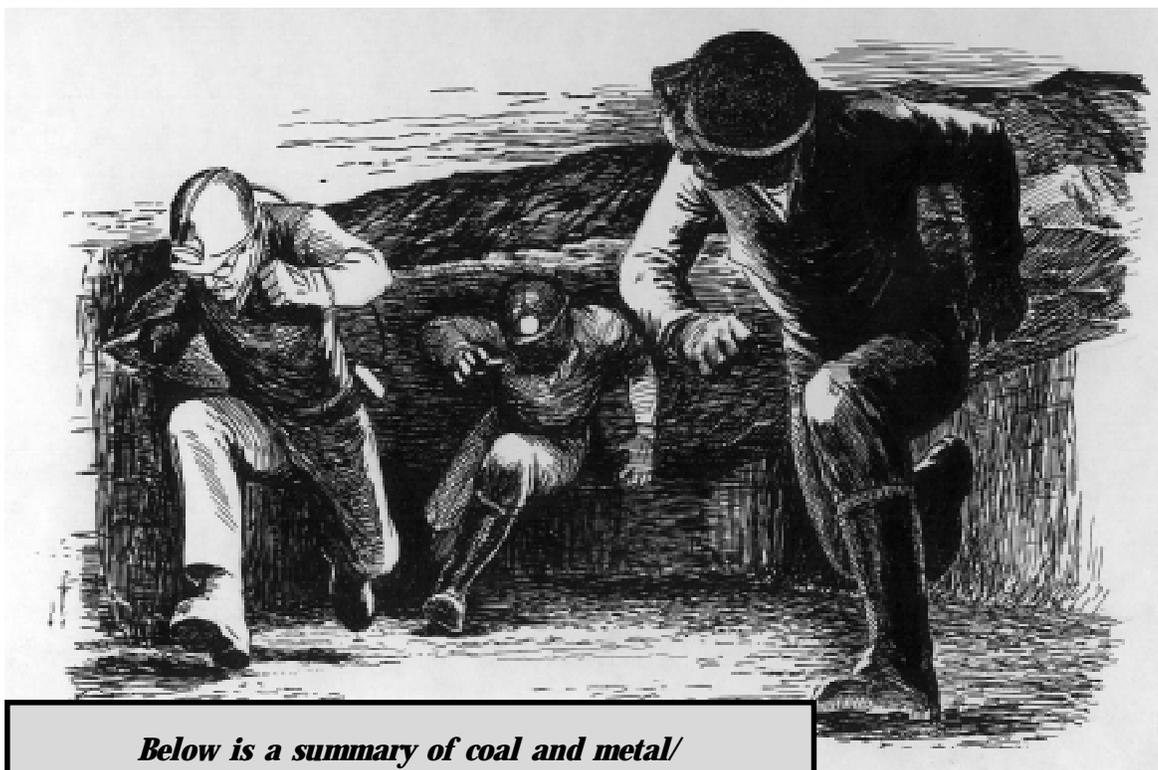
**See proposals on pages 14 thru 22.**

## *Status of Fatalities January through December 2000*

This article updates the status of fatalities occurring in both coal and metal/nonmetal mines from January through December of 2000. Based on preliminary accident reports, as of December 31, 2000, eighty-five (85) fatalities occurred at these operations. During this period, thirty-eight fatalities occurred at coal operations and forty-seven fatalities occurred at metal/nonmetal operations. Machinery was the most frequent accident classification in coal, causing twenty-eight percent of the fatal injuries. Powered haulage was the most frequent accident classification in metal and nonmetal, causing thirty-eight percent of the fatal injuries.

**Fatality Summary Jan-Dec 2000**





*by Duran*

***Below is a summary of coal and metal/  
nonmetal statistics.***

**Coal Mining**

Eleven of the fatalities were classified as machinery and nine were classified as powered haulage. Of the thirty-eight fatalities, thirteen occurred in Kentucky, nine occurred in West Virginia, and two each occurred in Utah and Virginia. Twenty fatalities occurred at surface operations and eighteen occurred at underground facilities.

**Metal/Nonmetal Mining**

Eighteen of the fatalities were classified as powered haulage, eleven were classified as machinery, and seven were classified as slip or fall of person. Eleven fatalities each occurred at limestone and sand and gravel operations, and five occurred at gold operations. Six fatalities occurred in Nevada and four occurred in Texas. Thirty-eight of the fatalities occurred at surface operations; the remaining nine fatalities occurred at underground facilities.

*Submitted by  
John V. Forte  
National Mine Health  
and Safety Academy*

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*EPD Director,  
District 10  
Supervisors,  
Green River  
Safety Council  
Members and  
UMWA  
Personnel  
Tour Mine*



*Tour group before entering the mine.*

*Article submitted by  
Leland Payne, EFS  
Training Specialist*

Officials from several organizations toured the Camp No. 11 mine, Peabody Coal Company, Morganfield, Kentucky, on December 6th, 2000. Representatives from MSHA EPD, MSHA District 10, Green River Safety Council Board Members, Camp 11 Management and UMWA personnel made the mine tour, which consisted of mine training, a tour of the longwall mining section, and the viewing of a new belt drive. MSHA was represented by EPD Director, Jeff Duncan, and MSHA District 10 supervisors, Richard Reynolds and Butch Hackney. The tour was enjoyed by everyone and made a lasting impression on all attending.



*Tour group underground.*

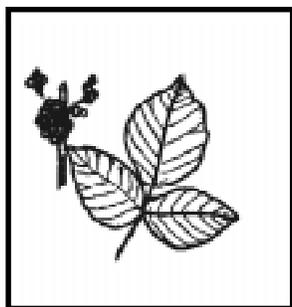


# Poison Plants

Health Hazard Series  
HH-14

Poison ivy, poison oak, and poison sumac are the three most common urushiol-oil-containing plants in this country, although they are unknown in Hawaii and northern Alaska. Each year they cause almost two million cases of skin inflammation (dermatitis) that can be extremely distressing.

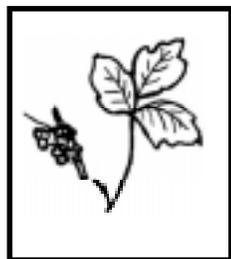
## REGIONS WHERE PLANTS ARE FOUND



### Poison Ivy

The **common poison ivy**, in six subspecies, thrives from southern Maine to Florida and as far west as Nebraska, Kansas, Oklahoma, and Texas. It can also be found near the Mexican border in eastern Arizona and western New Mexico. Humid weather and rich damp soil favor its spread, but it can persist in what might seem unfavorable circumstances.

**Rydberg's poison ivy** is the most northerly ranging species of poison ivy and can generally be found in moist habitats in the northern and mountain states.



### Poison Oak

**Poison oak** is a woody plant that grows in dry barren areas from southern New Jersey to northern Florida and as far west as Oklahoma.

**Pacific poison oak**, as the name implies, is found in California, Oregon, and Washington. It has adapted to a wide range of habitats from rich loam soil to rock crevices and can be found from sea level to about 5000 feet.



### Poison Sumac

**Poison sumac** is usually found along the margins of swamps and bogs, where the soil is acid and wet, throughout the U.S. This shrub can grow to

20 or more feet high and is never found in the vine-like form of its ivy relatives. Poison sumac shrubs in dry soil are stunted but just as poisonous as the larger version. They look harmless but can poison the unwary.

### PLANT IDENTIFICATION

The key to protection from urushiol is the ability to recognize and avoid the plants that carry the poison. The folk wisdom: "Leaflets three, let it be" is a good rule for any worker assigned tasks around unknown vegetation. All the plants mentioned except poison sumac have three-leaf stems. Two side leaves appear to be symmetrical, growing close to the stem while the end leaf is distinct and alone. Poison sumac, with a longer stem, can have seven, nine, eleven, or thirteen leaves; these also grow in symmetrical pairs close to the stem with the solo leaf at the end.

Recognizing this distinctive pattern - symmetrical pairs of leaves plus one distinct leaf at the end of the stem, which always adds up to an odd number-means avoid contact.

### DIRECT EXPOSURE PROTECTION

In the rare instance where contact with urushiol-bearing plants cannot be avoided, workers must take precautions. Work trousers tied at the boot

*(Continued next page)*

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mouth, a long-sleeved shirt, and gauntlet-type gloves will usually protect against direct contact with the skin.

Applying barrier cream (such as bentoquantam 5%) before working around these plants will protect most people. Depending on the length of potential exposure time, the cream must be reapplied every four hours for continuous protection. There are also some pre-exposure drugs that have had mixed results.

### INDIRECT EXPOSURE PROTECTION

Guarding against indirect contamination requires greater vigilance. The casual wipe of a contaminated glove against the head can cause the characteristic rash, and smoke from burning urushiol-containing plants can inflame the mouth, nose, throat, and lungs.

### AFTER CONTACT

Urushiol can remain on skin, clothing, and tools for a long time after contact. Using rubbing alcohol on a swab, cotton ball, or similar method, followed with flushing with water is one method of removing the oil from the face (care must be taken to keep the alcohol out of the eyes, nose, and mouth). Washing surfaces with cool flowing water - a nearby stream, river, or garden hose - is the best way to remove urushiol oil. If soap is used, rinse it off thoroughly. Wash all contaminated clothing separately, if possible.

### RASH AND OTHER REACTIONS

Urushiol oil penetrates the skin within minutes. At first, the site of contact will be red - typically arranged as a red line swollen, and "itchy." Gradually itching becomes more intense, and blisters will appear within 24-72 hours. Persons who have had past exposure and reactions may blister sooner.

The rash lasts for up to two weeks and its severity will vary. Controlling the itching is critical in preventing infection through scratched broken skin.

### MEDICATIONS - TREATMENT AND RELIEF

Unfortunately, no cure or vaccine is available. But there are treatments, some of which must be administered by a health care practitioner, particularly when the rash affects the face.

Facial contact can be treated with either oral or injected cortisone-type preparations. Antihistamines are useful in providing relief and controlling itching, as are cool, moist compresses made with baking soda or Burrow's solution (aluminum acetate), and topical cortisones. Broken skin invites infection, and antibiotics may then be necessary. There are other topical solutions that cause blistered skin to dry and heal. Once the face is dry, emollient creams, lotions, and ointments may be used.

**REMEMBER:** Avoiding contact is the best treatment. Consult a health care

practitioner for assistance on methods of treatment and medications.

For additional information and assistance, contact:  
Your local MSHA office

**Metal/Nonmetal Mine Safety and Health** - Arlington, Virginia  
703-235-8307

**Coal Mine Safety and Health** - Arlington, Virginia  
703-235-1358

**Pittsburgh Safety and Health Technology Center**  
Pittsburgh, Pennsylvania  
412-386-6902

Visit the MSHA home page at  
[www.msha.gov](http://www.msha.gov)





## Welding Fumes Sampling

The potential hazards of welding operations include metal fumes, toxic gases, and ultraviolet and infrared radiation. Fume particles are formed from vaporization of molten metal. They are very fine in size, generally one micron or smaller, and may join together to form larger particles. Fumes can be sampled by drawing air through a special filter at a controlled rate. The adverse health effects of overexposure to welding fumes and gases include chronic or acute systemic poisoning, metal fume fever (a short-term painful ailment with symptoms of fever and chills), pneumoconiosis (lung disease due to accumulation of mineral or metallic particles), and irritation of the respiratory tract.

The welding fumes produced at welding operations depend primarily on the composition of the metals being welded and the welding rods. When the base metal is iron or steel, with welding rods of similar composition the main component of the fume will be iron oxide. When welding on stainless steel, fumes containing nickel and chromium may be produced.

Welding on plated, galvanized, or painted metals may generate fumes containing cadmium, zinc oxide, or lead. In addition, welding rods can generate fluoride in the fume as well as free silica, depending on the composition of the welding rod coating. In summary, welding processes may generate many different metal fumes and other toxic components. It is important that the hazards of a welding operation be evaluated properly. Toxic gases that arise in welding include carbon monoxide, nitrogen dioxides, and ozone. If welding or cutting operations are conducted in the presence of chlorinated hydrocarbons, such as the form of solvents either on the metals or in the air, hazardous concentrations of phosgene and hydrogen chloride, which are highly toxic irritant gases, may be produced.

In addition to the health hazards of metal fumes and toxic gases, welding operations involve the hazard of burns from flame, arc, molten metal, and heated surfaces and also that of metal splatter. Welding operations in general require face, neck and eye protection for the welder — against sparks, splatter of molten metal, and the radiations

(ultraviolet, infrared, and intense visible) of the arc or flame. Normally this means that a welder will wear a welding hood, or helmet, though in some cases gas welding may properly be done with adequate goggles, gloves, and other protective clothing of neck and arms. When personal respiratory protection is required, this may be provided by a supplied-air welding hood or when the components and concentration of the fume are known, by a filter-type respirator with filter for protection against fumes. It is preferable, of course, that adequate ventilation be provided so as to make the use of respirators unnecessary.

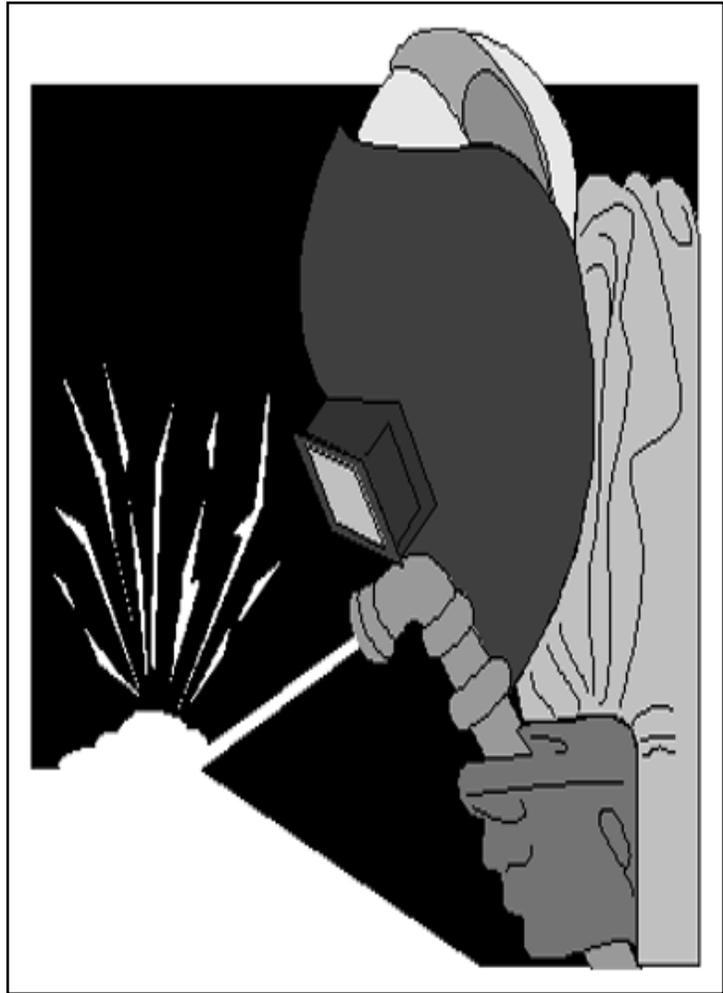
When sampling for welding fumes, the inspector will use a filter-cassette placed on the collar or shoulder so that it is beneath the helmet when the helmet is placed down. The sampling pump is fastened to the belt. Samples may be full shift or short-term. Short-term samples may be taken to evaluate toxic components which have short-term limits. In addition, the inspector may sample for toxic gases such as ozone, nitrogen oxides, or phosgene. It is important that the welder carry out the welding operation in a normal way, so that an accurate evaluation of the exposure can be made. The inspector will attach and remove the filter cassette and pump as required.

*(Continued next page)*

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Normally, good local or general ventilation is required to control exposures to the metal fumes and gases of welding operations. The most effective control is local exhaust ventilation in which an exhaust hood is placed near the welding arc or flame, and the contaminants are drawn away from the welder's breathing zone. The system may consist of moveable exhaust hoods, flexible and stationary ducts, a powered fan, and a fume or dust collector. Exhausted air should be discharged to the outdoors, if possible. It is important that, during the welding operation, the exhaust hoods are placed or set so that welding fumes are not drawn across the worker's face or into the breathing zone. Good general ventilation should be provided. Welding in confined spaces such as tanks, cabs of mobile equipment, and large shovels may be especially hazardous and requires additional ventilation.

If you have any questions about this or any other occupational health matter, feel free to ask us. Our job is protecting your health.



Contact:  
Mine Safety and Health  
Administration  
Metal and Nonmetal Health  
Division  
4015 Wilson Boulevard  
Arlington, Virginia 22203-1983  
Phone: 703-235-8307



## *NIOSH Training Materials Available*

A distribution system has been set up for mine training materials developed by the National Institute for Occupational Safety and Health (NIOSH).

Seven training exercises are now available for use, six of them new in the fall of 1999.

The seven exercises are (1) Trailing Cable Exercise - A paper and pencil exercise

about a breaker repeatedly tripping on a shuttle car (2) Cripple Creek Deep Cut - An invisible ink exercise for remote control miner operators and helpers, (3) The

Emergency communications Triangle - a safety talk addressing the issue of what

needs to be communicated during an emergency situation,

(4) Fire Risk Assessment -

a safety talk describing a way to assess a location for the risk of fire, (5) Hazard Recognition Training Program for Construction, Maintenance and Repair - a 3-D training program that teaches how to identify hazards in the mining workplace (6) I Can't Get

Enough Air - an invisible ink exercise concerning the use of a self-contained self-rescuer and what to expect during its use, and (7) Investigation of a Slip/Fall Accident - An invisible



ink exercise dealing with the proper way to conduct an investigation surrounding a slip/fall accident.

These new materials, or any of the existing materials which cover various topics, can be used for a variety of training situations including annual refresher training, new miner training, training needs related to a specific problem, and tool box safety talks. They are being distributed at no charge to the mining industry. About 25% of the materials can now be downloaded from the Web at <http://www.cdc.gov/niosh/mining/training/> and we hope to have them all available from the Web in the near future. To download the materials one needs to install Adobe® Acrobat® reader which is available free at <http://www.adobe.com/products/acrobatreadstep.html>. The materials can also be ordered by email, [minetraining@cdc.gov](mailto:minetraining@cdc.gov), phone (412-386-5901), and fax (412-386-5902).

Customers from over 30 states, as well as Canada, the Philippines, Spain, Peru, Australia, Brazil, and Ireland have received training materials during the past year.

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### Wellness

#### MONITORING CARDIOVASCULAR EXERCISE INTENSITY

What level of intensity is right for you? The ability to monitor and adjust exercise intensity is essential to the safety, effectiveness, and enjoyment of aerobic exercise. “High” levels of intensity may contribute to injury, fatigue, and exercise burnout. “Low” levels will produce little or no cardiovascular effect. Monitoring intensity also helps exercisers document their increasing levels of fitness, which serves as an incentive to keep working out.

For safe and effective cardiovascular workouts, many fitness experts recommend exercising at an intensity equal to 60-80 percent of your maximum heart rate. Although heart rate can provide a helpful guide, people are different, so general rules don't always apply. Several other limitations

exist:

- Fitness gains depend to some extent on current levels of fitness. If you are unfit, you will begin to achieve cardiovascular benefits at intensity levels below 60 percent. If you are in great shape, you may need to work at higher intensity levels to show improvement.

- Some people—including hypertensives, cardiac patients, diabetics, and pregnant women—do not have a “normal” heart rate response to exercise.

- Antihistamines, cold medications, antidepressants, and tranquilizers have an effect on the heart rate that might make monitoring inaccurate.

- Caffeine and nicotine affect heart rates in ways that can influence this type of monitoring technique.

For these reasons, it is recommended that you use a simple “talk test” or “exertion awareness check” to ensure that you maintain a moderate level of intensity during your workout.

#### Talk Test

You should be able to breathe comfortably, deeply, and rhythmically during aerobic exercise—even be able to carry on a conversation. If you are gasping or short of breath, or if you can't talk or answer a question, you probably should reduce your exercise intensity.

#### Exertion Awareness

#### Check

During exercise, use any simple method to evaluate on a “gut level” how hard you are

working. A numerical scale might be as follows:

- |    |              |
|----|--------------|
| 0  | Nothing      |
| 1  | Very light   |
| 3  | Light        |
| 5  | Moderate     |
| 7  | Heavy        |
| 9  | Very heavy   |
| 10 | Near maximum |

#### RECREATIONAL SPORTS INSTEAD OF AEROBIC EXERCISE?

Many miners choose to spend most, if not all, of their “physical conditioning” time playing recreational sports, such as basketball, tennis, or volleyball. These members often experience high injury rates associated with playing sports. Conversely, some miners perform only aerobic exercise (like jogging) while neglecting to do stretching or strength training. Again, injuries are common.

This is no coincidence. Recreational athletes are often injured simply because they are out of shape. When someone is not in condition and tries to play a strenuous game, they get injured. Playing sports with weak muscles, tight muscles, or an unfit cardiovascular system leads to injury. If someone is also carrying extra weight (the more you weigh, the more impact there is with each step), injuries are practically guaranteed.

Another prime reason for injury is games that are played too aggressively. For whatever reason, many people use



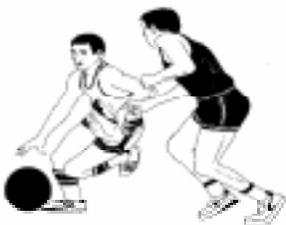
recreational sports as an opportunity to demonstrate their athletic prowess, trying to impress their friends...and end up hurting themselves or others needlessly. Too often, in sports at any level, excessive aggression is used to make up for lack of skill.

Physical training is very specific—it only works if you do it correctly:

- To increase or maintain muscular flexibility, you must perform static stretching exercises...without them, muscles gradually become tighter.

- To increase or maintain muscular fitness, you need to perform strength training exercises... otherwise, strength is progressively lost as time goes by.

- To increase or maintain cardiovascular fitness, regular aerobic exercise is necessary...otherwise, your cardiovascular system gets more and more “out of shape.”



Basketball, tennis, and volleyball are games designed more for fun and competition than for fitness. During these games, no static stretching is going on, and there certainly isn't any strength training involved either. Sports also fall

short of aerobic exercise for improving the cardiovascular system because intensity levels are not steadily maintained throughout the game. Your heart rate falls as soon as the ball goes out of bounds, or is passed to another player, or whenever time outs occur, etc.



**In short, playing sports is not effective training**—it typically has little positive effect on your physical conditioning, and your chances of getting injured are higher. Therefore, sports should not be used to get in shape—you should be in shape before you play sports. Playing sports is not a very efficient method for staying in shape either. That's why stretching, strength conditioning, and aerobic exercise are all known as “training.” The only thing that playing a sport can do is make you better at that particular game, plus burn up a few calories in the process.

**PROPOSAL TO AMEND  
CONSTITUTION  
NATIONAL COUNCIL  
JOSEPH A. HOLMES SAFETY ASSOCIATION**

**ARTICLE I  
NAME**

***Section 1:***

This organization shall be known as the Joseph A. Holmes Safety Association, as stated in its certificate of incorporation filed pursuant to the laws of the District of Columbia, dated the 19th day of February 1926. The duration of this corporation shall be perpetual.

**ARTICLE II  
PURPOSE SHEET**

***Section 1:***

A. The Joseph A. Holmes Safety Association is organized exclusively for charitable, educational and scientific purposes, including, the making of distributions to organizations under Section 501 (c) (3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code).

B. The Joseph A. Holmes Safety Association, in accordance with applicable law, may accept tax-deductible contributions from individuals, corporations and associations in the mineral extractive industries for the purpose of funding any scholarship program established or supported.

C. No part of the net earnings of the Joseph A. Holmes Safety Association shall inure to the benefit of, or be distributable to its members, trustees, directors, officers or other private persons, except that the association shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501 (c) (3) purposes. No substantial part of the activities of the association shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the association shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of, or in opposition to, any candidate for public office.

D. Notwithstanding any other provision of these articles, the Joseph A. Holmes Safety Association shall not carry on any other activities not permitted to be carried on (1) by a corporation exempt from Federal income tax under Section 501 (c) (3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code) or (2) by a corporation, contributions to which are deductible under Section 170 (c) (2) of the Internal Revenue Code (or the corresponding section of any future Federal tax code).

E. Dissolution. Upon dissolution of the Joseph A. Holmes Safety Association, assets shall be distributed for one or more exempt purposes within the meaning of Section 501 (c) (3) of the Internal Revenue code (or the corresponding section of any future Federal tax code) or shall be distributed to the Federal government, or to a state or local government, for a public purpose.



### **ARTICLE III** **OBJECTIVES**

#### ***Section 1:***

The object of the Joseph A. Holmes Safety Association, founded in the year nineteen hundred and sixteen, shall be to commemorate and perpetuate the safety efforts of Joseph A. Holmes, the first Director of the Bureau of Mines, United States Department of the Interior, and originator of the slogan "SAFETY FIRST."

#### ***Section 2:***

The Association promotes the development of safety methods in the mineral-extractive industries, by:

A. Making awards to individual persons, corporations or associations, who originate, develop or install meritorious safety methods, appliances or devices in the mineral-extractive industries;

B. Making awards to operating personnel, companies and others who attain meritorious safety records;

C. Making special awards to individuals in recognition of personal heroism in the face of grave personal risk in saving or attempting to save lives of others in the mineral-extractive industries; and;

D. Establishing and supporting scholarship programs at accredited educational institutions for undergraduate students enrolled in mining technology and mine safety programs.

#### ***Section 3:***

The Association shall arrange and hold safety meetings, conduct safety campaigns, and provide for organized cooperative effort to encourage:

A. The prevention of fatalities and injuries and the improvement of the health conditions of all persons connected with mining, metallurgical, petroleum, natural gas, quarrying, and allied industries whether at work, in and about their homes, on public highways, or in public places.

B. The dissemination of information and instruction on subjects related to the promotion of health and safety in the prevention of plant or mine fires, explosions, or disasters from other causes.

C. The promotion of training in first aid, self-contained breathing apparatus, and other forms of protection for rescue and recovery operations.

D. The closest cooperative relations with existing organizations, including labor, management, and state and federal agencies that promote health and safety in the mineral and allied industries.

E. The promotion of educational, social and recreational activities in the mineral and allied industries, including cooperation with local and state school authorities, and other institutions in the advancement of health and safety education.

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### ARTICLE IV PLAN OF ORGANIZATION

***Section 1:***

The Joseph A. Holmes Safety Association shall consist of a national council, state councils, district councils, and local chapters.

***Section 2:***

State councils shall be assisted and directed by the national council, state councils may adopt their own bylaws which shall not conflict with this constitution nor the bylaws of the national council and they shall adopt the name of the state in which they are established.

***Section 3:***

District councils which are formed in a state having a state council shall be directed and assisted by the state council. Where there is no state council, the national council shall render such assistance as is practicable. District councils may adopt their own bylaws which shall not conflict with this constitution nor the bylaws of the state council to which it is subordinate nor the bylaws of the national council. Each district council shall adopt a suitable name.

***Section 4:***

Local chapters that are formed in a territory in which there is a district council shall be aided and advised by the district council. Where there is no district council, the state council or national council shall render such assistance as is practicable. Local chapters may adopt their own bylaws, which shall not conflict with the constitution nor the bylaws of the district and/or state council to which they are subordinate nor the bylaws of the national council. Each chapter shall adopt a suitable name.

### ARTICLE V JURISDICTION

***Section 1:***

State and district councils and local chapters shall be subject to the policies established by the national council. No activity, other than those stated in Article II and Article III, shall be engaged in by state or district councils or local chapters, except upon approval of the national council of the Joseph A. Holmes Safety Association.

***Section 2:***

Financial commitments of the state councils, district councils, and local chapters shall be the sole responsibility of those subordinate units. The national council shall not direct or control the expenditure of such funds nor shall the national council be accountable for such monies. Each subordinate unit shall be responsible to comply with the laws of the state in which it is located and comply with any federal tax or other laws governing their activities. The tax-exempt status of the Joseph A. Holmes Safety Association shall not be conveyed to any subordinate unit of this Association.



**ARTICLE VI**  
**REVOKING CHARTERS**

***Section 1:***

The national council shall have power to revoke any charter for just and sufficient cause and decide all disputed questions submitted to it.

**ARTICLE VII**  
**AMENDMENT TO THE CONSTITUTION**

A. Amendment Proposal. The Constitution may be amended by submitting proposals and supporting rationale to the National Secretary. All proposed amendments must include an endorsement by a member of the Executive Committee or receive official support of a district council and receive official support of at least 20 members of the Executive Committee and must reach the National Secretary/Treasurer by January 31. The National Secretary/Treasurer shall cause the proposal to be published in the Holmes Safety Bulletin for two consecutive months before the National Meeting to allow comments from the membership. All comments received shall be copied and distributed to the members of the Executive Committee at or before the Executive Committee session of the National Meeting. After any needed discussion, the President shall call for a vote of the Executive Committee. With a majority vote of the Executive Committee, the proposal shall be recommended for a vote by the members present at the national council meeting.

B. Voting of the Membership. Proposals recommended by the Executive Committee by paragraph (a) shall be accepted upon a two-thirds majority vote of those present at the annual meeting if at least 20 members of the Executive Committee are present. Such results shall be published in the next edition of the Bulletin.

**Joe/Holmes/JAH Constitution 1999.do**

**PROPOSAL TO AMEND  
BY-LAWS  
NATIONAL COUNCIL  
JOSEPH A. HOLMES SAFETY ASSOCIATION**

***Section 1. MEMBERSHIP***

The membership of the national council shall consist of authorized representatives of state and district councils and of chapters nonaffiliated with state or district councils of the Association; authorized representatives of management, labor, and state and Federal agencies; insurance companies, suppliers, manufacturers, distributors, and others whose work involves promoting objectives consistent with those of the Joseph Holmes Safety Association.

***Section 2. OFFICERS***

The officers of the national council shall consist of a president, first vice president, second vice president, third vice president, fourth vice president, and secretary/treasurer.

***Section 3. EXECUTIVE COMMITTEE (REPRESENTATIVES)***

A. The national council of officers, together with representatives of participating organizations and representatives from each mining area having active state councils, district councils or chapters, shall constitute the Executive Committee.

B. Members of the Executive Committee who, in the interim of their membership, retire (in good standing) from their position as an authorized representative of an interest group as specified in Section 10 (a) shall retain their post as Emeritus Member of the Executive Committee for the remainder of their elected term. Thereafter, such Emeritus Member's status of continued participation on the Executive Committee is welcomed and encouraged as an attendant and voting member and to serve in any capacity so appointed or assigned by the President.

***Section 4. ELECTION OF OFFICERS AND EXECUTIVE COMMITTEE***

A. Except for the office of Secretary/Treasurer, the officers and members of the Executive Committee shall be elected annually by a plurality vote of the members present at the regular annual national council meeting.

B. The Secretary/Treasurer shall be appointed by the Assistant Secretary for the Mine Safety and Health Administration under the U. S. Department of Labor.

C. On or before March 31 of each year, state councils, district councils and members of the Executive Committee shall forward to the Secretary/Treasurer a nomination form for each person being initially recommended to serve on the National Council Executive Committee. Nominations for members who are currently serving as Executive Committee members may be recommended by statement in lieu of a completed form.

D. All elected officers and Executive Committee members shall assume their positions at the conclusion of the annual national council meeting at which time they were elected and shall serve for a period of one year.

***Section 5. VACANCIES AND MEETING ABSENCES***

A. All vacancies, occurring during the year through resignation, death, or removal of elected Officers, or members of the Executive Committee, shall be filled by the President by appointment for the unexpired term.



B. Vice Presidents and Executive Committee members must actively participate in the Holmes Safety Association. Vice Presidents and Executive Committee members who fail to attend at least two consecutive annual national council meetings will be contacted by the Secretary/Treasurer by certified mail to determine their interest in remaining as a member of the Executive Committee. This matter, including the reason for their absence will be brought before the next scheduled meeting of the Executive Committee to determine if their membership should continue. Individuals will be notified by the Secretary/Treasurer of the decision of the Executive Committee.

**Section 6. DUTIES OF OFFICERS AND COMMITTEES**

The national council through its officers and members of the Executive Committee, shall assist state councils, district councils, and local chapters. They shall assist with the organization of new councils and chapters, dissemination of information on the progress of the Joseph A. Holmes Safety Association, providing articles to the Bulletin and other matters of general interest within the scope of the Joseph A. Holmes Safety Association.

**Section 7. PRESIDENT**

The President shall call all meetings of the national council and the Executive Committee and preside at them. The President shall appoint a nominating committee, a finance committee, an auditing committee and such other committees as deemed necessary for the proper functioning of the national council, and assigns duties not otherwise provided for by the By-Laws. The First Vice President of the preceding year automatically becomes the nominee for President.

**Section 8. VICE PRESIDENTS**

The four Vice Presidents shall represent each of the interest groups as specified in Section 10 (a) other than that interest group represented by the President. Except for resignations or death, the Vice Presidents shall rotate from Fourth Vice President to President, one position each year. Persons elected to fill a vacancy as Vice President shall be assigned from Fourth Vice President to President, one position each year. Persons elected to fill a vacancy as Vice President shall be assigned the Fourth Vice President's position regardless of how the position vacated. The Fourth Vice President elected or otherwise appointed shall be filled by a person from a different state than that of the current Presidential and Vice Presidential officers. The Vice Presidents shall assist the President and other officers and committees in conducting the work of the national council. In the absence of the President the highest-ranking Vice President who is present at a meeting shall assume the duties of the President.

**Section 9. SECRETARY-TREASURER**

The Secretary/Treasurer of the Joseph A. Holmes Safety Association shall be the official contact person for all matters of business and shall provide all official responses to correspondence between meetings. The Secretary shall notify members of all meetings of the national council and the Executive Committee; transmit all official communications of the council; and keep record of all meetings and proceedings of the national council and Executive Committee. Upon application of properly constituted state and district councils and local chapters, the Secretary shall cause to be issued all charters in accordance with the process approved by the national council. The Secretary/Treasurer shall work through a liaison person designated by the Director, MSHA-EPD, to coordinate agreed upon tasks. The Secretary shall perform such other duties as may be properly assigned by the Executive Committee and the President.

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### **Section 10. EXECUTIVE COMMITTEE FUNCTIONS**

A. COMPOSITION. The Executive Committee shall be composed of the following: representatives from each state council, representatives from district councils, at large representatives from each of the interest groups to wit: (1) organized labor, (2) industry management, (3) state enforcement agencies, (4) Federal agencies, and (5) manufacturers, suppliers or insurance groups, academia and contractors.

B. DUTIES. The Executive Committee shall be the overseer of the national council. No business shall occur before the membership in the regular session until the Executive Committee has reviewed and recommended such. The Executive Committee shall hold at least one meeting each year at a designated time and place by the President. The Executive Committee shall plan and promote national accident prevention campaigns and provide suitable trophies for the winners. The Executive Committee shall have authority to employ such clerical and other assistants as may be necessary to carry out the responsibilities and duties of the national council. At least one regularly scheduled meeting of the Executive Committee for conducting business shall occur before the regular annual meeting of the national council. The designated time and place of the meeting will be selected by the President from the appropriate zone as noted in Section 10 (d). Other meetings of the Executive Committee may be called by the President, or at the request of any five members of the Executive Committee, held at a suitable time and place after written notice to its members at least thirty days before the meeting.

C. QUORUM FOR BUSINESS. There shall be a minimum of twenty members of the Executive Committee present before any business of the Executive Committee shall be deemed official. This shall not prevent the Secretary/Treasurer from paying any obligations of this Association which have been properly presented for payment when a quorum is not available.

D. SELECTION OF ANNUAL MEETING SITE. In order to reflect the national scope of the Joseph A. Holmes Safety Association, the annual meeting location should be rotated among the following four zones listed below. Annual meeting site location will be rotated in the following order: Zone 1, Zone 2, Zone 3, and Zone 4. Each year, at the annual spring meeting, representatives from the following four zones may petition the Executive Committee to consider their particular location as a meeting site for the next meeting in their particular zone. Should no representative of a particular zone desire to host the next annual meeting, the annual meeting site will be rotated to the next zone.

#### **ZONE 1**

Mississippi	Louisiana	Arkansas
Florida	Tennessee	South Carolina
Kentucky	West Virginia	Alabama
North Carolina	Virginia	Georgia
Washington, D.C.	Maryland	

#### **ZONE 2**

Washington	Oregon	Idaho
Montana	Wyoming	North Dakota
South Dakota	Nebraska	Minnesota
Iowa	Alaska	Missouri
Wisconsin	Illinois	

#### **ZONE 3**

Michigan	Indiana	Pennsylvania
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**ZONE 3 (Cont.)**

Ohio	New Jersey	Delaware
New York	Rhode Island	Massachusetts
Connecticut	New Hampshire	Vermont
Maine		

**ZONE 4**

California	Nevada	Utah
Arizona	New Mexico	Colorado
Kansas	Oklahoma	Texas
Hawaii		

**SECTION 11. COMMITTEE FORMATION**

The committee structure shall be presidential appointed consisting of five members from the Executive Committee, one of whom shall serve as chairperson. Committee members should represent each of the five interest groups (1) organized labor (2) industry management (3) state enforcement agencies (4) federal agencies and (5) manufacturers, suppliers or insurance groups, academia and contractors. Representation from each interest group shall be a primary consideration for all committee involvement. The president may appoint an appropriate number of executive committee members to a specified committee as necessary, when representation of an interest group is unavailable. The president shall appoint the Committee with each member of the Committee representing a different state, and designate a chairperson.

**SECTION 12. COMMITTEE DUTIES**

A. **NOMINATING COMMITTEE.** The Nominating Committee shall review all nominations and recommend nominees for all elective offices and members of the Executive Committee. All nominations shall be recommended by at least one member of the Executive Committee, a district council or a state council. Nominations shall be submitted to the secretary/treasurer on or before March 31. The secretary/treasurer shall forward all nominations to the chairperson and members of the nominating committee no later than April 15. The chairperson shall communicate with the members prior to the national council meeting and prepare a proposed slate for presentation to the Executive Committee. Upon the recommendation of the Executive Committee, the slate shall be presented to the national council meeting for a voice vote and approval by a majority of those present.

B. **FINANCE COMMITTEE.** The Finance Committee shall conduct periodic reviews of the Association’s actual and budgeted expenses, make recommendations for the investment of surplus funds, recommendations to reallocate budgeted funds, and any recommendations that may be deemed necessary to assure the fiscal integrity of the Association. The Secretary/Treasurer shall not be a member of the Finance Committee but shall attend its meetings.

C. **AUDIT COMMITTEE.** The Auditing Committee shall at least once a year examine and audit the funds and securities belonging to the national council and report thereon at the annual spring meeting of the national council. The Secretary/Treasurer shall not be a member of the Auditing Committee but shall attend its meeting.

D. **SCHOLARSHIP COMMITTEE.** The Scholarship Committee will administer the scholarship program through established procedures and guidelines, with the approval of the executive committee. The scholarship program will be financed through specified donations to the scholarship for mining

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## FEBRUARY

fund. The National Secretary/Treasurer will receive funds and maintain a separate account for this purpose and provide the executive committee with an annual report for review and approval.

E. PROGRAM COMMITTEE. The Program Committee is formulated to develop and coordinate the annual national meeting in accordance with an identified zone outlined in Section 10 (d). The committee will arrange all appropriate accommodations as necessary in for fulfilling safety educational objectives related to mining interests.

F. REVITALIZATION COMMITTEE. The Revitalization Committee shall plan, develop and promote meetings to encourage active membership throughout the states mentioned in Section 1 (d). Committee members are to assist in the promotion of safety educational emphasis by organizing, producing, and distributing informational media to enhance communications among interested parties. The committee will identify potential growth areas and provide assistance towards establishing new or reviving existing chapters and councils as necessary.

G. AWARDS COMMITTEE. The Awards Committee shall review all referred award applications and recommend approval or disapproval according to their specified criteria. The chairperson is to correspond with the National Secretary/Treasurer and the committee members in disseminating award applications submitted. Each committee member shall respond to the chairperson as award applications are received and evaluated. The committee shall monitor award activities and may suggest potential improvements for the recognition of industry safety efforts as necessary.

H. CONSTITUTION COMMITTEE. The Constitution Committee shall monitor all active committee activities in reference to existing Constitution guidelines. The chairperson along with constitution committee members may recommend amendment development to the Bylaws or Constitution to reflect current association evolutions.

### ***SECTION 13. AMENDMENTS TO THE BY-LAWS***

A. AMENDMENT PROPOSAL. The By-laws may be amended by submitting proposals and supporting rationale to the National Secretary. All proposed amendments must include an endorsement by a member of the Executive Committee or receive official support of a district council and receive official support of at least 20 members of the Executive Committee and must reach the National Secretary/Treasurer by January 31. The National Secretary/Treasurer shall cause the proposal to be published in the Holmes Safety Bulletin for two consecutive months before the National Meeting to allow comments from the membership. All comments received shall be copied and distributed to the members of the Executive Committee at or before the Executive Committee session of the national meeting. After any needed discussion, the President shall call for a vote of the Executive Committee. With a majority vote of the Executive Committee, the proposal shall be recommended for a vote by the members present at the national council meeting.

B. VOTING OF THE MEMBERSHIP. Proposals recommended by the Executive Committee by paragraph (a) shall be accepted upon a two-thirds majority vote of those present at the annual meeting if at least 20 members of the Executive Committee are present. Such results shall be published in the next edition of the Bulletin.



# 2001 Holmes Safety Association, MSIA, NASMIA National Meetings

The 2001 National Meetings of the Holmes Safety Association, Mine Safety Institute of America, and National Association of State Mine Inspection Agencies will be held together in San Antonio, Texas during June 4-7, 2001. This meeting will provide a variety of Safety and Health workshops presented by experts from around the U.S., and representing all sectors of mining.

The Meeting will be held at the Holiday Inn San Antonio Riverwalk in downtown San Antonio. Call 210-224-2500 to make reservations. Rooms are limited and registration should be made by April 30th. Be sure to indicate you are attending the Holmes Safety Association meeting to get the reduced room rate of \$91.00. The registration fee is \$150.00 for early registration on or before April 30th. Late registration is \$175.00 after April 30th. Registration for spouses and guests is \$100.00 and covers all special events except the golf outing.

## BUSINESS MEETINGS

- NASMIA (June 4th 8:30 - 4:00)
- MSIA Board of Dir.  
(June 5th 1:00 - 3:00)
- Annual Meeting**  
(June 6th 4:00 - 5:00)
- JAH/HSA Exec. Comm.  
(June 5th 3:00 - 5:00)
- Annual Meeting**  
(June 7th 4:00 - 5:00)

## AGENDA

### REGISTRATION (June 4-7)

## WORKSHOPS

- Innovative Annual Refresher
- Abandoned Mines and Employee Safety
- Blasting Dynamics
- HAZCOM
- EFS Makes the Difference
- Lock Out / Tag Out
- Noise Abatement
- Tailgate Safety
- Low Tech Solutions
- Independent Contractor's Responsibility Towards Safety
- Dust Control Processes
- Fall Protection

## PANEL SESSIONS

- Noise Standard
- Part 46

## SPECIAL EVENTS

- Golf Outing (June 5th)
- Vendors Reception \*
- Evening Fiesta Recep \*
- HSA Awards Banquet \*
- \* Cash Bar

For more info. contact:

**Judy Tate or Sherry Wood  
at 214-767-8423 or 8401**



Bone

## San Antonio



Rendon



Wilson



Stafford

(See next page)

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The 2001 National  
Holmes Safety  
Association Meeting

June 5, 6 and 7

*San Antonio, Texas*

HOLMES SAFETY ASSOCIATION

Complete this form, detach and mail with check or money order made out to **HOLMES SAFETY ASSOCIATION** to the following address:

Judy Tate  
HSA Planning Committee Chair MSHA  
1100 Commerce St., Rm 4C50  
Dallas, TX 75242

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_  
\_\_\_\_\_

PHONE \_\_\_\_\_

FAX \_\_\_\_\_

E-MAIL \_\_\_\_\_

Attendees: \_\_\_\_\_ @\$150.00 = \_\_\_\_\_

Spouses/ \_\_\_\_\_ @\$100.00 = \_\_\_\_\_

Guests:

Total:

Will you and/or your guest be participating in the Golf Outing: YES \_\_\_ NO \_\_\_

*If yes, more information will be sent to you.*



# *Join Today! and Grow with us...*

## **Apply for Membership...**

**Membership is free.** Your organization can become a **Holmes Safety Association Chapter** by completing a membership application and submitting it to the Holmes Safety Association.

Contact Person: \_\_\_\_\_ Phone No. \_\_\_\_\_

Company Name: \_\_\_\_\_

Street/P.O. Box: \_\_\_\_\_ City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_ E-Mail Address: \_\_\_\_\_

MSHA ID Number: \_\_\_\_\_ Type of Product: \_\_\_\_\_

Type of Operation: Coal \_\_\_\_\_ Underground \_\_\_\_\_ Surface \_\_\_\_\_ Mill \_\_\_\_\_ Other \_\_\_\_\_

Name you would like to call the chapter being established:

\_\_\_\_\_  
\_\_\_\_\_

Name and organization of person assisting in recruiting this application:

\_\_\_\_\_  
\_\_\_\_\_

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

Send to: Holmes Safety Association  
P.O. Box 4187  
Falls Church, VA 22044-0187  
or  
Telephone: (703) 235-8264  
Fax: (703) 235-9412

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HOLMES SAFETY ASSOCIATION

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## *New Membership or Address Changes?*

*For address changes and new subscription requests, contact:*

***Bob Rhea***

***Holmes Safety Association Bulletin Mailing List***

***MSHA-US DOL***

***4015 Wilson Blvd.***

***Rm. 523A***

***Arlington, VA 22203-1984***

***703/235-1400***

***Fax: 703/235-9412***

***e-mail: rhea-robert@msha.gov***

**Please address any comments to:**

**Donald Starr**

**Holmes Safety Association Bulletin**

**MSHA-US DOL**

**National Mine Health and Safety Academy**

**1301 Airport Road**

**Beaver, WV 25813-9426**

**Please call us at 304/256-3283 or**

**Fax us at 304/256-3524**

**e-mail: starr-donald@msha.gov**

**NOTICE:** We welcome any materials that you submit to the Holmes Safety Association Bulletin. For more information visit the MSHA Home Page at [www.msha.gov](http://www.msha.gov). If you have any color and black/white photographs that you feel are suitable for use on the front cover of the Bulletin, please submit them to the editor. We cannot guarantee that they will be published, but if they are, we will list the contributor(s). Please let us know what you would like to see more of, or less of, in the ***Bulletin***.



**Reminder:** The District Council Safety Competition for 2001 is underway - please remember that if you are participating this year, you need to mail your quarterly report to:

**Mine Safety & Health Administration  
Educational Policy and Development  
Holmes Safety Association Bulletin  
P.O. Box 4187  
Falls Church, Virginia 22044-0187**



# Holmes Safety Association Officers and Executive Committee 1999-2001

<i>Officer</i>	<i>Name</i>	<i>Representing</i>	<i>State</i>
<b>President</b> .....	<b>Joseph Sbaffoni</b> .....	<b>State</b> .....	<b>PA</b>
<b>First Vice President</b> .....	<b>Doyle Fink</b> .....	<b>Federal</b> .....	<b>TX</b>
<b>Second Vice President</b> .....	<b>Harry Tuggle</b> .....	<b>Labor</b> .....	<b>PA</b>
<b>Third Vice President</b> .....	<b>William Vance</b> .....	<b>Mgmt.</b> .....	<b>NM</b>
<b>Fourth Vice President</b> .....	<b>Chuck Edwards</b> .....	<b>Supplier</b> .....	<b>PA</b>
<b>Secretary-Treasurer</b> .....	<b>Pat Hurley</b> .....	<b>Federal</b> .....	<b>VA</b>

Name	Representing	State	Name	Representing	State	Name	Representing	State
Rod Breland .....	Federal .....	CO	H.L. Boling .....	Mgmt. ....	AZ	Larry Frisbie .....	State .....	WA
Jesse Cole .....	Federal .....	WV	Richard Burns .....	Mgmt. ....	WY	William Garay .....	State .....	PA
John Collins .....	Federal .....	OH	Gary Cook .....	Mgmt. ....	NM	Lee Graham .....	State .....	KS
Don Conrad .....	Federal .....	PA	Jim Dean .....	Mgmt. ....	WV	Tom Gregorich .....	State .....	MN
Dave Couillard .....	Federal .....	MN	Vern Demich, Jr. ....	Mgmt. ....	PA	Tony Grbac .....	State .....	WV
Robert Crumrine .....	Federal .....	OH	Matt Hindman .....	Mgmt. ....	PA	Ben Hart .....	State .....	FL
Gerald Davis .....	Federal .....	PA	Bill Holder .....	Mgmt. ....	NM	Paul Hummel .....	State .....	PA
Ron Deaton .....	Federal .....	KY	Glen Hood .....	Mgmt. ....	TX	D. J. Johnson .....	State .....	IL
Bruce Dial .....	Federal .....	WV	Dennis Johnson .....	Mgmt. ....	TX	Phillip Johnson .....	State .....	KY
Bob Glatter .....	Federal .....	VA	Rae Johnson .....	Mgmt. ....	TX	Debbie Kendrick .....	State .....	AK
Jim Hackworth .....	Federal .....	VA	Robert Johnson .....	Mgmt. ....	CO	Douglas Martin .....	State .....	AZ
Whitey Jacobson .....	Federal .....	TX	Joe Kinnikin .....	Mgmt. ....	NM	Gilbert Miera .....	State .....	NM
Jerry Johnson .....	Federal .....	WV	George Krug .....	Mgmt. ....	FL	Dick Mottershaw .....	State .....	IL
Jeff Kravitz .....	Federal .....	PA	Pete Kuhn .....	Mgmt. ....	WY	Jim Myer .....	State .....	OH
Jack A. Kuzar .....	Federal .....	CO	Brian Luby .....	Mgmt. ....	NM	Bob Novello .....	State .....	TX
Jon Montgomery .....	Federal .....	NY	Ernest Marcum .....	Mgmt. ....	WV	Tom Patterson .....	State .....	IL
Rexford Music .....	Federal .....	KY	Jon Merrifield .....	Mgmt. ....	OH	Glen Rasco .....	State .....	GA
Joseph Pavlovich .....	Federal .....	KY	Gerald E. Morris .....	Mgmt. ....	MT	Bill Sanders .....	State .....	IL
Leland Payne .....	Federal .....	IN	Bill Moser .....	Mgmt. ....	WV	Ed Sinner .....	State .....	OR
James Petrie .....	Federal .....	PA	Arturo Munoz .....	Mgmt. ....	TX	Richard Stickler .....	State .....	PA
Bob Randolph .....	Federal .....	PA	Greg Oster .....	Mgmt. ....	MN	Bonita Stocks .....	State .....	AR
Mel Remington .....	Federal .....	MD	Richie Phillips .....	Mgmt. ....	KY	Ron Umshied .....	State .....	MT
Martin Rosta .....	Federal .....	AL	David Rebuck .....	Mgmt. ....	PA	Kim Underwood .....	State .....	IL
Donna Schorr .....	Federal .....	PA	Ray Rucker .....	Mgmt. ....	TX	Sam Vancil .....	State .....	IL
John Shutack .....	Federal .....	VA	Subash Sethi .....	Mgmt. ....	NM	Michael Weaver .....	State .....	ID
Bill Slusser .....	Federal .....	PA	Nancy Staley .....	Mgmt. ....	MI	Tanya Cox .....	Contractor .....	TX
Donald Starr .....	Federal .....	WV	Cheryl Suzio .....	Mgmt. ....	CT	Alan Cook .....	Supplier .....	AZ
Judy Tate .....	Federal .....	TX	Steve Taylor .....	Mgmt. ....	TX	Steve Lipe .....	Supplier .....	AZ
Timothy Thompson .....	Federal .....	WV	Penny Traver .....	Mgmt. ....	MI	Steve Walker .....	Supplier .....	WV
Glenn Tinney .....	Federal .....	PA	Tim Williamson .....	Mgmt. ....	CT	Bruce Krug .....	Insurance .....	PA
Richard Wood .....	Federal .....	WV	Mary Bauer .....	State .....	IL	D.J. Johnson .....	Academia .....	IL
Roger Carlson .....	Labor .....	MN	Doug Conaway .....	State .....	WV	Vern Demich .....	Emeritus .....	PA
Joe Main .....	Labor .....	DC	Ron Cunningham .....	State .....	OK	William Hoover .....	Emeritus .....	AZ
John Riggi .....	Labor .....	PA	Steve Dunn .....	State .....	MO	Al Simonson .....	Emeritus .....	MN
Alan Vozel .....	Labor .....	PA	John Franklin .....	State .....	KY			
Lloyd Armstrong .....	Mgmt. ....	MN						

U.S. Department of Labor  
MSHA, Holmes Safety Association  
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