

# **~Contractors~ We Build Industry**



**Presented by:**

**H. L. Boling, C.M.S.P.**

**H. L. Boling & Associates, Inc.**

**Contractors – We Build Industry**



***ATTITUDE***



# **Contractors – We Build Industry**

**Contractors from yesteryear had a terrible safety reputation.**

**When we review the global picture, all industry during that time period had extremely poor safety records.**



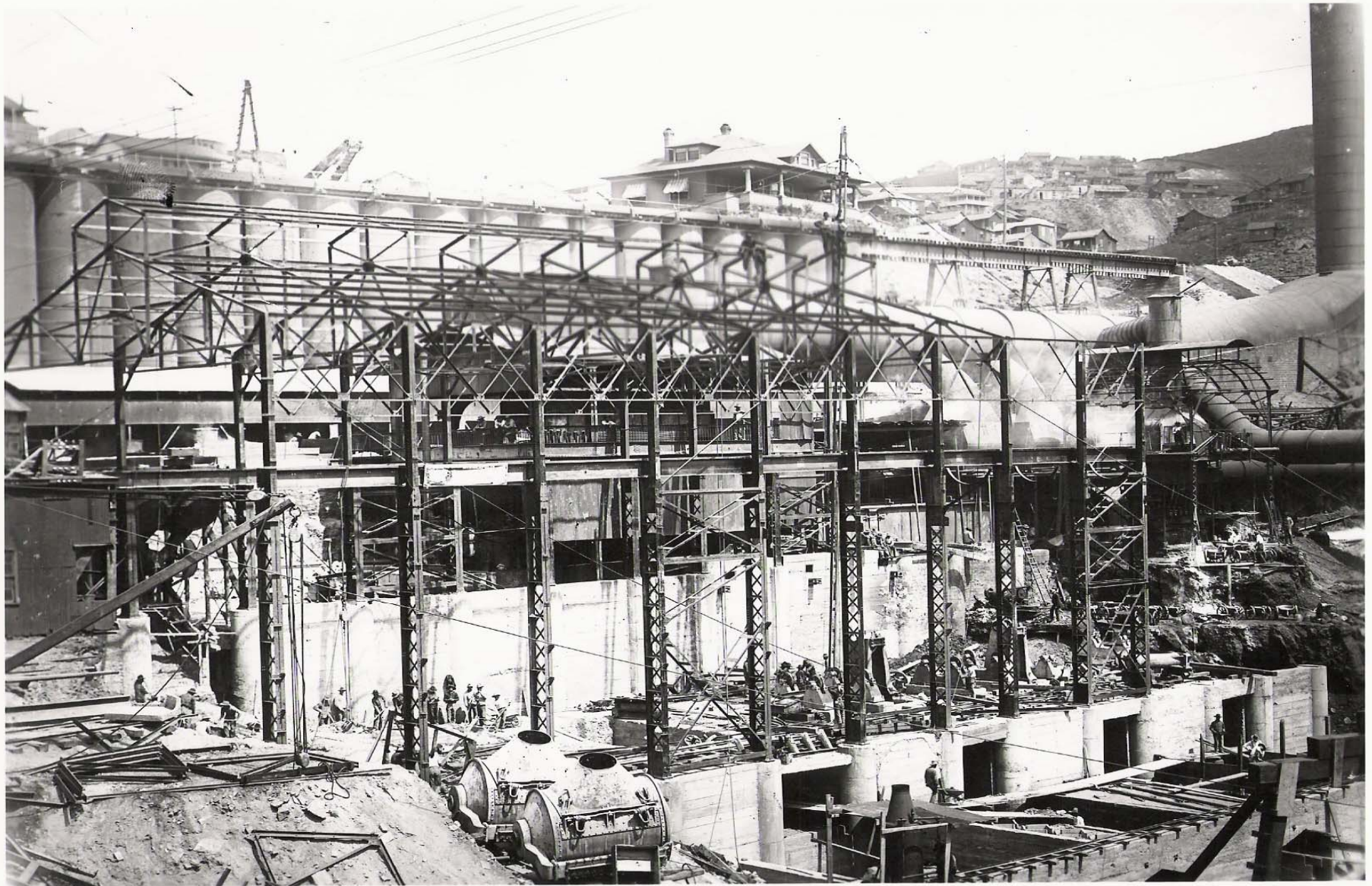
**Contractors – We Build Industry**

**Reflections from the  
past of  
how some contractors  
got their start**

A blue-tinted image of the Earth from space, showing the Americas. The landmasses are outlined in a darker blue, and the city lights are visible as a dense pattern of yellow and white dots. The background is a dark, starry space.



# Contractors – We Build Industry





# Contractors – We Build Industry





# Contractors – We Build Industry





# Contractors – We Build Industry



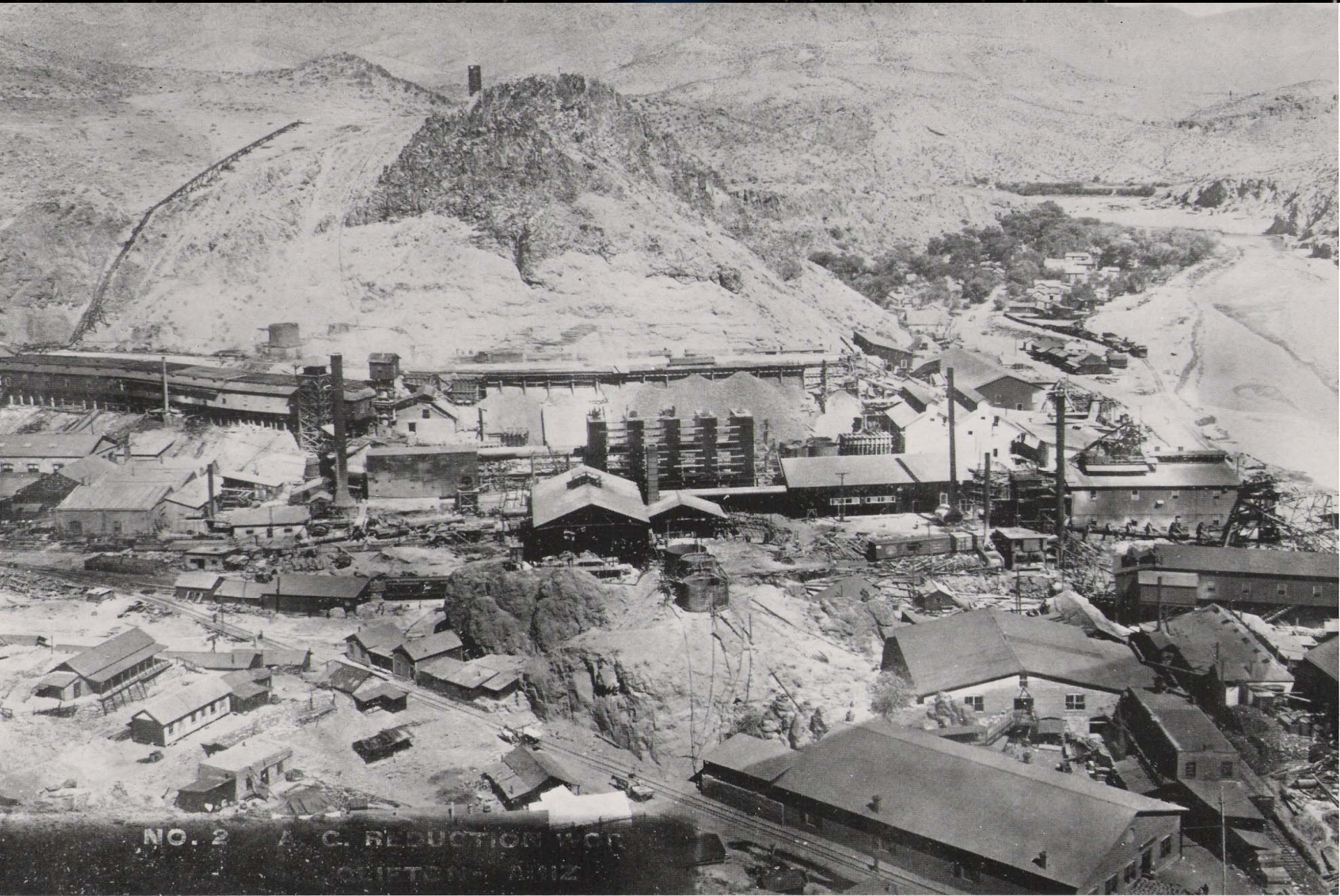


# Contractors – We Build Industry





# Contractors – We Build Industry



NO. 2 A.C. REDUCTION PLANT  
CLIFTON, ARIZ.



# Contractors – We Build Industry





# Contractors – We Build Industry





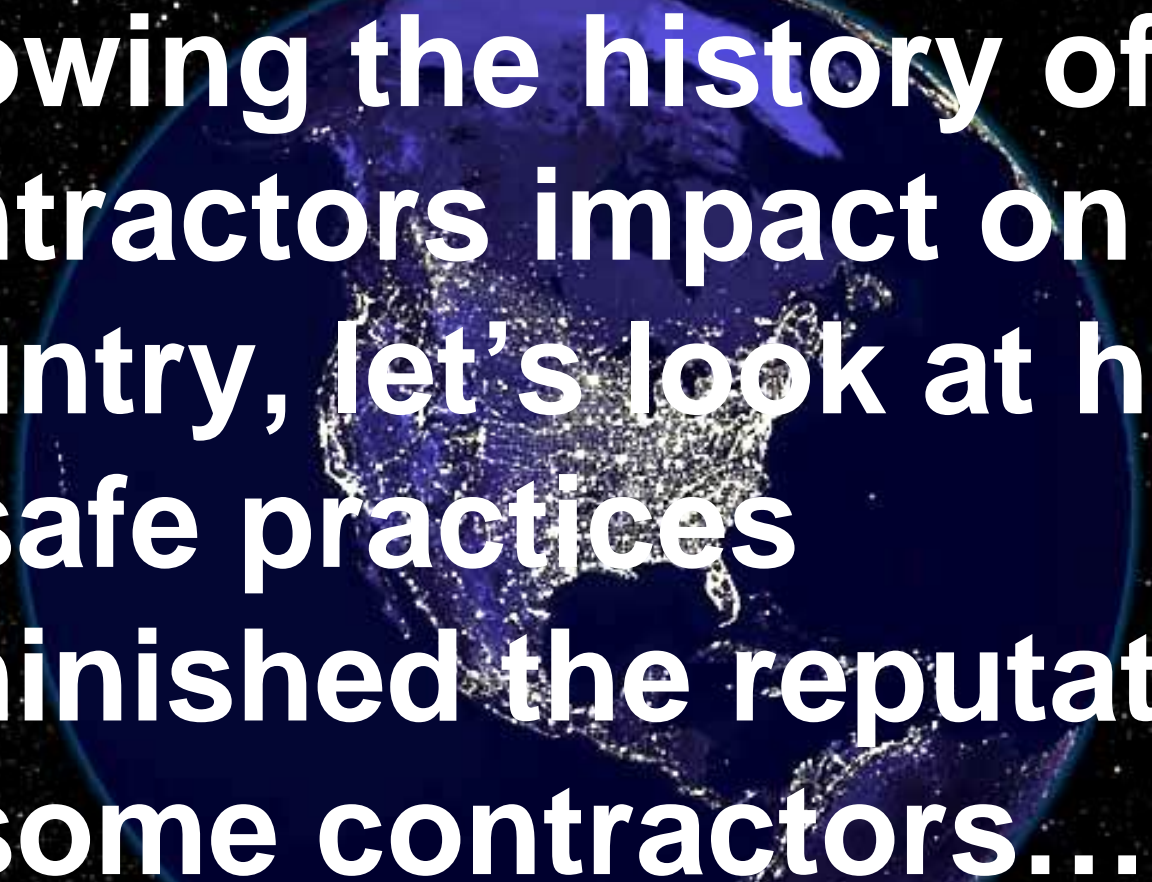
# Contractors – We Build Industry





# **Contractors – We Build Industry**

**Following the history of  
contractors impact on our  
country, let's look at how  
unsafe practices  
diminished the reputation  
of some contractors.....**

A blue-tinted image of the Earth from space, showing the Americas, with white text overlaid. The background is a dark, starry space.



# Contractors – We Build Industry





# Contractors – We Build Industry





# **Contractors – We Build Industry**

**STOP AT MINE OFFICE  
FOR HAZARD TRAINING**

---

**TRAIN YOURSELF  
PRIOR TO ENTERING MINE**

---

**SEE NOTEBOOK**



# Contractors – We Build Industry





# **Contractors – We Build Industry**



**Horseplay or poor supervision?**



# **Contractors – We Build Industry**

**Today we hold ourselves to a  
higher standard for the  
protection of our people.**

**Our goal is to follow the correct  
process 24/7.**



# **Contractors – We Build Industry**

**If you do not think contractors are important, look around and see who is building our roads, houses, and businesses.**

**Contractors are the core element that builds the infrastructure to secure our future.**



# **Contractors – We Build Industry**

**In the mining industry,  
contractors are between 33%  
and 35% of the workforce.**

**You will see an increase in this  
percentage in the future.**



# **Contractors – We Build Industry**

**What are some of the jobs  
that contractors perform in  
the mining industry today?**

A blue-tinted image of Earth from space, showing the Americas. The landmasses are outlined in a darker blue, and the oceans are a lighter blue. Numerous small white dots representing city lights are visible across the continents, particularly concentrated in North America. The background is a dark, starry space.



# Contractors – We Build Industry

- 
- Equipment Operators
  - Blasting
  - Equipment Repair
  - Electrical Maintenance
  - Conveyor Systems Maintenance
  - Smelter Turnaround/Rebuild
  - Acid Plant Rebuild
  - Road and Bridge Maintenance
  - Water Containment
  - Mechanical Maintenance
- To mention a few.....



# **Contractors – We Build Industry**

**Contractors are diverse whereas clients are more specialized to specific skills/tasks.**

**Contractors generally perform jobs that the client prefers not to.....  
Or that the client lacks the expertise to complete.**



# **Contractors – We Build Industry**

**Contractors state: “There is not a job we won’t do or a place we won’t go.”**

**They have a positive attitude and welcome the challenges that industry presents.**



**Contractors – We Build Industry**


**Where are we today?**





# **Contractors – We Build Industry**

**Just as the mining industry has learned the value of the safety and health of their people and the positive role it plays in productivity, so have the contractors that work on mining properties.**





# **Contractors – We Build Industry**

**The contractors have taken that same lesson and excelled far beyond the expectations of what industry envisioned.**

**WHY?**



# **Contractors – We Build Industry**

A blue-tinted image of Earth from space, showing the Americas with city lights glowing.

**Because contractors are  
consistently on the  
learning curve.**



# **Contractors – We Build Industry**

**For example: A maintenance contractor may change jobs day to day or literally from hour to hour depending on the client's needs. Whereas, the mining employee has repetitive job tasks associated with their job description.**



# **Contractors – We Build Industry**

**Contractors readily adapt to the continuously changing job requirements**

**The adjustments start with:**

-  **Training**
-  **Good communication**
-  **Thorough JSA's**
-  **Safety awareness and**
-  **A positive attitude toward managing change with their people**

# **Contractors – We Build Industry**

**Contractors are often asked by the client how they maintain high safety and productivity records with continuous change in job assignments.**

A blue-tinted image of Earth from space, showing city lights and a starry background. The Earth is centered in the frame, with the Americas visible. The background is a dark, starry space.



# Contractors – We Build Industry

Simply stated:

- It's good job training to maintain the learning curve
- Zero tolerance to risk
- Consistency in systems
- Experts at managing change

# **Contractors – We Build Industry**

**Contractor's adjusting to what is happening now is evidenced by their expertise to understand the processes and procedures used to perform new and diverse types of jobs.**



# **Contractors – We Build Industry**

**For example:**

**A bulldozer building a new road on the side of a mountain where no road has existed before (experience and expertise)**

**A steel frame to a new found architectural design high rise building being constructed for the very first time (experience and expertise)**

# **Contractors – We Build Industry**

**Generally speaking we use the final product and often never consider what it takes to get that product to us safely and efficiently.**

**We also don't think about the amount of planning and training required to produce the product.**



# **Contractors – We Build Industry**

**With all things that are accomplished efficiently, it has taken high-quality thorough training for the contractor to effectively complete each and every job assignment.**

**Did you know that contractors are in the forefront of that training process?**

# **Contractors – We Build Industry**

**Training has always been an integral part of the contractor's history.**

**When MSHA was established in 1977 for mine sites, contractors were once again on the learning curve. Most were familiar with OSHA, making the conversion to MSHA less challenging.**



**Contractors – We Build Industry**

**How did we get here?**

**Through our safe  
contractor values**



# **Contractors – We Build Industry**

**Mining companies recognize those same values and hire the leading contractors.**

**If a contractor's experience modification rate (EMR) is 1 or more, the contractor can not bid on a job/contract.**



**Contractors – We Build Industry**

**FAIR?**

**YES**

**A contractor with a high EMR is not safe, efficient, productive, or cost effective.**

**The mining company would be exposing their employees to risk if they allowed that contractor to work along side their people.**

# Contractors – We Build Industry

Today's quality contractors are:

Well trained

Innovative

Safe

Productive

Efficient

Cost Effective





# Examples of Contractor Training

- 
- Job Tasks
  - Communication
  - Substance Abuse
  - Incident Analysis
  - Leadership
  - People Skills
  - Auditing
  - Change
  - Part 48
  - Part 46
  - Part 50
  - Part 100
  - MSHA
  - DOT
  - Leadership Responsibility
  - Accountability/Responsibility
  - Involvement
  - Systems
  - Job Safety Analysis
  - LOTOTO
  - Hot Work Permit
  - HAZ COM
  - Fall Protection
  - Ownership
  - Blue Stake
  - Confined Space
  - OSHA
  - Etc.

# **Contractors – We Build Industry**

**Safety is not an option for  
contractors today and it shows.**

**Many contractors have a total  
recordable incident rate (TRIR)  
lower than their host client.**

**Some have achieved **ZERO**  
recordable incidents.**

**And.....**



**Contractors – We Build Industry**

**Less or Zero Citations!**

**WHY?**

**Because contractors know they must follow the correct process of safe construction/production.**

**They respect the values that OSHA/MSHA requirements have established for their personal safety**

# **Contractors – We Build Industry**

**We must share our knowledge with  
one another and work diligently at  
continuous improvement.**

**The safety and health of our people  
depends on that!**



# **Contractors – We Build Industry**

**The regulatory climate has become more intense because of mining tragedies.**

**It has resulted in accelerated fines and increased scrutiny.**

**MSHA has raised the level of awareness that is designed to make us better.**

# Contractors – We Build Industry

It is our personal responsibility to motivate, educate and train our employees far beyond anything that OSHA/MSHA requires.





# **Contractors – We Build Industry**

**Our goal is to attain and sustain:**

-  **Zero incidents**
-  **Zero production problems**
-  **Zero discipline issues**
-  **Zero citations**

**We owe this to our  
employees, company, and industry.**



# Contractors – We Build Industry

How important is good, thorough training to you?





**Contractors – We Build Industry**

**QUESTIONS?**

**Thank You**

**H. L. Boling & Associates, Inc.**

**P. O. Box 70**

**Pima, AZ 85543**

**Phone: 928-485-0711      Fax: 928-485-0712**

**E-Mail: [boling@bowenic.com](mailto:boling@bowenic.com)**