THE HOLMES SAFETY ASSOCIATION

BULLETIN

August/September 2000

TRAINING MAKES A DIFFERENCE - PART 48

Department of Labor · Mine Safety and Health Administration

Special Edition

PART 46

CONTENTS:

A Message From the Editor....3
Letter From the National Holmes Safety Association President....4
Holmes Safety Association....5
New Member Prospecting Sheet....6
The Spirit of Part 46....7
Part 46 Training-Flexibility and Understanding....8
Labor's Perspective on Part 46....9
Task Training - An Important Component of Your Training Program....9
MSHA Listens to Operators' Concerns About Safety Training....10
Part 46; The First Hurdle - Putting the Training Plan Together....12
Three Reasons Why You Should Train Your Employees....14
Part 46 Safety Training - An Opportunity for Success....15
How to Use Part 46 to Improve Training....16
Part 46 - Colorado Reaches State and National Mine Operators and Contractors....18
New Part 46 Training Requirement - Impact and What we Are Doing in the State of Michigan....19
Part 46 - Training in the New Millennium....21
Performance-Oriented Training....23
MSHA Educational Field Services Contacts....24
State Grants Contacts....26

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 design created by the AVMDB Graphic Design Shop. 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.

Keep Us in Circulation--Pass Us Along

A Message from the Editor

Welcome to this special edition of the Holmes Safety Association Bulletin. This issue is being provided to assist you to understand and comply with the new Part 46 regulations that become effective October 2, 2000. This special edition contains an overview of the Association, MSHA personnel, and state offices you may contact for help, and, very importantly, articles from industry, states and others that may provide practical tips and real life guidance on Part 46 training and programs. Although these articles are technically accurate, please remember that they express the views and opinions of the authors and do not necessarily represent the official policy of, or in the case of any products, endorsement by the Mine Safety and Health Administration.

If you have access to the Internet, you will find many helpful items at MSHA's website (www.msha.gov). In addition to many things useful to all in the mining community, it has an entire segment specifically about Part 46 mining operations.

Our site contains information to help you understand the Part 46 training regulation and offers suggestions on implementation of training programs. As you already know, effective training for new employees, new task training, refresher training, and site-specific hazard training can mean the difference between life and death.

You can view any of these items on-line and link to other pertinent topics or documents found on the MSHA website, or you may download entire documents or individual sections. These files are presented in different formats. Some are designed to be downloaded and tailored by you to meet your particular needs.

For example, there is a Compliance Guideline for MSHA's Part 46 Training Regulations, a listing of Part 46 Training Materials, and, one of our most popular items, the Part 46 Starter Kit which includes a Sample Training Plan.

Please be sure to look over the information about the Association. For your convenience, we have included an application form so you can join this very worthwhile organization and make a difference in the safety and health of our Nation's miners.

Thanks for reading this issue and please feel free to contact any of the MSHA or state grant offices for additional help.

Editor, HSA Bulletin

(See next pages)

Today, the Holmes Safety Association which consists of the National Council, 7 State Councils, 70 District Councils, and over 5,000 local Chapters effectively functions as the nation's largest safety association dedicated to the promotion of the health and safety of miners and those employed in associated industries.

This is accomplished through the non-adversarial relationship of members from management, organized labor, state agencies, Federal agencies, and manufacturers, suppliers, contractors, insurance groups, and academia.

As we enter the new millennium, the goal of the Holmes Safety Association remains the same as it's beginning: to protect the lives of those working in the mining and related industries by training and educating miners in first aid, mine rescue, and safe work procedures, and by focusing recognition toward mines and individuals with safe work records.

The mining industry has come a long way toward reducing fatalities and serious accidents. Enforcement of mining regulations has contributed greatly to this reduction; but to achieve zero ("0") fatalities and serious accidents, we must address the human factors. This can only be accomplished through education, training and communication with our Nation's miners.

Part 48 and the new Part 46 training requirements will see that all of our nation's miners are receiving mandatory safety training. The Holmes Safety Association provides an important tool, through the publication of this Bulletin, to communicate with our nation's miners and by providing an open forum for the exchange of information at the District, State, and National Council meetings.

In closing, if you are not a member of the Holmes Safety Association, I encourage you to join. If you are a member, but have not been active, I encourage you to become active at the District, State, and National Council levels.

Remember, "Safety First."

Respectfully Submitted,

Joseph A. Sbaffoni
President
National Holmes Safety Association

Holmes Safety Association

The Holmes Safety Association (HSA) is a nonprofit organization that began in 1926 to promote health and safety in the mining industry. It consists of representatives from Federal and State Governments, Mining Organizations and Labor. It is organized into Chapters and Councils. There are 7 State Councils, 77 District Councils, and 5,125 Chapters within the Association. As part of this effort, the Association publishes the HSA Bulletin 11 times a year. The bulletin contains information devoted to mine safety and health and safety and health in general.

All levels of the Association are strengthened by active participation from its members. In recent years, the association has grown substantially, and has embraced the surface and non-coal mining sectors. Many of the councils and chapters have regular meetings to help their membership with safety issues. These meetings culminate in the annual meeting of the national council held every summer.

Membership is free. You can join the Holmes Safety Association by simply completing and returning the attached form. You'll then receive additional membership information, including how to form a chapter at your organization. As a member, you will receive the Holmes Safety Association Bulletin containing information and articles that will aid you in your monthly safety meetings. In addition, you will be able to join other safety-conscious people from other chapters at the district council meetings in your area. They can give you new ideas for improving safety and lowering compensation costs.

Please join us today!

If you would like more information, write to:

Holmes Safety Association
Patrick Hurley, National Secretary
P.O. Box 4187
Falls Church, VA 22044-0187

Or call: (703) 235-1400
Fax: (703) 235-9412
E-mail: holmessa@msha.gov

(See next page)

HOLMES SAFETY ASSOCIATION
NEW MEMBER PROSPECTING SHEET

To: Holmes Safety Association
P.O. Box 4187
Falls Church, VA 22044-0187

Telephone: (703) 235-8264
Fax: (703) 235-9412

When prospect becomes a member or if follow-up is required, return to following:

I. Submitted By:_____
Telephone:_____
Fax:_____
Address:_____
_____
_____

II. New Prospect Data:
Name of Organization: _____
Name/Duty Title of Contact Person: _____
Telephone:_____
Address: _____
_____
_____

III. Type of Operation:

Underground_____
Coal_____
Mine_____
Contractor _____

Surface _____
Metal/Nonmetal _____
Mill _____
Other _____

Identification Number if Applicable_____

IV. Date of Contact: _____

V. Date by which the prospect's application should be received: _____

The Spirit of Part 46

By Richard L. Seago
Manaager, Safety Services
Corporate Construction Materials Group
Vulcan Materials Company

Congress embarked on a noble cause when it drafted language in the Federal Mine Safety and Health Act to require training and retraining of surface miners. The "spirit" of what the legislative body wanted to accomplish was very clear. It was to improve the safety and health of miners by requiring training programs that focused on the health and safety aspects of assigned tasks, so every job could be performed the right way and so hazards could be recognized and avoided.

For some industries, the Part 48 regulations made this noble cause too complicated and burdensome. The standards were better suited to coal and metal mining which had more stable workforces, and totally different and more dangerous working conditions. The emphasis on written plans, approval processes, and classroom training, coupled with inflexibility in the design of training subjects, caused everyone to lose sight of the real purpose of training miners.

Times have changed and, after nearly 20 years, a wrong has been righted. Part 46, which takes effect on October 2 of this year, embodies exactly what Congress intended. It allows flexibility and takes the focus off rigid training plans, approval processes, and instructor certification so the previously exempted industries can get down to the business at hand–that of training employees to perform their jobs the right way.

To make Part 46 work, efforts must be focused on the most significant risks first. Yes, all miners need to understand their rights under the Mine Act. They also need to recognize hazards as they go from one workplace to another, and they must be familiar with emergency action plans and procedures for getting safety and health issues resolved. But without a doubt, the most important risk is that of a miner performing a job when the hazards related to assigned tasks are not understood and the employee does not have the skill to control them.

There will never be a substitute for one-on-one training that uses the "tell, show, test, check, and ensure understanding" approach. The beauty of Part 46 is that it lets the operator concentrate training efforts on showing the new miner the correct way to do a job. Our new challenge is to improve the quality of task training so errors, mistakes, and bad habits are not allowed to proliferate. This offers many opportunities to build higher safety and health standards into task training programs, to ensure training is being put into practice, and to integrate safety and health into job training rather than tack them on as stand-alone programs.

In the final analysis, safety and health depends on every employee performing his or her job the right way. To succeed in this endeavor, training will have to be taken beyond compliance and geared toward the development of a highly skilled and competent workforce able to respond to every circumstance that has the potential to cause injury or loss. Expertise will be needed in analyzing jobs for hazards and performance problems and designing work standards and training methods to eliminate inefficient and unsafe work practices. This was the vision that the framers of the Mine Act provided.

MSHA officials had the wisdom to change the regulations so exempted industries could focus on the critical issues, and the affected operators and miners had the courage to stand up and show the world they can and will be proactive in helping to develop effective training standards, even if it meant developing a new regulation. Our hope is that enforcement efforts won't cause everyone to lose sight of the objective again. MSHA, state grants personnel, operators, and miners will need to work together to develop world class training programs. We must not let anything divert us from that goal.

There will be a transition period during which MSHA and operators must work out their respective perceptions of how Part 46 should be implemented. This could test the very fabric of Part 46 and the improved rule making process that created it. If there are misunderstandings, they will need to be resolved. Most importantly, it will be vital for everyone to stay focused on the "Spirit of Part 46" so we do not lose sight of what we are trying to accomplish–a safer and healthier industry.■

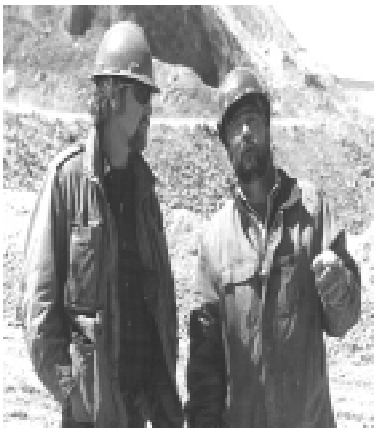
Part 46 Training - Flexibility and Understanding

By P. Anthony Whitworth, CMSP
Georgia State Grant Program
Appalachian Technical Institute

The 30 CFR Part 46 training rule provides flexibility in conducting mine health and safety training. This is just one of the positive aspects of this rule. It allows a mine operator, an independent contractor, a designated "competent person" who conducts training, and our State's mine health and safety training program to use plain old common sense when training miners. Part 46 training allows a mine operator to choose those subjects to be addressed in a training class that are directly related to the hazards of the miners' jobs. And training should be as site-specific and as job-specific as necessary to make the miners or employees aware of the health and safety hazards of their jobs and their surrounding work areas. As an example, if in an Annual Refresher training class, the mine operator wants to reinforce rules related to the traffic pattern at his/her mine, retrain mobile equipment operators in the proper way to perform a preoperational check and how to properly maintain stockpiles and berms, then these topics may be discussed. The mine operator is also free to decide that since no water hazards exist at his/her mining operation there is no need to spend class time covering the proper use of a marine vest or life jacket. Likewise, at a dredging operation, the operator or designated trainer may spend as much time as necessary to cover the proper use of life jackets. This flexibility in choosing those topics that are applicable to your operation should help raise your miners' awareness of mine health and safety hazards. Mine-specific and job-specific training may contribute to the reduction of mining accidents and injuries and may prevent a needless mining fatality.

Another important area of the Part 46 Regulation is the one simple sentence that says, "a miner must be provided training in the language the miner understands." To be perfectly honest, I resisted this part of the rule at first. This would be something very different for most of us who actually conduct the training. I know I don't speak Spanish, and I sure didn't look forward to spending my nights and weekends taking Spanish 101 or any other foreign language class. But, we knew this issue would be very important and one that needed to be addressed, so we translated our annual refresher student handbook and Instructor's guide into Spanish. We also asked a bilingual instructor to conduct a training class in Spanish, using the translated student handbooks. In that class we had 25 Spanish speaking miners - all being trained in the language they understood! Naturally, one of our program instructors was also present during this training class. It is important to know that he had been more "resistant and unenthusiastic" about this particular aspect of the new training rule than me. Before the end of the day he called me in another part of the state to tell me, "This is one of the best things we have ever done. You can actually see the light bulbs coming on as if to say, 'so this is what you have been trying to tell us.'" I could tell he was excited about this type of training. I knew then that it was important for our program to provide more training classes for non-English speaking miners. It is just one little sentence in the new rule - but it can make a huge impact on a growing population of miners throughout the Nation's metal and nonmetal mining industry.

Through the Appalachian Technical Institute, the Georgia mining industry is offered a variety of training options and services. Our competent instructors travel throughout the state to conduct training classes at mining operations (by request) or at training facilities provided by the state technical education system. The main focuses of our training program are conducting quality training for Georgia's miners and employees of independent contractors and the development of training materials specific to the mining industry. Our training materials are available to all mine operators or independent contractors for their use in providing health and safety training to their employees. You may contact the Georgia program through the address, telephone/fax numbers, or e-mail address listed on page 27 of this publication. Our program is not unique. Forty Five (45) states, as well as the Navajo Nation, conduct similar grant training programs. The states' programs can be great resources for conducting Part 46 or Part 48 training classes and are excellent sources for training materials that may be helpful in providing mine health and safety training to your miners or employees.■



Labor's Perspective on Part 46

by Harry Tuggle, Safety and Health Specialist, Health Safety and Environment Department, United Steel Workers of America

By now, it should be common knowledge throughout the mining community that Part 46 miners' training in sand, gravel, clay, surface stone, colloidal phosphate, and shell dredging will take effect on October 2, 2000. Also, by now, every prudent operator in these commodities should either have the required training plan already operational or prepared to be operational on October 2.

Most of the mining community is aware of the accident and injury statistics in these operations which prompted the new rule for such training. Be that as it may, the mining community in these subject commodities should also be aware that there are many avenues of assistance to develop the required training program.

MSHA's website (www.msha.gov) is rife with information to prepare for compliance with Part 46 training. Beyond that, MSHA's Educational Policy and Development (EPD) headquarters in Arlington, the Educational Field Services offices, and the National Mine Health and Safety Academy are prepared to assist in developing a program that can be tailored to your mine for compliance.

Also, this is to advise that the Holmes Safety Association (HSA), through its good officers, executive board members, and councils which encompasses representatives from industry, labor, and government, stands in support of Part 46. HSA stands ready to assist any operator in developing an appropriate training program.■

Task Training- An Important Component of Your Training Program

By Lee Graham, Coordinator, Kansas Small Mine Safety Hutchinson, Kansas

As we move closer to October 2, 2000, the effective date for Part 46, an area that may not be receiving the attention it deserves is task training. Task training is an important component of any mine operator's training program. This may be especially true at some smaller operations employing between 1 and 19 miners.

Under Part 46, you as a mine operator must list all the tasks on your training plan, along with the competent person or persons you designate to conduct the training. Task training under Part 46 is defined as a work assignment or component of a job that requires specific job knowledge or experience. In other words, if you use a front-end loader at your mine, you need to list the front-end loader as a task on the training plan. If you have several types of front-end loaders that are significantly different, each type of front-end loader must be listed separately on the training plan. Likewise, every miner or employee that you assign to operate a front-end loader must be task trained on that specific piece of equipment.

You must provide any miner, who is reassigned to a new task in which he or she has no previous work experience, with training in the health and safety aspects and safe work procedures specific to that new task. Task training is required if a change occurs in a miner's assigned task that affects the health and safety risks encountered by the miner.

There are some instances where task training is not required. If a miner has received training in a similar task, or if the miner has previous work experience in the task and can demonstrate the necessary skills to perform the task in a safe and healthful manner, task training is not required. However, you must in all cases, observe that the miner can perform the task in a safe and healthful manner to determine whether task training is required.

As miners are assigned new tasks and receive appropriate task training, remember that this training needs to documented, either on a Certificate of Training (MSHA 5000-23) form or a form that you design based on the information required in Part 46. This information is listed in part 46.9(b) and requires:

(1) Miner's Full Name (printed);

(2) The type of training, the duration of the training, the date the training was received, the name of the competent person who provided the training;

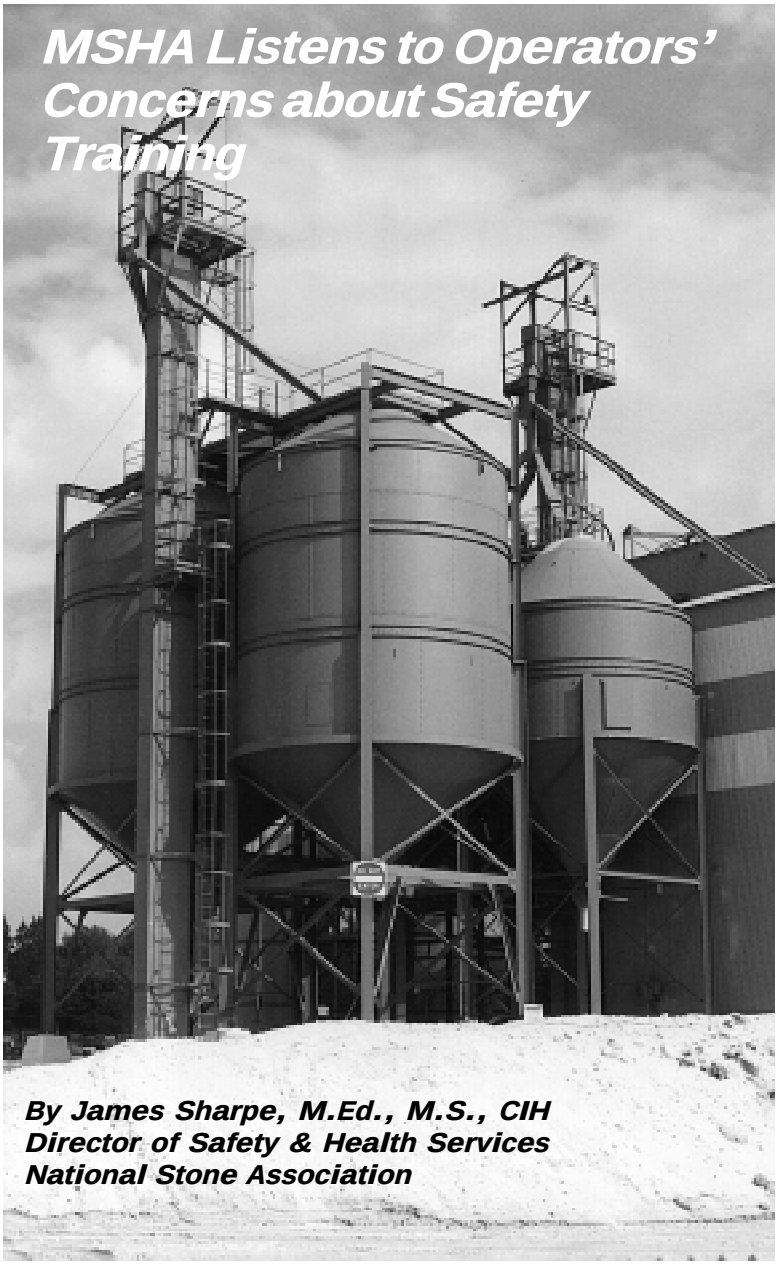
(3) Mine or Contractor Name and ID (if an institution, the name and address of the institution);

(4) The statement, "False certification is punishable under Sec. 110(a) and (f) of the Federal Mine Safety and Health Act," printed in bold letters and in a conspicuous manner; and

(5) A statement signed by the person designated in the MSHA approved training plan for the mine as responsible for health and safety training, that states "I certify that the above training has been completed."

It is our hope that all companies will focus on the importance of conducting effective task training for their employees. We believe that good quality task training is the centerpiece for an effective health and safety training program.■

MSHA Listens to Operators' Concerns about Safety Training



By James Sharpe, M.Ed., M.S., CIH
Director of Safety & Health Services
National Stone Association

The National Stone Association (NSA) has been part of the development of a safety training standard appropriate for the aggregates industry. NSA put together a draft standard, which was further refined by the Coalition for Effective Miner Training, an industry-labor group, and which MSHA in turn used as the basis for its new regulation on safety and health training at 30 CFR Part 46.

The cooperative spirit among labor, industry, and government which characterized development of this particular regulation was unique to government rule-making, at least in the mining sector. It was a big tent approach that engaged all interested parties in safety and health dialogue. In this environment, stakeholders learned from each other, and the end result is an effective rule that everyone, not just MSHA, can legitimately claim they helped to craft. On health and safety matters subject to future rule-making, the mining industry has expressed interest in applying the Part 46 model to these endeavors, and we hope this wish will be granted.

Part 46 offers a flexible, performance-oriented approach to safety and health training necessary to accommodate the unique needs of the aggregates industry, from the "Mom-and-Pop" operation in rural Utah to the sprawling quarry in suburbia.

"The aggregates industry has been seeking an effective training standard for more than 20 years, and now we have it," commented Frank Cone of Tarmac America, Inc., who headed a task force within NSA's Safety & Health Committee that drafted the trade association's guidance document.

"Whether you are a big producer or a small one, this new regulation is tuned in to your needs. We can now focus all of our training resources and effort on delivering effective safety and health training designed to benefit our miners, rather than squandering time on what we considered to be training just to comply with Part 48. There is a difference."

New Miner Training

During discussion that led to the new rule, a big concern of operators was for a rule responsive to the reality that a percentage of newly hired miners do not remain employed at the mine for more than a few weeks. Investing up front in a miner by giving him 3 days of training before he starts work only to see him quit after a few weeks strikes right at the bottom line. The new rule allows a mine to give a new miner 4 hours of good safety and health training in the morning and then begin work - safely - in the afternoon. The rule gives the operator 60 days to essentially

complete the rest of the training.

Part 46 replaces Part 48 at most aggregates operations, and the old rule mandated 24 hours of instruction before a miner starts work, although District Managers had the discretion to reduce the pre-start training requirement to 8 hours.

Competent Persons vs. Certified Instructors

Another problem with Part 48 was a requirement that instructors had to be MSHA-certified. Producers argued that in rural areas MSHA-certified instructors were not readily available, nor did the use of such instructors ensure quality training. During hearings on Part 46, Ted Swiderski of Sanco Materials in San Angelos, TX, representing the National Aggregates Association, had this to say about certified instructors:

"...certification of trainers is a problem for us and it will be for other small companies. Our plant manager gives a lot of good safety talks but is not certified."

MSHA heard the pleas of small operators, and allowed training to be done by competent persons picked by the operator. No certification is required. Under Part 46, competent persons must have the knowledge, training, experience, and ability to provide effective training; good communications skills; and an ability to evaluate the effectiveness of instruction.

Streamlined Training Plans

Aggregates producers were also troubled by Part 48 because they perceived it contained burdensome paperwork requirements. The rule seemed to emphasize compliance with recordkeeping requirements; it was too bureaucratic and did not promote effective training. Especially onerous was the requirement under Part 48 for detailed training plans, and for their approval by MSHA. For example, Part 48 asked operators to include in the training plan information on the approximate number of miners employed at the mine and the maximum number who would attend each training session. Further, if the training plan changed, approval of the modifications by the District Manager was required.

Under Part 46, formal MSHA approval is not required as long as the training plan has the components listed in Part 46.3(b).

Training Length/Equivalence/ Refresher Training

Operators also frowned on other provisions of Part 48. It called for instruction in increments of no less than 30 minutes; operators questioned why, and asked for flexibility in instruction length, since effective, single-topic tailgate talks can last less than a half hour. MSHA listened; Part 46 does not specify the length of instruction, it only stipulates that actual instruction time be counted and not time needed, say, to satisfy administrative requirements.

Operators noted that other agencies, such as OSHA, require training containing courses very similar to those mandated by MSHA. Could those courses count toward satisfaction of MSHA's training requirements? MSHA said yes, provided the coursework was relevant to what the worker would experience at the mine site. Instruction by virtually any reputable provider using any type of effective instructional technique imaginable is allowed under Part 46.

Operators were likewise pleased that MSHA responded favorably to their concern that some training topics required under Part 48 were simply not relevant to their particular operation and workforce. Part 46 appropriately allows the mine operator to choose refresher training topics the operator knows are pertinent to their operation and miners. The only exception is that miners must be given instruction on health and safety-related changes that have occurred at the mine since the last training session.

In all, the aggregates industry is satisfied that Part 46 lays a proper foundation for the development of effective safety and health training. But only time will tell if Part 46 will be enforced with the same attitude of enlightenment that surrounded its birth. If it is, everyone comes out a winner. If it isn't, the spirit of cooperation and collaboration that marked its genesis will be swept away, an unfortunate development for all of us.■

Part 46: The First Hurdle - Putting the Training Plan Together

By David T. Couillard, Training Specialist, EFS

As we get closer to the October 2, 2000, effective date for Part 46, many production operators and independent contractors have run into some common problems in putting their training plans together. Taking time to identify and solve these problems now can make life a lot easier for you after October 2, when the plan must be fully implemented.

The first problem is looking for someone to take responsibility for the training. If you are an operator or contractor, the best place to look is in the mirror. Part 46.3(b)(2) requires an approved training plan to have "The name and position of the person designated by you who is responsible for the health and safety training at the mine. This person may be the production operator or independent contractor." This designated responsible person is required to sign a statement at the bottom of every training form that states, "I certify that the above training has been completed" [(Part 46.9(b)(5)].

False certification is subject to severe civil and criminal penalties [Part 46.9(b)(4)].

Obviously, the person responsible for training needs to be someone from the company who is in a position to verify that the training has been done. If your company has a lot of portable crushing units, the supervisors of each unit could be designated as responsible for on-site new miner, task and hazard awareness training, and such management officials as the safety director could be designated as responsible for off-site or classroom training. But you cannot designate an outside trainer, such as an instructor from a state grant program. State instructors are some of the most experienced and able mine safety trainers around, and you will undoubtedly want to include them on your list of competent persons, but you cannot have them sign your training certificates.

A problem related to looking for someone else to take responsibility is trying to incorporate a cooperative training program, as in, "All of our annual refresher training will be conducted by XYZ Community College, using their curriculum and instructors." While Part 48 has a provision for MSHA approval of cooperative training programs, there is no similar provision in Part 46.

Only production operators and independent contractors are required to have Part 46 training plans. Each plan must include a description of teaching methods and course materials for each training program (new miner, experienced miner, task, annual refresher, and site-specific hazard awareness training); subject areas; approximate time spent on each subject; a list of competent persons/organizations and the subject areas in which they are competent; and evaluation procedures.

Years of partial, voluntary compliance with Part 48 has led to a "ticket mentality" on the part of many production operators: arrange for and receive annual refresher training from a state grant or other cooperative program, get a Form 5000-23 signed by the instructor, and you are good to go for another year. Under Part 46, cooperative trainers must follow lesson plans that are appropriate to your training plan, and only if they or their organizations are included on your list of competent persons. Since you are responsible for your own training, you are also responsible for documenting it, even when you use outside trainers. In other words, you write your own "tickets."

Another common problem is listing competent persons and the subject areas in which they are competent to instruct. For task training, it is not enough to say that people experienced in each task will conduct the training. You need to list a specific individual, and the specific tasks (or other subjects, if appropriate) that individual will teach. The only exception to this requirement is if you list an organization on your competent person list. For example, you may list Realgood Mobile Equipment Company to do task training for front-end loader operators, because you probably will not know the Realgood instructor's name until he or she shows up at

your site. However, you will be required to include the Realgood instructor's name on the training record. This same procedure applies if you list XYZ Community College to do portions of new miner and annual refresher training: include the names of each instructor on the training records for the subjects they teach.

Finally, a lot of people are confused about the implications of compliance dates discussed in the standard. October 2, 2000, is the date by which your Part 46 training plan must be implemented, but one of the training plan requirements is to share the plan with the miners (by providing a copy to the miners' representative, posting a copy at the mine, or providing a copy to each miner) at least two weeks prior to implementation. September 18, 2000, is the latest date for providing the plan to the miners for their review.

Part 46.2(d)(1) provides several definitions of an experienced miner that have important implications. People who were employed as miners on April 14, 1999, or who will have 12 months of cumulative surface mining or equivalent experience by October 2, 2000, are considered experienced miners. Anyone hired after April 14, 1999, who will not have 12 months of cumulative surface mining or equivalent experience by October 2, 2000, must have received new miner training before that date. If an inspector asks to see a training record for such an employee after October 2, 2000, and it turns out that the employee has not received new miner training, (Proposed or Final Rule), the company will be issued an order under Sec. 104 (g)(1) of the Federal Mine Safety and Health Act of 1977, and the employee will be withdrawn from the mine until the required training is completed.

On or after October 2, 2000, achieving experienced miner status requires completion of new miner training under either Part 46 or Part 48, and accumulating 12 months of surface mining or equivalent experience. Once a miner becomes an experienced miner by any of the above means, the miner will retain that status permanently. Each miner must be provided with no less than eight hours of annual refresher training. Experienced miners on board on October 2, 2000, must complete their first round of refresher training no later than March 31, 2001. New miners must complete eight hours of refresher training no later than 12 months after beginning work at the mine, and thereafter, no later than 12 months after the previous refresher training was completed.

As you gain more experience implementing Part 46, you will undoubtedly encounter new problems. Do not hesitate to contact your nearest Educational Field Services training specialist if you have any questions. Remember—all of us need to work together to provide miners with the information they need to make safe decisions, and Part 46 is the guide we will use to reach this crucial goal.■

III

Three Reasons Why You Should Train Your Employees

By Rene' Williams, Director
Business and Industry Training
Office of Mine Technology
Bevill State Community College
State of Alabama

Training can let you keep your money in the bank!

A trained worker generally performs his or her job in a safe manner which reduces the risks of an accident occurring. We all know that an accident can cost a lot of money. Training can also save you money in the area of workers compensation insurance (WCI). In most areas of the country, WCI sets a base rate for certain occupations. The base rate for the mining industry is usually set at a high rate because of inherent safety factors and risks. Each company is given a MOD number based on their safety record, the number of claims filed, and if the company provides training and/or has a safety program. A MOD number can be raised or lowered by these same factors. In a comparison example, Mine A has a base rate of $20/hundred of payroll, but because of an unknown safety program and because they do not provide training to their employees, their MOD number is increased to 1.5. Mine A will now have to pay $30/hundred of payroll for WCI. Mine B has the same base rate ($20/hundred of payroll) but has a written safety & training plan in place, provides training for their employees, and has a good safety record. Their MOD number is lowered to .85 which means they will pay $17/hundred of payroll. In this comparison the difference in WCI payments paid by these two mines is $13/hundred of payroll. WCI dollars are very important in the overall profitability of a company, especially your company.

Training can affect your workers' productivity as well as your mine's profitability!

A trained worker is often a more productive employee. Everybody is in this business to make a profit, especially you. Therefore, you place your employees in jobs where they can perform at a high proficiency level. Another thing you must do to remain a profitable company is to only hire enough people necessary to mine your product. But what happens to your operation when an employee is injured on the job? You probably reassign another employee, who more than likely, isn't as skilled at that particular job as the one who has been injured. Usually, your production suffers because of a chain reaction started with the injury of one employee and your profits go down.

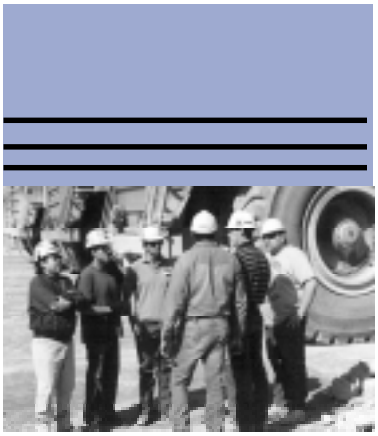
Training is working for other mining operations and it will work for you! Training your employees:

- will provide you with a safer, more knowledgeable workforce
- can save you dollars in insurance premiums
- can help to increase production and has been proven that it helps to reduce downtime due to injuries.

Let's work together to train your people. It can help to eliminate accidents and injuries in the mining industry. Oh yes, that third reason?

Part 46 training regulations will be enforced beginning October 2, 2000.

Be ready. Alabama's Bevill State Community College, through the Mine Technology Department, assists mine operators and independent contractors with safety and health training and retraining for their miners and the employees of independent contractors in order to eliminate fatal injuries and reduce the frequency and severity of accidents. Special emphasis is placed on providing training for the smaller, independently operated mines that may not have the personnel or financial resources to provide their own training and are in the most need of direct training assistance.■



Part 46 Safety Training – An Opportunity for Success

By Frank Cone,
Safety Manager
Tarmac America, Inc.

Well, are we having fun yet? The much anticipated Part 46 safety training regulation is now a reality. MSHA will begin enforcing the new rule on October 2, 2000, in the previously exempted industries of shell dredging, sand, gravel, surface stone, surface clay, colloidal phosphate, and surface limestone– the same industries that for 20 years believed they were regulated by a training rule that didn't allow them to provide the training they thought was most appropriate for their operations. There are still some naysayers and doubters in the industry that don't agree with the new rule and there's nothing wrong with a little healthy skepticism to keep a balanced perspective. However, it appears to me that a training rule that is tailored for specific types of mines and will now be enforced by MSHA is infinitely better than a training rule that many thought was wrong for those same types of mines and wasn't being enforced by MSHA. Now the proof will be in the pudding and the people most likely to gain from the new training rule are the thousands of employees who will soon begin receiving safety training at operations that did none or very little during those past 20 years.

Fortunately, there is plenty of help for mine operators who are basically starting from scratch with their training program and also those operators who have been providing training but want to improve their existing program. MSHA has done an outstanding job in developing and providing safety training materials through both the National Mine Health and Safety Academy and the Educational Field Services office. MSHA's Starter Kit is well done and shows how simple it can be to develop a training plan and includes a comprehensive list of the training materials available from the Academy. Other materials available from MSHA which make it easier for an operator to prepare for the new rule are the "Part 46 Training Packet - Introduction to the Work Environment" and "30 CFR Part 46 Instructor's Guide with Lesson Plans" (Instructors Guide Series IG-31 and IG-37). There are many other sources where you can acquire excellent training materials including the State Grants Program, industry trade associations such as the National Stone Association, independent contractors and consulting firms, and even the large mining companies that are willing to share their expertise and the training materials they use at their operations.

There are now two groups that must step up to the plate and deliver the goods. First, the mine operators must have their training plan ready to be posted 2 weeks prior to the effective date of the rule and then begin to effectively train their employees. With the easy availability of good training materials, the most difficult task for operators who have not been providing the training will be to make the time available to get the training done and having the competent people prepared to deliver the training. We have some of the best people in the world working in the stone and other industries. I'm convinced that every operation has people that are very knowledgeable of the mining process, know the safe way to do each job at their operation, and care about the welfare of their coworkers. Using the training materials as a guide, these people will provide good training, and their employees will know how to recognize and avoid hazards and will be prepared to work safely each day.

Secondly, MSHA needs to work with the mine operators during this transition period and be more concerned with helping the operators provide good training to their employees rather than simply issuing citations for violations. Operators who fail to meet even the most basic parts of the new rule must face the consequences. However, operators who appear to be training in good faith, but may have done some things incorrectly or omitted some items, should be given assistance rather than citations. I believe that MSHA should establish a protocol for mine inspectors to use when reviewing the training plans, lesson plans, and actually monitoring the training. Inspectors enforcing the rule differently from one district or field office to another will only cause more confusion among the operators. Part 46 was developed as a partnership between MSHA, the mine operators, and some labor unions. That philosophy needs to be maintained during this transition period.

I am hopeful that the new training rule will not only address the immediate concern that every miner deserves to receive good safety training but that it will also be the beginning of a cultural change. Only time will tell if the enforcement of training will actually reduce fatalities and serious injuries. However, as safe work practices are promoted and reenforced through quality training, it should begin to demonstrate to employees that their well being is not some catch phrase, but that mine operators and owners will be placing a premium value on miner safety.■

How to Use Part 46 to Improve Training

By Randy K. Logsdon, CMSP
Manager, Safety & Health
Vulcan Materials Company
Midwest Division

How do you perceive Part 46? Some fear Part 46 because it establishes some standard of training that is enforceable or just because they don't understand it. Some view Part 46 as freedom from Part 48. Part 46 opens the doors for creativity. Regardless of your perspective, Part 46 is here. We have to live with it, so we should at least try to use it to our advantage.

To gain maximum benefit from Part 46, you have to understand the regulation. Read it carefully. The preamble that was published with the rule in the Federal Register helps to explain how and why the rules were written. Check MSHA's website and contact Educational Field Services office to get answers to specific questions. Here are a few of the provisions that I believe will be beneficial.

Competent Person

Part 48 requires that most training be provided by approved instructors. We commonly use the term certified because the approved instructors are issued cards from MSHA. Certification does not guarantee competent instruction, and obtaining an MSHA instructor card requires considerable work. Because Part 46 requires instruction by a "competent person," the red tape associated with the approval process is eliminated. As an operator or independent contractor, you are responsible for ensuring that your instructors are "competent." By definition, a competent person qualifies by ability, training, knowledge or experience in his or her area of expertise. The competent person must also be able to effectively communicate and evaluate the effectiveness of training. To make your training the best possible, carefully select competent instructors.

Approved Training Plan

Under Part 48, the training plan approval process was very rigid. Although MSHA did permit some flexibility in practice, the rule was very stringent. The plan had to be written and sent to the MSHA District Manager for approval. The District Manager could require additional subjects, and require a rewrite. The timeframes for each subject were also rigid. Part 46 provides an outline for the general requirements for an approved training plan. MSHA has even produced a model (fill-in-the-blank) plan. The plan does not need to be sent in to be approved. It does have to be shared with miners or miners' representative before it becomes effective. Training materials do not have to be copied to the MSHA District Manager and you are permitted an approximate time or range of time for each subject. This makes reevaluation of your own plan much easier. If you need to change something, you simply make the changes, post it for 2 weeks, and it's approved.

New Miner Training

New miner training under Part 46 is designed to be flexible. Much of the training may be conducted in a classroom setting, off-site, and even on a computer. Critical training subjects are best handled on-site. At least 4 hours covering seven topics that can be described as orientation topics just cry to be given on-site. Introduction to the Work Environment must include a tour of the operation. How better to describe electrical and other hazards than on-site. Describe and show the emergency procedures and equipment. Give hands-on training on the safety and health aspects of the assigned task. What operator would start a new employee without covering these topics up front? A review of first aid methods and respiratory/self rescuer training must be provided within 60 days. And get this: The balance (if any) of the 24 hours required may be completed within 90 days. You can add any other subjects that are appropriate for safety and health training, including subjects in regular safety meetings. Experienced miner training follows a similar general format.

Annual Refresher Training

MSHA took a leap of faith here. Eight hours are required every 12 months as with Part 48. But, that is where the similarities end. Only one topic is required: Changes that could adversely affect the miner's health or safety. The training may be presented in one 8-hour sitting; it may be spread over the entire 12 months; it may combine off-site and on-site sessions; it may be made up entirely of regular safety meetings, contacts, and tailgate meetings; it may use computer aided training systems; or it may include any combination of the above. There is a catch. The training must be outlined in the training plan and it must be properly documented. Every minute of training provided may potentially be counted toward the 480 minutes of annual refresher training.

MSHA provides an extensive listing of recommended topics that may be used in addition to the one required topic. For our purposes, I have condensed that list down to four topics: Hazard Recognition and Control, Occupational Health,

Emergency Response, and Rules and Regulations. I believe that these broad subjects cover most any specific topic covered over the course of a year, and helps to simplify my training plan. This is where I get my most flexibility and creativity.

If an experienced miner misses work for a period of time, he must be instructed in the changes that occurred at the mine that could affect his or her health or safety. You then have 90 days to catch that miner up with annual refresher training.

New Tasks

MSHA does not require an extensive backlog of task training records. Part 46 simply requires that training be provided and documented when new tasks are introduced and when the task changes significantly enough to affect safety or health. If someone has experience from a previous job, additional training is not required if the individual can demonstrate his or her competence in the safety and health aspects of that task.

Site-specific Hazard Awareness Training

This is another no-brainer. You don't want strangers on mine property without proper training. Under Part 46, many of the occasional visitors, truck drivers, delivery personnel, etc., may be trained using effective signage and/or oral instruction. No records are required for hazard awareness training for these groups, so long as you can demonstrate to MSHA that you are providing that training.

Other miners, including some maintenance and construction personnel, drillers, blasters, etc., are considered miners under the definitions of Part 46. Because of their exposure, more extensive training is required. Part 46 is clear that New Miner, Experienced New Miner, Annual Refresher, and New Task training is the responsibility of the independent contractor (or vendor). The production operator must provide site-specific hazard awareness training to the contractor and to each contractor employee. In this case, the training must be documented.

MSHA will hold the production operator responsible for informing the independent contractor of his or her responsibility under the Mine Act, including training provisions. It is unclear at this point how tightly MSHA will hold the production operator for ensuring that the independent contractor complies.

Records Your Way

Even MSHA personnel sometimes have difficulty figuring out the 5000-23 forms. Here is another avenue for creativity. MSHA describes clearly what must be included on records and certificates. We get to design our own forms that we can use, forms that might have more than one function. Just make sure that the forms contain the minimum information. Certificates must also contain a falsification warning statement and the signature of the person responsible for safety and health training.

Evaluation

A subject that is stressed more under Part 46 is the evaluation of effective training. It only makes sense. You have standards of health and safety performance for the jobs and tasks that your miners are required to perform. You should evaluate your training against those standards. If one is expected to use three points of contact climbing a ladder, we need to evaluate the work performance against that standard. You expend tremendous resources in training your employees. You should insist on knowing how effective that training is. You can only know through some form of evaluation.

Conclusion

Use the provisions of Part 46 to improve your training program or process. Don't dwell on the technicalities of the regulation. Instead, concentrate on good, effective training. Draft your training plan to fit your effective training. Part 46 will flex a lot to fit your training process and provide guidance in areas that may have been overlooked. Good luck!■

Part 46-Colorado Reaches State and National Mine Operators and Contractors

by Bill York-Feirn, Colorado Division of Minerals and Geology, the Division of Training Services at the HEAT Center

As the Part 46 training regulations were promulgated last September and on through the end of the year, the Colorado Mine Safety and Training Program (Colorado Program) experienced what seemed like an overwhelming number of requests for assistance, training, and compliance advice related to the new rule. That number of requests has since grown dramatically. Like most other state grants programs, we struggled with finding ways to meet the most needs out there, whether it was mine operators or contractors that needed help. In addition to our everyday assistance efforts, the Colorado Program decided early on to pursue two solutions that would allow our small staff to reach as many operators and contractors as possible.

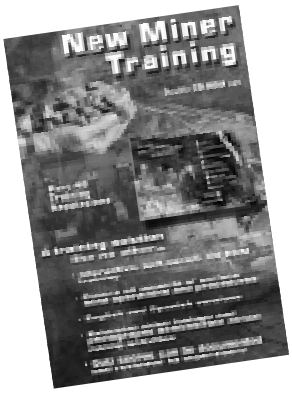
First, we worked cooperatively with MSHA's Educational Field Services staff and the Colorado Rock Products Association (CRPA) to jointly sponsor a series of Part 46 seminars and workshops around the state. These workshops were very well attended. The focus of these workshops was, in addition to reviewing the requirements of the rule, to ensure that most mine operators and contractors who attended left the seminar with at least a draft Part 46 training plan that was specific to their operation(s). The participants also received information on Part 46 training and training materials resources available to them and the MSHA enforcement checklist that can be used to double check their compliance measures. Many participants, although initially overwhelmed, were somewhat relieved to know they had a great start on their compliance efforts.

The second idea we envisioned would help Colorado mine operators and contractors as well as non-coal surface mine operators and independent contractors across the country. The Colorado Program formed a cooperative relationship with CRPA and the Colorado Division of Training Services - Higher Education and Advanced Technology (HEAT) Center in Denver to create an exciting, interactive Part 46 New Miner Training CD-ROM program. We wanted the product available to the mining community well before the compliance date of October 2, 2000. The English version of this unique program began distribution on June 26, 2000, and the Spanish version will be available in early September, 2000.

The new Part 46 New Miner Training CD-ROM program is divided into 10 modules packed with important information to complement the user's site-specific training. The modules are: Introduction, Mining Environments, Recognizing and Avoiding Hazards, Emergency Procedures, Task Training, Statutory Rights, Line of Authority, Rules and Procedures, Self-Rescue and Respiratory Devices, and First Aid Overview. The program is designed to provide consistent, interesting training for new miners and newly-employed experienced miners. Individual modules can easily be used for other types of training such as annual refresher, task or hazard training, etc. The program is interactive and self-paced and provides a bookmark for easy exit and reentry to the program. The extensive video footage and photographs clearly demonstrate actual mining activities and safety procedures. There are 16 quizzes throughout the program that test the employees understanding of the material. Quiz scores and training time are documented and can be reviewed by supervisors. A training certificate can also be printed when the employee has completed all 10 modules. New employees can start the program and begin learning immediately.

The minimum computer system requirements are:

- PC Compatible Pentium II 233 MHz, 24 MB of RAM
- 4X CD-ROM, 800 X 600 Screen Resolution, 16 bit color
- Soundcard with speakers or headphones
- Quicktime Installer included in package



To order, please call 1-800-877-0785 at the Colorado Rock Products Association, 6880 South Yosemite Court, Suite 150, Englewood, Colorado 80112. If you have any questions regarding the Part 46 CD-ROM, please contact either Bill York-Feirn at (303) 866-3650 or Dan McClain at (303) 866-3790 who are with the Colorado Mine Safety and Training Program.

You can also view a clip of the program at **www.crmca.org.**

New Part 46 Training Requirement - Impact and What We Are Doing in the State Grants Program in Michigan

By David Carlson
Michigan Technological University

Michigan is one of many states which receives a grant from MSHA to conduct safety and health training for miners. For about 20 years the State of Michigan has subcontracted its mine safety and health training to Michigan Technological University (MTU).

Each state participating in the MSHA grants program is a unique entity. Many of the states in addition to conducting training classes, develop training materials that are shared with other training programs and with mine operators throughout the world. This makes a significant contribution to the availability of low-cost training materials. Notable among the states in the preparation of training materials are: Colorado with low-cost videos and a new Part 46 New Miner Training CD, Florida, Illinois, and Pennsylvania with low cost videos and, Virginia and West Virginia with written materials. Address information for the various State Grants Programs can be obtained on the Internet at **http://www.msha.gov/training/states/states.htm**. Many of these materials and other training materials are available through MSHA's National Mine Health and Safety Academy by calling Mary Lord at (304) 256-3257. A catalog of training materials available through the Academy can be found on the Internet at **http://www.msha.gov/training/prodintr.htm**. MSHA's Internet site at **http://www.msha.gov** also has electronically searchable copies of the regulations and numerous other materials that can be used in training.

How the New Part 46 Training Regulation Impacts the Michigan Program at MTU

Past Training Requirements. Most of the training conducted by the MTU Grant Program is directed toward Michigan's small mines. Almost all of Michigan's small mines, other than gypsum mines, now come under the new Part 46 training regulation. Because MSHA was prohibited from enforcing existing training regulations since 1980, many small mines have not received safety and health training. Thus, while the majority of training provided by the MTU Program was focused toward small mines, many more have not received training.

The MTU Program also trains numerous independent contractors working at Michigan's two large iron mines, which fall under Part 48 training regulations.

Changes Made by Part 46. With the October 2, 2000, implementation of the Part 46 training regulation, surface nonmetal mines will now be subject to the enforcement of the training regulation by MSHA. While it is not possible to accurately estimate how the enforcement of the new training regulation will impact the grant training program at MTU, we remain committed to providing quality health and safety training to the Michigan mining industry and will serve all mining operations to the best of our ability and contingent on the availability of our resources.

What MTU is Doing to Prepare Companies to Meet the Requirements of the New Part 46 Training Regulation.

Four workshops were held throughout Michigan in cooperation with the Michigan Chapter of the Holmes Safety Association and MSHA. In these workshops, Michigan's mine managers, supervisors, and trainers and other attendees were introduced to the new Part 46 training regulation. Attendees participated in discussions of the regulation, and were made aware of the requirement to have a training plan by October 2, 2000. They were also given assistance in drafting a training plan for their mining operation. Information on how and where to obtain low-cost training materials was also provided.

MTU responds to many inquiries from company representatives. Their questions range from how to write a training plan to seeking advice on required training and when the training must be completed. The grant program at MTU offers help to mine operators and independent contractors in preparing training plans for companies. Forms requesting this assistance can be obtained by calling (906) 487-2453. This service will continue as long as companies continue to request it.

Surface Mine Supervisor Safety Manual. At the request of our grant program's industry advisors, we have assembled a draft Surface Mine Supervisor Safety Manual. This manual is intended to assist surface mine supervisors in meeting other MSHA requirements and in promoting a safe and healthy workplace. Topics addressed in the manual include:

(1) Supervisor liability and responsibilities

(2) 30 CFR regulations

(See next page)

(3) Safety and health training requirements

(4) Getting mine safety information

(5) Dealing with outside contractors and customers

(6) Required recordkeeping

(7) Conducting an audit

(8) Your company's safety program

Our goal is to make this manual available to Michigan mine operators, surface mine supervisors, and independent contractors by October 1, 2000. The charge for each manual will cover the costs of production, shipping and handling.

Surface Mine Instructor and Trainee Review Manual. The Michigan Program is also updating the Surface Mine Instructor and Trainee Review Manual published in 1999. Our target date for re-publication of this manual is October 1, 2000. Free copies of the updated manual will be distributed to Michigan mine operators and independent contractors. This revised manual will also be made available to others at a reasonable cost.

Much of the Surface Mine Instructor Manual and the Trainee Review Manual is written as questions and answers. This format provides safety instructors at surface mining operations with both facts and sources of information that may help in preparing and presenting of mine safety and health training. You may find the manuals useful in writing questions for instructional games, or when conducting other topic-reviews, evaluations, or testing activities.

For companies electing to do their own training, MTU maintains a video lending library which is free of charge to Michigan mines and trainers. A video list can be found on our Internet site at www.mine-safety.mtu.edu.

Competent Person Training Workshops**.** The Michigan grant program will conduct a series of Competent Person Training Workshops at various locations throughout Michigan. Topics to be discussed at each of these one-day (8-hour) workshops include, among others:

(1) Training basics including training plan considerations such as: subjects to include, flexibility, and the need for competent persons

(2) Basics of adult learning

(3) Preparing a training objective

(4) Preparing a lesson plan using MSHA Instructor's Guide

(5) Evaluation of trainee retention of materials

(6) Details of each type of training required (such as New Miner Training, Experienced Miner Training, Annual Refresher)

(7) Special emphasis on New Task Training and Site-Specific Hazard Awareness Training

(8) Job Safety Analysis and how to incorporate this into company training programs

In addition, the workshops will place strong emphasis on making competent persons aware of the Part 46 requirements and how to access or obtain low-cost training materials. We will have lists of materials, where to find them and their costs, information on how to make presentations, and handouts on free training materials found on the Internet or elsewhere. The schedule of these workshops will be announced later.

In Michigan, the State Grants Program at MTU cooperates with MSHA, the Great Lakes District Council of the Holmes Safety Association, and with other organizations by assisting many mine operators and independent contractors in the transition of training under Part 48 to Part 46. The Michigan State Grants Program is well positioned to assist small mines in by providing training mandated under the new 30 CFR Part 46, as well as Part 48, if applicable. The Michigan State Grants Program at MTU may be contacted at (906) 487-2453.

While the MTU grant training program offers training at a very low cost to mine operators, we recognize that the bulk of a mine operator's and an independent contractor's training costs are the wages paid to supervisors and employees during training. The fees charged to Michigan's small mine operators and independent contractors usually equal no more than the wages for one or two employees.

The primary mission of the MTU grant training program is to improve the health and safety in Michigan's mining industry. To that end, MTU continues to provide a quality mine safety and health training and assistance program.■

PART 46 - Training In The New Millennium

By Ben Hart,
Mine Safety Program Manager
Florida Mine Safety and Health Training Program

April 14, 1999; September 30, 1999; October 2, 2000; March 30, 2001

What do these dates have in common? They are all pertinent dates to assist the nation's aggregates industry comply with MSHA's new Part 46 training regulations. Their significance will be explained later.

To help the aggregates industry welcome in the 21st century, MSHA promulgated some new training regulations designed and written specifically for them (at their own request, I might add). Previously, these mines were referred to as exempt mines. The new regulations can be found in Title 30 Code of Federal Regulations (30 CFR).

Section 115 of *The Federal Mine Safety and Health Act of 1977* specifically mandated health and safety training regulations for the entire mining industry, <u>including aggregates</u>. Part 46 details how certain mines are to carry out the new mandated training requirements. It is similar in many ways to Part 48 Subpart B (Part 48) which was the training regulation for all surface mines from 1978 until last year. A Congressional "rider" to the MSHA appropriations prohibited MSHA from enforcing the training regulations in certain mining industries - *shell dredging, sand, gravel, surface stone, surface clay, colloidal phosphate, or surface limestone* - but mine operators at these surface operations were still expected to provide health and safety training for their employees to be in compliance with the training requirements. The "exemption" only applied to MSHA's enforcement ability, not the mine's duty and responsibility to provide the training.

WHO IS RESPONSIBLE FOR HEALTH AND SAFETY TRAINING? Part 46.3(b)(2) states that the training plan must include the name and position of the person designated by you who is responsible for the health and safety training at the mine. This person may be the production-operator or independent contractor. This person will be responsible for certifying that the proper training has been done.

WHO CAN TEACH PART 46? One major difference between Part 46 and Part 48 is found in the requirements for the training provider (instructor). Part 48 requires that training be conducted by an MSHA-*approved* instructor (except for task training), while Part 46 requires that the training be presented by a *competent person*. Part 46 defines competent person as "a person designated by the production-operator or independent contractor who has the ability, training, knowledge or experience to provide training to miners in his or her area of expertise. The competent person must be able both to effectively communicate the training subject to miners and to evaluate whether the training given to miners is effective." This difference generated a lot of discussion at MSHA's public hearings on the new standard. Many felt that MSHA should retain some control over the instructors by requiring some formal proof of training ability and competency, as required in Part 48.23(h), but the writers of the final rule did not include such requirements.

Several state training programs offer 'train-the-trainer" courses for persons designated as competent person trainers. These courses provide information on how to teach, how to develop a lesson plan, the dynamics of group communications, and how to evaluate the effectiveness of training. I am familiar with a number of these programs. Their courses are two (2) to three (3) days in length, and are offered free or at reasonable cost. To find out the dates and locations of the courses nearest to you, please contact Linda Davis, State Grants Manager, at (703) 235-1400. Various mining associations may also be providing this same type training.

WHO MUST BE TRAINED? Another significant difference between Parts 46 and 48 is that Part 46 specifically includes in its definition of miner "independent contractors and employees of independent contractors who are engaged in mining operations, and any construction worker who is exposed to hazards of mining operations." Part 46 also allows specific credit for equivalent work experience "where the person performed duties similar to duties performed in mining operations at surface mines."

WHO IS RESPONSIBLE FOR TRAINING INDEPENDENT CONTRACTORS? Part 46.12(a)(1) requires that each production-operator ensure site-specific hazard awareness training is given to all independent contractor employees who are subject to Part 46.11, and to provide information to each independent contractor as to the contractor's obligation to comply with all MSHA regulations, including Part 46. Part 46.12(b)(1) requires each independent contractor who employs a miner at the mine to have primary responsibility for complying with Part 46.3 - 46.10, including providing new miner, newly-hired experienced miner, new task, and annual refresher training. Part 46.12(b)(2) requires

(See next page)

the independent contractor to inform hazards of which the contractor is aware that may be created by the performance of the contractor's work at the mine.

WHAT'S SIGNIFICANT ABOUT ALL THOSE DATES? Part 46.2 (d)(1) defines *Experienced miner* as:

(i) A person who is employed as a miner on **April 14, 1999**;

(ii) A person who has at least 12 months of cumulative surface mining or equivalent experience on or before **October 2, 2000**;

(iii) A person who began employment as a miner after **April 14, 1999**, but before **October 2, 2000,** and who has received new miner training under Parts 48.25 or 46.5 (proposed requirements published **April 14, 1999**); or

(iv) a person employed as a miner on or after **October 2, 2000,** who has completed 24 hours of new miner training under Parts 46.5 or 48.25 and who has at least 12 cumulative months of surface mining or equivalent experience.

Part 46.8 states that each miner must be provided with no less than 8 hours of annual refresher training - no later than 12 months after the miner begins work at the mine, or no later than **March 30, 2001**, whichever is later.

CAN MSHA STATE GRANTS DO ALL MY TRAINING? Both New Miner and Newly-Hired Experienced Miner Training respectively, require that, before the new miner or newly-hired experienced miner begins work at the mine, you (production-operator or independent contractor) must provide the miner with training in the following seven (7) subjects. **(NOTE: New miners must receive no less than 4 hours of training in these subjects.):**

- An introduction to the work environment, including a visit and tour of the mine, or portions of the mine that are representative of the entire mine (walkaround training). The method of mining or operation utilized must be explained and observed;
- Instruction on the recognition and avoidance of electrical hazards and other hazards present at the mine, such as traffic patterns and control, mobile equipment (e.g., haul trucks and front-end loaders), and loose or unstable ground conditions;
- A review of the emergency medical procedures, escape and emergency evacuation plans, in effect at the mine, and instruction of the fire warning signals and firefighting procedures;
- Instruction on the health and safety aspects of the tasks to be assigned, including the safe work procedures of such tasks, and the mandatory health and safety standards pertinent to such tasks;
- Instruction on the statutory rights of miners and their representatives under the Act;
- A review and description of the line of authority of supervisors and miners' representatives and the responsibilities of such supervisors and miners' representatives; and
- An introduction to your rules and procedures for reporting hazards.

State training programs, such as the Florida Mine Safety and Health Training Program, which I manage, can assist you with the other twenty (20) hours of training, but you must provide the initial 4 hours and cover the subjects listed above. ***I am suggesting to the mines in Florida that they have their competent person trainer work with the new miner for a minimum of eight (8) hours, cover the required subjects outlined above, plus instruction in the care, use and maintenance of self-rescue or respiratory devices (if applicable) and then provide (or have other competent person trainers provide) task training in one or more tasks they will be performing.*** The competent person trainer will then complete a record of training, in accordance with Part 46.9, detailing that the new hire has received 8 of the 24 hours required.

No later than 60 calendar days after the new hire begins work at the mine, you must provide him or her with training in the instruction and demonstration on the use, care and maintenance of self-rescue and respiratory devices, if used at the mine. This includes disposable, nuisance dust masks. As stated above, if your operation requires the use of such devices, this should be included in the first day's initial training.

Additionally, new miners must be trained in a review of first aid methods within 60 calendar days, and no later than 90 calendar days, must be provided with the balance, if any, of the 24 hours of training on any other subjects that promote occupational health and safety for miners at the mine. As in Part 48, until the 24 hours of training is completed, the new miners must work where an experienced miner can observe that the miner is performing his or her work in a safe and healthful manner.

WHAT SHOULD I HAVE ALREADY DONE? According to Part 46.3(d), by **September 18, 2000** (2 weeks prior to **October 2**), you must have posted your training plan on the mine bulletin board, or provided a copy to each miner (or to the miner's representative, if applicable). On **October 2, 2000**, MSHA will begin enforcement of Part 46. In order to be in compliance, your training plan(s) must be in place and training being conducted must follow the posted plan.

WHAT FORM SHOULD I USE FOR TRAINING RECORDS? Part 46.9

states that you must record and certify on MSHA Form 5000-23, or on alternate form that contains information listed in Part 46.9(b), that each miner has received training under this part. **I am suggesting to mines in Florida that they use the MSHA Form 5000-23, with modifications and additions that meet Part 46.9 requirements.**

While I have tried to outline the key elements you will need to do (or have done) to comply with Part 46, time and space do not allow for all questions to be answered. The state grant training programs (there are currently 45 states and the Navajo Nation participating in the MSHA State Grant Program - all providing quality health and safety training at little or no cost to the mine operator or independent contractor) and MSHA's Educational Field Services staff will be more than happy to assist you with answering your particular questions. Check the MSHA website for names, addresses, and phone numbers. **WORK SAFELY!!**■

Performance-Oriented Training

By James Baugher, Training Specialist, MSHA

The purpose of safety and health training is to prepare an individual to perform his or her job without accident or injury. Effective training must relate to the person's job in such a way as to change his or her performance. Effective performance-oriented training requires precise training objectives and allows for maximum trainee participation, practice and, as much as feasible, performance of the skill being taught.

Here are some differences between conventional training and performance training:

Conventional training generally uses lecture as the primary method of instruction.

Performance training uses a progressive series of demonstrations and "hands-on practice" as the primary method of instruction.

Conventional training has the instructor in the central active role.

Performance training focuses on the trainees, and activities center on them with support from the instructor.

Conventional training selects content based on what can be presented in the allotted time.

Performance training includes content necessary to perform the priority skills within the allotted time.

Conventional training uses a grade approach to measure retained knowledge.

Performance training sets standards to which the trainee must perform and allows practice until mistakes are overcome. Immediate and tangible feedback is available to the trainee and instructor.

Performance training can be summarized by a simple formula:

TRAINING OBJECTIVE + TRAINING + EVALUATION = PERFORMANCE

A good training objective serves as the beginning of training development and provides the test to measure the end results. An objective has three elements:

(1) A description of the skill or task to be performed;

(2) Conditions for demonstrating the skill; and

(3) Standard of acceptable performance.

A conventional training objective may look like this:

"To ensure that the individual is proficient in performing mouth-to-mouth resuscitation."

This objective leaves unanswered what "ensure" and "proficient" mean in terms you can measure.

A performance-oriented training objective would look as follows:

TASK:

Each trainee will:

- if possible, place the patient on their back
- check for neck injuries (if injury is suspected, a modified neck tilt may be utilized)
- tilt the patient's head back by lifting at the base of the neck
- hold the head back with the heal of the hand and pinch the nose shut with the index finger and thumb
- make a seal over the patient's mouth with the rescuer's mouth
- blow into the patient's mouth until the chest rises
- then release the seal and listen for escaping breath
- repeat the process until the patient revives or medical help is obtained.

CONDITIONS: The demonstration will be conducted using a practice mannequin on a clean floor or blanket. A hygienic mouth appliance will be provided.

TRAINING STANDARD: The student will describe the method of checking for neck injuries and then perform the correct mouth-to-mouth resuscitation procedures in the correct sequence on the mannequin for five repetitions without error.

You can readily see that the performance-oriented training objective includes virtually everything you need to prepare, conduct, and evaluate the trainee in that particular skill. A series of preliminary demonstrations by the instructor are enhanced by trainees observing each other. Practice and evaluation occur simultaneously.

Even subjects like teaching

(See next page)

government regulations can be made more effective by orienting the activities on the trainees and utilizing their performance. Small groups can research and present answers to key questions to the whole group, simulations depicting employee/ supervisor or inspector/mine operator scenarios, panel discussions, debates, or "stump the other team" activities are just a few examples. Trainee questions should be encouraged.■

MSHA Educational Field Services Contacts

If you wish to receive help or guidance relating to Part 46 training, please check the list below and contact the EFS office in the state where your mining operation is located.

ALABAMA

BIRMINGHAM
Contact: **Terry Phillips**
Address: 135 Gemini Circle, Suite 212
Birmingham, AL 35209
Telephone: (205) 290-7294
E-Mail: Phillips-Terry@msha.gov

JASPER
Contact: **Ronny Jones**
Address: 1710 Alabama Avenue, Suite 120
Jasper, AL 35501
Telephone:(205) 384-8381
E-Mail: Jones-Ronny@msha.gov

ARIZONA

MESA
Contact: **Hilario Palacios**
Address: 63 East Main Street, Suite 303
Mesa, AZ 85201
Telephone: (480) 649-5452
E-Mail: Palacios-Hilario@msha.gov

CALIFORNIA

REDLANDS
Contact: **Isabel Williams**
Address: 25814 Business Center Drive
Suite B
Redlands, CA 92374
Telephone: (909) 799-9517/6718
E-Mail: Williams-Isabel@msha.gov

VACAVILLE
Contact: **Dennis Tobin**
Address: 2060 Peabody Road
Suite 610
Vacaville, CA 95687
Telephone: (707) 447-0437
E-Mail: Tobin-Dennis@msha.gov

COLORADO

DELTA
Contact: **Anita Goodman**
Address: 103 West 11th Street
Delta, CO 81416
Telephone: (970) 874-2684
E-Mail: Goodman-Anita@msha.gov

DENVER
Contact: **Steve Miller**
Address: P.O. Box 25367, DFC
Denver, CO 80225
Telephone: (303) 231-5939
E-Mail: Miller-John@msha.gov

DENVER
Contact: **Barbara Renowden**
Address: P.O. Box 25367, DFC
Denver, CO 80225
Telephone: (303) 231-5940
E-Mail: Renowden-Barbara@msha.gov

GEORGIA

MACON
Contact: **Wayne Maxwell**
Address: 640 North Avenue, Bldg. C
Macon, GA 31211
Telephone: (912) 752-3419
E-Mail: Maxwell-Wayne@msha.gov

IDAHO

BOISE
Contact: **John Kathmann**
Address: 1150 North Curtis Road
Suite 203
Boise, ID 83704
Telephone: (208) 321-2982
E-Mail: Kathman-John@msha.gov

INDIANA

VINCENNES
Contact: **Leland Payne**
Address: 2300 Old Decker Road
Suite 200
Vincennes, IN 47591
Telephone: (812) 882-7617, ext. 229
E-Mail: Payne-Leland@msha.gov

KENTUCKY

BARBOURVILLE
Contact: **Ronnie Deaton**
Address: HC 66, Box 1762
Barbourville, KY 40906
Telephone: (606) 546-5123
E-Mail: Deaton-Ronnie@msha.gov

HARLAN
Contact: **Greg Gluck**
Address: 133 Ready Mix Road
Harlan, KY 40831
Telephone: (606) 573-3400
E-Mail: Gluck-John@msha.gov

HAZARD
Contact: **Debbie Combs**
Address: 305 Morton Boulevard
Hazard, KY 41701
Telephone: (606) 439-2396
E-Mail: Combs-Deborah@msha.gov

PHELPS
Contact: **Harold Thornsbury**
Address: 39789 State Highway 194E
Phelps, KY 41553
Telephone: (606) 456-3438
E-Mail: Thornsbury-Harold@msha.gov

PIKEVILLE
Contact: **Frankie Mullins**
Address: 4159 North Mayo Trail
Pikeville, KY 41501
Telephone: (606) 432-0944
E-Mail: Mullins-Frankie@msha.gov

MINNESOTA

DULUTH
Contact: **David Couillard**
Address: 515 West 1st Street, Suite 333
Duluth, MN 55802
Telephone: (218) 720-5448
E-Mail: Couilliard-David@msha.gov

MISSOURI

ROLLA
Contact: **David Weaver**
Address: 901 Pine Street, Room 202
Rolla, MO 65401
Telephone: (573) 364-0879
E-Mail: Weaver-David@msha.gov

NEVADA

BOULDER CITY
Contact: **Cathy Matchett**
Address: 1000 Buchanan Boulevard
Boulder City, NV 89005
Telephone: (702) 294-0931
E-Mail: Matchett-Cathy@msha.gov

NEW MEXICO

ALBUQUERQUE
Contact: **Steve Powroznik**
Address: 300 San Mateo Blvd., Suite 407
Albuquerque, NM 87108
Telephone: (505) 254-2537
E-Mail: Powroznik-Steve@msha.gov

ALBUQUERQUE
Contact: **Elsa Roman**
Address: 300 San Mateo Blvd., Suite 407
Albuquerque, NM 87108
Telephone: (505) 254-2540
E-Mail: Roman-Elsa@msha.gov

NEW YORK

ALBANY
Contact: **Jon Montgomery**
Address: 2 Computer Drive, Suite 102
Albany, NY 12205
Telephone: (518) 489-0780
E-Mail: Montgomery-Jon@msha.gov

PENNSYLVANIA

HUNKER
Contact: **Paul Bizich**
Address: 547 Keystone Drive, Suite 4
Warrendale, PA 15086
Telephone: (724) 772-3316
E-Mail: Bizich-Paul@msha.gov

INDIANA
Contact: **James Lallemand**
Address: 119 Professional Center
Box 310-A
Indiana, PA 15701
Telephone: (724) 465-5591
E-Mail: Lallemand-James@msha.gov

JOHNSTOWN
Contact: **Don Conrad**
Address: 1397 Eisenhower Boulevard
Suite 100
Johnstown, PA 15904
Telephone: (814) 533-4463
E-Mail: Conrad-Donald@msha.gov

POTTSVILLE
Contact: **Bill Slusser**
Address: 6107 Cressona Mall
Pottsville, PA 17901
Telephone: (570) 385-0441
E-Mail: Slusser-William@msha.gov

TENNESSEE

JACKSBORO
Contact: **Tom Morgan**
Address: 424 Main Street, Suite 208
Jacksboro, TN 37757
Telephone: (423) 562-4265
E-Mail: Morgan-Thomas@msha.gov

TEXAS

DALLAS
Contact: **Judy Tate**
Address: 1100 Commerce Street
Room 4C50
Dallas, TX 75242
Telephone: (214) 767-8423
E-Mail: Tate-Judy@msha.gov

SAN ANTONIO
Contact: **Laman Lankford**
Address: 10127 Morocco, Suite 188
San Antonio, TX 78216
Telephone: (210) 979-7443
E-Mail: Lankford-Laman@msha.gov

UTAH

CASTLE DALE
Contact: **John Turner**
Address: P.O. Box 536, 676 East Main
Castle Dale, UT 84513
Telephone: (435) 381-2866
E-Mail: Turner-John@msha.gov

VIRGINIA

ARLINGTON
Contact: **Patrick Hurley**
Address: 4015 Wilson Boulevard
Arlington, VA 22203
Telephone: (703) 235-1400
E-Mail: Hurley-Patrick@msha.gov

NORTON
Contact: **James Hackworth**
Address: P.O. Box 560
Norton, VA 24273
Telephone: (540) 679-0230
E-Mail: Hackworth-James@msha.gov

NORTON
Contact: **Teddy Phillips**
Address: P.O. Box 560
Norton, VA 24273
Telephone: (540) 679-0230
E-Mail: Phillips-Teddy@msha.gov

(See next page)

RICHLANDS
Contact: **James Baker**
Address: P.O. Box 1245
Richlands, VA 24641
Telephone: (540) 963-6085
E-Mail: Baker-James@msha.gov

WASHINGTON

BELLEVUE
Contact: **Emmett Sullivan**
Address: 3633 136th Place SE, Suite 206
Bellevue, WA 98006
Telephone: (206) 553-0126
E-Mail: Sullivan-Emmett@msha.gov

WEST VIRGINIA

BEAVER
Contact: **Ron Chambers**
Address: 1301 Airport Road
Beaver, WV 25813
Telephone: (304) 256-3505
E-Mail: Chambers-Ronald@msha.gov

BEAVER
Contact: **Wanda Vanhoose**
Address: 1301 Airport Road
Beaver, WV 25813
Telephone: (304) 256-3509
E-Mail: Vanhoose-Wanda@msha.gov

BEAVER
Contact: **Richard Wood**
Address: 1301 Airport Road
Beaver, WV 25813
Telephone: (304) 256-3319
E-Mail: Wood-Richard@msha.gov

BRIDGEPORT
Contact: **James Young**
Address: 105 Platinum Drive, Suite B
Bridgeport, WV 26330
Telephone: (304) 842-0610
E-Mail: Young-James@msha.gov

MORGANTOWN
Contact: **Linda Herbst**
Address: 5012 Mountaineer Mall
Morgantown, WV 26501
Telephone: (304) 291-4415
E-Mail: Herbst-Linda@msha.gov

MORGANTOWN
Contact: **Cindy Shumiloff**
Address: 5012 Mountaineer Mall
Morgantown, WV 26501
Telephone: (304) 291-4415
E-Mail: Shumiloff-Cynthia@msha.gov

MORGANTOWN
Contact: **Jerry Vance**
Address: 5012 Mountaineer Mall
Morgantown, WV 26501
Telephone: (304) 291-4415
E-Mail: Vance-Jerry@msha.gov

MOUNT GAY
Contact: **Doug Smith**
Address: P.O. Box 1268
Mount Gay, WV 25637
Telephone: (304) 792-0030
E-Mail: Smith-Douglas@msha.gov

MOUNT GAY
Contact: **Danny Woods**
Address: P.O. Box 1268
Mount Gay, WV 25367
Telephone: (304) 792-0030
E-Mail: Woods-Daniel@msha.gov

MT HOPE
Contact: **Kirk Harman**
Address: 100 Bluestone Drive
Mt. Hope, WV 25880
Telephone: (304) 877-3900
E-Mail: Harman-Kirk@msha.gov

PRINCETON
Contact: **Preston White**
Address: 100 Gott Road
Princeton, WV 24740
Telephone: (304) 425-8161
E-Mail: White-Preston@msha.gov

UNEEDA
Contact: **Sharon Cook**
Address: P.O. Box 790
Uneeda, WV 25205
Telephone: (304) 369-1502
E-Mail: Cook-Sharon@msha.gov

State Grants Contacts

The 1977 Mine Act authorizes MSHA to grant money to the states to provide health and safety training and other services to miners and mine operators. Participating states have developed programs designed to address mine health and safety issues that exist within their state.

State grantees can help you develop your Part 46 Training Plan and can provide miners at your site with the training required by the provisions of Part 46. Most of this assistance and training is free-of-charge or available at minimal cost to you.

If you wish to receive help in developing a training plan or to schedule training sessions, please check the list below and contact the grant program office in the state where your mining operation is located.

ALABAMA
Mr. Rene' Williams
Bevill State Community College
Box 800
Sumiton, AL 35148
Telephone: (205) 648-3271, ext. 5225
E-Mail: mining@bevillst.cc.al.us

ALASKA
Ms. Debbie Kendrick
University of Alaska Anchorage
155 Smith Way, Suite 101
Soldotna, AK 99669
Telephone: (907) 262-2788
E-Mail: mapts@alaska.net

ARIZONA
Mr. Drew Langley
Arizona State Mine Inspector's Office
1700 West Washington, Suite 400
Phoenix, AZ 85007-2805
Telephone: (602) 542-5971
E-Mail: dlangley@mi.state.az.us

ARKANSAS
Ms. Bonita Stocks
Arkansas Department of Labor
10421 West Markham
Little Rock, AR 72205
Telephone: (501) 682-4543
E-Mail: bonita.stocks@mail.state.ar.us

CALIFORNIA
Mr. C. Duane Niesen
California Department of Industrial Relations
Division of OSHA, Mining and Tunneling
1367 East Lassen Ave, Suite B-4
Chico, CA 95973
Telephone: (530) 895-6938
E-Mail: dniesen@hq.dir.ca.gov

COLORADO
Mr. Bill York-Feirn
Division of Minerals and Geology
Mine Safety and Training
1313 Sherman Street, Room 215
Denver, CO 80203
Telephone: (303) 866-3650
E-Mail: bill.york-feirn@state.co.us

CONNECTICUT
Dr. Charles Reese
University of Connecticut
Labor Education Center
1 Bishop Circle, LEC U13
Storrs, CT 06269-4013
Telephone: (860) 486-3417
E-Mail: cdreese@uconnvm.uconn.edu

FLORIDA
Mr. Ben Hart
Department of Environmental Protection
Bureau of Mine Reclamation
2051 East Dirac Drive
Tallahassee, FL 32310-3760
Telephone: (850) 413-8192, ext. 27
E-Mail: ben.hart@dep.state.fl.us

GEORGIA
Mr. Glenn Rasco
Appalachian Technical Institute
100 Pickens Tech Drive
Jasper, GA 30143
Telephone: (706) 253-4518
E-Mail: grasco@apptec.org

IDAHO
Mr. Mike Weaver
University of Idaho
McClure Hall #327
Moscow, ID 83844-3024
Telephone: (208) 885-4351
E-Mail: mjweaver@uidaho.edu

ILLINOIS
Mr. Don McBride
Office of Mines and Minerals
503 East Main Street
Benton, IL 62812
Telephone: (618) 439-9111
E-Mail: dnrmm@midwest.net

INDIANA
Mr. Eldon Dunford
Ivy Tech State College
501 South Airport Street
Terre Haute, IN 47803-9705
Telephone: (812) 877-3616
E-Mail: edunford@ivy.tec.in.us

IOWA
Ms. Karen Poole
Iowa Department of Education
Grimes State Office Building
Des Moines, IA 50319-0146
Telephone: (515) 281-3671
E-Mail: karen.poole@ed.state.ia.us

KANSAS
Mr. Lee Graham
Hutchinson Community College
1300 North Plum
Hutchinson, KS 67501
Telephone: (316) 665-4991
E-Mail: grahaml@hutchcc.edu

KENTUCKY
Mr. Phillip Johnson
Department of Mines and Minerals
P.O. Box 2244
Frankfort, KY 40601
Telephone: (502) 573-0140
E-Mail:
phillip.johnson@mail.state.ky.us

MAINE
Mr. Adrien Polky
Division of Workplace Safety and Health
Hallowell Annex, Station #45
Augusta, ME 04333-0082
Telephone: (207) 624-6400
E-Mail: adrien.r.polky@state.me.us

MARYLAND
Mr. Edmon C. Larrimore
MD Department of the Environment
2500 Broening Highway
Baltimore, MD 21224
Telephone: (410) 631-8055
E-Mail: elarrimore@mde.state.md.us

MASSACHUSETTS
Mr. Ernie Kelly
Department of Labor and Workforce Dev.
1001 Watertown Street
West Newton, MA 02465
Telephone: (617) 969-7177
E-Mail: earnest.kelly@state.ma.us

MICHIGAN
Mr. Dave Carlson
Department of Mining Engineering
Michigan Technological University
Houghton, MI 49931-1295
Telephone: (906) 487-2453
E-Mail: dcarlson@mtu.edu

MINNESOTA
Mr. Tom Gregorich
Range Technical College
2900 East Beltline
Hibbing, MN 55746
Telephone: (218) 262-7253
E-Mail: tom.g@hcc.mnscu.edu

(See next page)

MISSISSIPPI
Mr. Ken McCarley
Department of Environmental Quality
2380 Highway 80 West
Jackson, MS 39289-1307
Telephone: (601) 961-5515
E-Mail: ken-mccarley@deq.state.ms.us

MISSOURI
Mr. Steve Dunn
Department of Labor and Industrial Relations
P.O. Box 449
Jefferson City, MO 65102-0449
Telephone: (573) 751-3403
E-Mail:
sdunn@dlirapp.dolir.state.mo.us

MONTANA
Mr. John Maloney
Department of Labor and Industry
P.O. Box 1728
Helena, MT 59624-1728
Telephone: (406) 444-6401
E-Mail: jmaloney@state.mt.us

NAVAJO NATION
Mr. Akhtar Zaman
Navajo Nation, Minerals Department
P.O. Box 1910
Window Rock, AZ 86515
Telephone: (520) 871-6587
E-Mail: ramdas@hotmail.com

NEBRASKA
Dr. Darrel Jensen
University of Nebraska at Kearney
Nebraska Safety Center, West
Kearney, NE 68849-4550
Telephone: (308) 865-8256
E-Mail: jensend@unk.edu

NEVADA
Mr. Ed Tomany
Department of Business and Industry
400 West King Street, Suite 210
Carson City, NV 89703
Telephone: (775) 687-5243
E-Mail: mines@govmail.state.nv.us

NEW HAMPSHIRE
Mr. Jack Jarvis
New Hampshire Department of Labor
95 Pleasant Street
Concord, NH 03301-6527
Telephone: (603) 271-6297
E-Mail: jjarvis@nhsa.state.nh.us

NEW JERSEY
Mr. Howard Black
New Jersey Department of Labor
225 East State Street
Trenton, NJ 08625-0386
Telephone: (609) 292-2425
E-Mail: hblack@dol.state.nj.us

NEW MEXICO
Mr. Gilbert Miera
Bureau of Mine Inspection
801 Leroy Place
Socorro, NM 87801
Telephone: (505) 835-5460
E-Mail: bmi@nmt.edu

NEW YORK
Mr. Marino Franchini
New York Department of Labor
Building 12, State Office Campus
Albany, NY 12240
Telephone: (518) 457-1638
E-Mail: uscmjf@labor.state.ny.us

NORTH CAROLINA
Mr. William Gerringer
North Carolina Department of Labor
4 West Edenton Street
Raleigh, NC 27601-1092
Telephone: (919) 807-2790
E-Mail:
wgerringer@mail.dol.state.nc.us

NORTH DAKOTA
Mr. Lowell "Red" Ridgeway
North Dakota Safety Council
111 North 6th Street
Bismark, ND 58501-4402
Telephone: (701) 223-6372
E-Mail: red@ndsc.org

OHIO
Mr. Jim Myer
Division of Mines and Reclamation
1855 Fountain Square, Bldg. H-3
Columbus, OH 43224
Telephone: (614) 265-1011
E-Mail: jim.myer@dnr.state.oh.us

OKLAHOMA
Mr. Ron Cunningham
c/o EOSC - Baker Hall
1301 West Main
Wilburton, OK 74578
Telephone: (918) 465-2361
E-Mail: doller@eosc.cc.ok.us

OREGON
Mr. Ed Sinner
Eastern Oregon State College
1410 "L" Avenue
La Grande, OR 97850
Telephone: (541) 962-3783
E-Mail: esinner@eosc.osshe.edu

PENNSYLVANIA
Mr. Matt Bertovich
Bureau of Deep Mine Safety
100 New Salem Road, Room 167
Uniontown, PA 15401
Telephone: (724) 439-7469
E-Mail:
bertovich.matthew@dep.state.pa.us

SOUTH CAROLINA
Mr. Howard Lobaugh
Aiken Technical College
P.O. Box 696
Aiken, SC 29802-0696
Telephone: (803) 593-9231
E-Mail: lobaugh@aik.tec.sc.us

TENNESSEE
Mr. Tom Taylor
Department of Labor, Division of Mines
P.O. Box 124
Caryville, TN 37714
Telephone: (423) 566-9709
E-Mail: none

TEXAS
Mr. Robert Novello
University of Texas at Austin, IED
P.O. Box 7518
Austin, TX 78713-7518
Telephone: (512) 471-4633
E-Mail: training@mail.utexas.edu

UTAH
Mr. Larry Patrick
Labor Commission of Utah
160 East 300 South, P.O. Box 146620
Salt Lake City, UT 84114-6620
Telephone: (801) 530-6872
E-Mail: icmain.lpatrick@state.ut.us

VERMONT
Mr. Richard J. Wobby, Jr.
Associated General Contractors of Vermont
148 State Street
Montpelier, VT 05602
Telephone: (802) 223-2374
E-Mail: rjw@agcvt.org

VIRGINIA
Mr. Ron Mullins
DMME, Division of Mineral Mining
P.O. Box 3727
Charlottesville, VA 22903
Telephone: (804) 951-6315
E-Mail: rxm@mme.state.va.us

WASHINGTON
Dr. Michael Brzoska
Eastern Washington University
Comprehensive Mine Safety and Health Program
200 Cheney Hall, Mailstop #78
Cheney, WA 99004-2431
Telephone: (509) 359-7026
E-Mail: mbrzoska@ewu.edu

WEST VIRGINIA
Mr. H. Tyrone Coleman
West Virginia Office of Miners' Health, Safety and Training
1615 Washington East
Charleston, WV 25311-2126
Telephone: (304) 558-1425, ext. 16
E-Mail: htcoleman@mines.state.wv.us

WISCONSIN
Mr. Eric Hands
Department of Commerce
Safety and Buildings Division
201 East Washington Avenue
Madison, WI 53707-7969
Telephone: (608) 267-4433
E-Mail:
ehands@commerce.state.wi.us

WYOMING
Mr. Donald Stauffenberg
State Inspector of Mines
Department of Employment
P.O. Box 1094
Rock Springs, WY 82902
Telephone: (307) 362-5222
E-Mail: dstauf@missc.state.wy.us

Get copies of the Part 46 Starter Kit with Sample Training Plan (IG 36), Instructor's Guide with Lesson Plans (IG 37), the Part 46 Rule and a catalog of other training materials from the National Mine Health and Safety Academy.

National Mine Health & Safety Academy
1301 Airport Road
Beaver, WV 25813-9426
Call (304) 256-3257
FAX (304) 256-3368
E-mail: lord-mary@msha.gov

Special Edition August / September 2000

20th International Conference on Ground Control in Mining,
Lakeview Scanticon and Conference Center, Morgantown, West Virginia USA
August 7-9, 2001

Send Abstracts and Inquiries to:
Dr. Syd S. Peng
Dept. of Mining Engineering
College of Engineering and Mineral Resources, West Virginia University
P.O. Box 6070
Morgantown, WV 26506-6070, USA
Tel: (304) 293-7680 Ext. 3301
FAX: (304) 293-5708
Email: speng@cemr.wvu.edu

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. 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.***

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

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

Reminder: The District Council Safety Competition for 2000 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

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

Name	Representing	State
Rod Breland	Federal	CO
Jesse Cole	Federal	WV
John Collins	Federal	OH
Don Conrad	Federal	PA
Dave Couillard	Federal	MN
Robert Crumrine	Federal	OH
Gerald Davis	Federal	PA
Ron Deaton	Federal	KY
Bruce Dial	Federal	WV
Bob Glatter	Federal	VA
Jim Hackworth	Federal	VA
Whitey Jacobson	Federal	TX
Jerry Johnson	Federal	WV
Jack A. Kuzar	Federal	CO
Rexford Music	Federal	KY
Joseph Pavlovich	Federal	KY
Leland Payne	Federal	IN
James Petrie	Federal	PA
Bob Randolph	Federal	PA
Mel Remington	Federal	MD
Martin Rosta	Federal	AL
James Salois	Federal	CA
Donna Schorr	Federal	PA
John Shutack	Federal	VA
Judy Tate	Federal	TX
Timothy Thompson	Federal	WV
Glenn Tinney	Federal	PA
Richard Wood	Federal	WV
Roger Carlson	Labor	MN
Joe Main	Labor	DC
Lloyd Armstrong	Mgmt.	MN
H.L. Boling	Mgmt.	AZ

Name	Representing	State
Richard Burns	Mgmt.	WY
Robert Coker	Mgmt.	TX
Gary Cook	Mgmt.	NM
Jim Dean	Mgmt.	WV
Vern Demich, Jr.	Mgmt.	PA
Matt Hindman	Mgmt.	PA
Bill Holder	Mgmt.	NM
Glen Hood	Mgmt.	TX
Robert Johnson	Mgmt.	CO
Joe Kinnikin	Mgmt.	NM
George Krug	Mgmt	FL
Pete Kuhn	Mgmt.	WY
Joseph Lamonica	Mgmt.	DC
Kevin LeGrand	Mgmt.	IA
Brian Luby	Mgmt.	NM
Ernest Marcum	Mgmt.	WV
Jon Merrifield	Mgmt.	OH
Bill Moser	Mgmt.	WV
Kevin Myers	Mgmt.	KY
Myron Nehrebecki	Mgmt.	PA
Greg Oster	Mgmt.	MN
Richie Phillips	Mgmt.	KY
Richard Radakovich	Mgmt.	PA
David Rebuck	Mgmt.	PA
Ray Rucker	Mgmt.	TX
Subash Sethi	Mgmt.	NM
Nancy Staley	Mgmt.	MI
Cheryl Suzio	Mgmt.	CT
Steve Taylor	Mgmt.	TX
Penny Traver	Mgmt.	MI
Gary Moore	Mgmt.	NM
Doug Conaway	State	WV

Name	Representing	State
Ron Cunningham	State	OK
Steve Dunn	State	MO
John Franklin	State	KY
Larry Frisbie	State	WA
William Garay	State	PA
Lee Graham	State	KS
Tom Gregorich	State	MN
Tony Grbac	State	WV
Ben Hart	State	FL
Paul Hummel	State	PA
D. J. Johnson	State	IL
Phillip Johnson	State	KY
Debbie Kendrick	State	AK
Douglas Martin	State	AZ
Gilbert Miera	State	NM
Dick Mottershaw	State	IL
Jim Myer	State	OH
Bob Novello	State	TX
Glen Rasco	State	GA
Ed Sinner	State	OR
Richard Stickler	State	PA
Bonita Stocks	State	AR
Ron Umshied	State	MT
Sam Vancil	State	IL
Michael Weaver	State	ID
Alan Cook	Supplier	AZ
Steve Lipe	Supplier	AZ
Shea Kirkpatrick	Supplier	CA
Steve Walker	Supplier	WV
Vern Demich	Emeritus	PA
William Hoover	Emeritus	AZ
Al Simonson	Emeritus	MN
Harry Thompson	Emeritus	PA

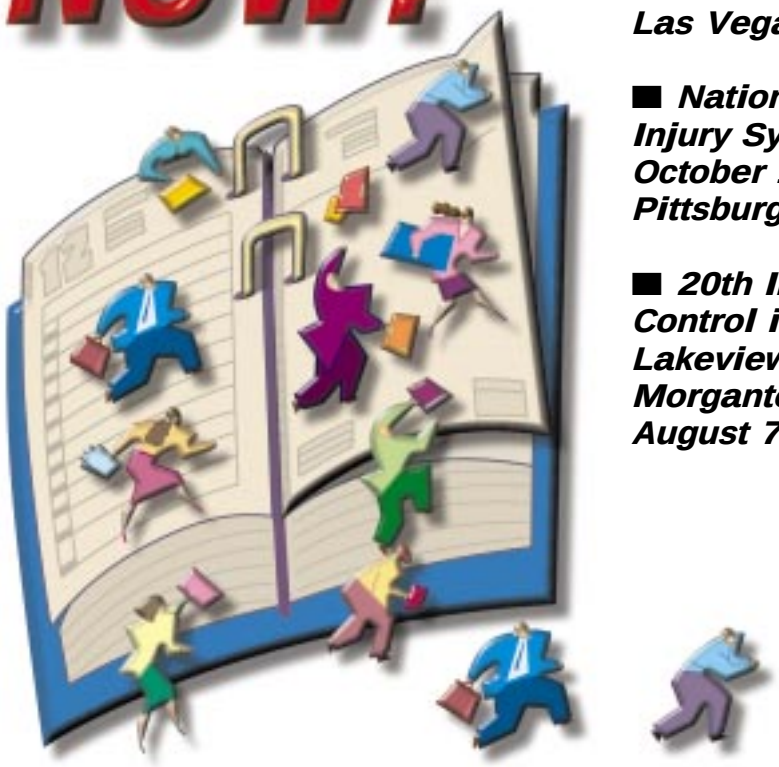
U.S. Department of Lab or
MSHA, Holmes Safety Association
1301 Airport Road
Beaver, WV 25813-9426

FIRST-CLASS MAIL
POSTAGE & FEES PAID
U.S. DEPARTMENT OF LABOR
Permit No. G-745

Place mailing label here

JOIN and GROW with us

Mark your calendar NOW!



- ***National Mining Association,***
  Mine Expo International 2000
  October 9-12, 2000
  Las Vegas, NV

- ***National Occupational Research***
  Injury Symposium 2000
  October 17-19, 2000
  Pittsburgh, PA

- ***20th International Conference on Ground Control in Mining,***
  Lakeview Scanticon and Conference Center,
  Morgantown, West Virginia
  August 7-9, 2001