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The NATE Administrative Office headquarters is located in Watertown, South Dakota. Office hours are Monday through Friday, 8:00 a.m. to 5:00 p.m. (Central Time).

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**NATE Mission Statement**

- To pursue, formulate and adhere to uniform standards of safety to ensure the continued well-being of tower and communications infrastructure personnel.

- To educate the general public, applicable government agencies, Congress and clients on policy priorities and continued progress toward safer standards and practices within the industry.

- To keep all members informed of issues relevant to the industry.

- To provide a unified voice for tower and communications infrastructure construction, service and maintenance companies.

- To facilitate effective safety training for the industry.
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DATES to REMEMBER

NEDAS Boston Symposium
July 14 | Boston, MA

Wireless Rooftop Deployment Training Course
July 17 | Lakewood, CO

APCO
August 2-5 | Orlando, FL

Wireless Rooftop Deployment Training Course
August 3 | Atlanta, GA

Wireless Rooftop Deployment Training Course
August 10 | Houston, TX

ENTELEC
August 11-13 | Houston, TX

IWCE (International Wireless Communications Expo)
VIRTUAL EVENT
August 24-28 | Las Vegas, NV

Wireless Rooftop Deployment Training Course
August 28 | Carlsbad, CA

UTC Telecom Conference
VIRTUAL EVENT
August 31-Sept 4 | Providence, RI

Wireless Connect 2020
September 3 | College Park, MD

Wireless Rooftop Deployment Training Course
September 11 | Orlando, FL
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Workforce Development Initiative

The telecommunications industry is central to the growth and innovation of American businesses as well as the lives of individuals and families.

Cover Photo courtesy of Cody Jones, Crew Lead of FastTrac Telecom Services LLC.

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Board of Directors Election Procedures | Application

SAFE + SOUND Week | August 10-16, 2020

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NATE UNITE 2021

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©2020 NATE
Two months ago our planet entered new and unprecedented times all the while our industry kept everyone connected! We operated with little or no PPE specific to this hazard, but we faced the risk and uncertainty with our usual “Get It Done” mentality.

NATE - The Communications Infrastructure Contractors Association kept rolling as we know how to face such adversity as we go places and perform tasks most won’t! Usage among carriers peaked at approximately a 50% increase in thru-put and up to a 50% decrease in handoffs, as people complied with stay-at-home mandates in various markets.

NATE member companies are the zero responders who kept the wireless infrastructure on-line!

COVID-19 has had an effect on each and every one of our lives. The hazard is unique, as we still don’t quite understand its behavior patterns or its respective statistics. This begs the questions of “Are we on the other side? How will we interact with one another going forward at major events?” Two days after the time of this writing, the NATE Board of Directors will do our best to plan out the remaining events that affect our Association for the third and fourth quarters, including the traditional Summer Conference. Contractual terms, logistics, and the ability for NATE member companies to travel will be part of the formula, not to mention what the future holds for COVID-19.

The safety of the NATE family remains our top priority. We travel more, stop at more places, and touch more foreign objects than most. It is imperative we remain focused on the potential spread of this virus and don’t let our guard down in terms of proper PPE usage.

NATE Member Companies – You Rock!

Name – Miranda McCrum
Hometown – Sabattus, Maine
Age – 37

How long have you worked in the tower industry?
10 years.

What is your favorite part of the job?
Safety audits and training.

Why did you choose a career in this industry?
I wanted to make a difference and keep people safe.

What type of work do you perform?
Safety Officer.

What is your most memorable view or experience?
Teaching tower rescue and being trained by CITCA.

What is the most rewarding part of your job?
Keeping employees safe.

What challenges do you face?
Keeping employees in an ever changing environment (scope of work).

Do you have a safety tip to share?
Report towers without safety climbs.

What do you like people to know about being a tower technician?
You will have a constant opportunity to learn and grow in an ever-evolving industry.

Jimmy Miller is the Chairman of NATE and President of MILLERCO in Gulfport, Mississippi. He can be reached at 228-832-3352 or jmliller@millercoinc.com.
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I trust this column finds all of you remaining safe and healthy during these unprecedented times. NATE is monitoring the ongoing, fluid landscape surrounding the COVID-19 pandemic and is committed to serving as a go-to resource for our member companies and the industry’s workforce. If you have not done so already, make sure you bookmark the NATE COVID-19 Member Resource Portal website page and utilize it frequently for practical updates and information your company and workers need to know.

The COVID-19 pandemic has provided a constant reminder just how vital NATE member companies are to the country’s economic and personal well-being as essential service providers of critical communications infrastructure and networks.

Throughout this ongoing pandemic, I have been heartened by the conversations I have had with many of our member companies and it is encouraging to know that the work has not slowed down. In fact, in many cases, it is busier than ever. We are all blessed to be working in such a dynamic industry!

The COVID-19 pandemic has highlighted the importance of the industry’s technician workforce as well as the opportunities and stability afforded to those who pursue a career in this profession. Ironically, the pandemic has also presented the Association’s member companies with a unique opportunity to identify, recruit and attract displaced workers into our industry who have been let go from their previous jobs.

NATE is investing significantly to help develop a future pipeline of workers in the industry. The cover story of this edition of Tower Times magazine features the important components outlined in the NATE Workforce Development Initiative Strategic Plan that was written by NATE consultant Gemma Frock, PhD. Since starting in her consulting duties with the Association, Dr. Frock has done a nice job providing structure and a methodical, disciplined approach to our workforce plan and related goals.

Central to the objectives outlined in the plan is the unveiling of the 2020 NATE Workforce Employer Survey that we are asking the Association’s members to promptly complete upon receiving it this summer. This is the most important survey that NATE has ever conducted in the Association’s 25 years as an organization. The industry is currently lacking updated workforce data and the Association’s strategic plan is predicated upon directing resources and establishing educational programs in targeted regions of the country based on the data obtained from the survey. Please prioritize having the appropriate representative at your respective companies complete the short NATE Workforce Employer Survey this summer! This is a call to action and completing this important survey is a must to help NATE begin to address the year one objectives outlined in our strategic plan.

2020 Susan Harwood Grant Training Update

Due to the COVID-19 pandemic, NATE has been forced to postpone our scheduled events that were originally slated to be held in March, April, May and June. I do have some good news, however, regarding the 2020 Susan Harwood Grant Training Program that the Association offers. NATE plans to resume hosting the Association’s Wireless Rooftop Deployment Train-
ing sessions this summer and fall (starting with the July 17 session in Lakewood, Colorado) in the states that have enacted open and relaxed policies related to in-person events and meetings.

Please be assured that NATE, as a safety-oriented Association, will implement all of the proper protocols and guidelines necessary at these upcoming summer and fall Wireless Rooftop Deployment Training Courses to ensure the well-being of our industry trainees. The training rooms will be sanitized, the seating arrangements will be spaced-out throughout the room to maximize social distancing, masks will be available at each session and hand sanitizer will be provided to all attendees. NATE encourages our member companies to review the updated 2020 Wireless Rooftop Deployment Training schedule on the Association’s website and make plans to register to attend the session in your respective region of the country.

Stay safe.....stay vigilant.

NATE - All In, Always! ■

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**NATE Online Poll Question**

How many employees could your company hire right now?

A. Less than 10
B. 11 to 20
C. 21 to 50
D. More than 50
E. We are NOT currently hiring

*The NATE online poll question is located on the NATE website homepage at www.natehome.com*
This award recognizes a Primary Voting Member who has been an integral part of the Association and served continually for a minimum of 15 years. As an active member of NATE, the nominee will have made a significant and long-term contribution to the success of NATE’s mission. Nominations will be accepted from Primary Voting Members.

Name of Nominee: ____________________________________________________________

NATE Member Company of Nominee: ____________________________________________

In 50 words or less, summarize the nominee’s accomplishments, how the nominee has delivered exceptional service, and how the nominee has contributed to advancing NATE’s mission:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

Name of Individual Submitting Nomination: ________________________________

NATE Member Company Submitting Nomination: ____________________________

Email of Individual Submitting Nomination: ________________________________

Telephone of Individual Submitting Nomination: ___________________________

Signature of Individual Submitting Nomination: _____________________________

Award Nomination and Recipient Selection Procedures

1. Nomination forms and the list of past award recipients will be emailed to all Primary Voting Members by July 31.

2. The deadline to submit nominations for the Bill Carlson Lifetime Service Award is September 15. Submissions will be collected by the Awards Selection Committee Staff Liaison.

3. The nomination forms will then be given to the Chairman of the Awards Selection Committee.
   a. The five person Awards Selection Committee consists of the NATE Chairman of the Board and the Chairman from each Standing Committee.

4. The Awards Selection Committee will convene a conference call in October to review nominations and make a selection based on the consensus of the Awards Selection Committee.

5. The selection will be presented to the Board of Directors for approval on the November conference call.
1. To qualify as a candidate for the NATE Board of Directors, an individual must be an active member in the Association and must be a managing owner of a voting member company or firm, defined as a person who can legally encumber that company or firm.

2. Individuals apply for candidacy by submitting the application form, a brief position/background statement (maximum of one page in length) and a color photograph to the NATE office. Applications are currently being accepted and must be received in the NATE office on or before October 1, 2020 to be considered for candidacy.

3. NATE will publish all candidate information in the September/October 2020 and November/December 2020 issues of Tower Times. Candidates who wish to have their statement of candidacy published in the Tower Times magazine must have their information submitted to the NATE office no later than August 1, 2020, for the September/October issue and October 1, 2020, for the November/December issue. On August 1, 2020, candidate information will be available for online viewing at www.natehome.com.

4. Candidate information will be updated as each Board of Directors Candidate Application is received and eligibility is verified through October 1, 2020.

5. The NATE Board of Directors election will be conducted exclusively online. Online voting will be open November 1 through December 1, 2020. Each Voting Member company will be allowed to submit one ballot. Further detailed information regarding the online voting system procedures and protocol will be mailed to Voting Members in October.

6. Votes must be cast online on or before December 1, 2020.

7. To be elected to the Board of Directors, a candidate must receive a majority of the votes cast.

8. If all available Board positions are not filled on the first ballot, a runoff election will be held to fill the remaining seats on the basis of a plurality of the votes cast.

9. Once all Board positions are filled, the candidates will be advised of the results of the election.

10. Results of the election will be announced once all Board positions are filled, and will be published in the Tower Times.

11. Those elected to the Board of Directors will begin serving their two-year term at the annual meeting in February 2021.

12. The newly elected Board will choose its Executive Officers at the annual meeting.

If you have any questions regarding the Board of Directors election, please contact the NATE office at 888-882-5865 (U.S.) or 605-882-5865 or nate@natehome.com.
To be a candidate for the NATE Board of Directors, the Association's Bylaws require that, “an individual must be an active member in the Association and must be a managing owner of a Voting Member company or firm, defined as a person who can legally encumber that company or firm.” Note: To be an eligible candidate, you must be able to answer yes to all six questions.

To declare your interest in running for the Board of Directors, please answer the following questions.

**Candidate Questionnaire**

Candidate’s Name ____________________________________________

Company ____________________________________________________

1. Is your company or firm a voting member of NATE? □ Yes □ No
2. Are you an active NATE member? □ Yes □ No
3. Are you a managing owner of your company or firm? □ Yes □ No
4. Are you active in the current operations of your company? □ Yes □ No
5. Do you have the authority to encumber or bind your company in legal transactions, including signing bank notes, signature authority on banking accounts, and the authority to sign tax returns? □ Yes □ No
6. In your position with your company or firm, do you have general agency authority to represent the company or firm in all internal and external business transactions? □ Yes □ No

**Declaration of Chief Executive Officer or Chief Operating Officer**

I, ______________________, ______________________ of __________________________ hereby confirm (name) (title) (company or firm) that __________________________ does hold the position and possess the authority as described above.

(name of candidate)

__________________________________________________________

(Signature of Chief Officer of company or firm)

Please send your complete form, candidacy statement and full color business photo to nate@natehome.com. If you have any questions, please contact the NATE office at or 605-882-5865 or nate@natehome.com.
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COVER STORY

WORFORCE DEVELOPMENT INITIATIVE

Educate
Advocate
Connect
Communicate
The telecommunications industry is central to the growth and innovation of American businesses as well as the lives of individuals and families. Some would argue that the wireless industry drives the economy across all industry and business sectors. The telecom industry is an essential industry; an industry that helps businesses and citizens stay connected. If any proof of this is required, consider the past few months. Without the telecommunications infrastructure and the services maintained by technicians; businesses, families and individuals would have been unable to stay connected through virtual classrooms, Zoom business meetings, family events, and telemedicine appointments, to identify a few examples.

The telecommunications industry has significantly expanded over the past decade. Business and users continue to drive the demand for greater connectivity and innovative technologies. As the industry continues to deploy the next generation of wireless, roll out 5G, expand broadband and related-infrastructure, and to integrate innovative technologies, the workforce demand will also increase.

In 2020, a 7% to 10% growth is predicted for the industry which will further compound the workforce need. The telecom growth will further stress the current challenge of attracting, recruiting, and retaining a skilled, productive, and safe telecom workforce. Based on conversations with key industry stakeholders, they have shared an indirect estimate of the workforce needs; the range – anywhere from 10,000 to 20,000 new technicians to support the telecommunications expansion. The increased work adds further pressure on the smaller companies to find skilled technicians to support current and future business opportunities. This is a key concern stated over and over by telecom companies across the country. However, little data is available to support the industry's projection of this need.

The growth projection does not consider the myriad of other skilled technicians and professional positions that the industry will need to ensure that the telecom industry continues to grow and thrive. Further, the industry is not immune to the graying workforce and the decline in population growth. Filling the tower technician need and other telecom openings will require promoting the industry, attracting, recruiting and retaining key talent by both individual states as well as regionally to sustain industry productivity.

To assist our members, NATE has invested in the development of a Workforce Development Initiative that involves a number of strategic actions. Beginning this past October, a NATE Workforce Development Initiative strategy session was held in Atlanta, Georgia. An industry leader's stakeholders group engaged in a discussion framed around workforce development. The outcome of this meeting resulted in the decision to develop a Workforce Strategic Plan.

The Workforce Strategic Plan was developed in January of 2020 and presented to the NATE Board of Directors in February 2020. During April and May of 2020, the NATE Workforce Development Committee created and prepared a Workforce Employer Survey which was presented to the Board in early June 2020. The survey is designed to assist NATE in gathering information to answer the following questions:

1. What is the current and future state of hiring by telecom employers by state and region?
2. Are telecom employers having difficulties hiring, and if so, which positions?
3. What is the timeline for which employers need workers?

It is critical that NATE members respond to the survey so meaningful information can be collected to validate the workforce need. Using the information collected and reviewed, the Workforce Development Committee will develop collaborative strategies to present to educational entities and community partners and for proposing outreach and promotional activities designed to target state, regional and local opportunities for telecom workforce programs.

The result of focused efforts should yield a model to launch educational programs that are responsive to the telecom industry workforce needs thereby resulting in an increased ready workforce for the telecom industry.

CONTINUED ON NEXT PAGE
VISION
To advocate for a well-trained, safe and highly qualified workforce that meets the growing needs of the telecommunications industry nationally, regionally, and locally.

MISSION
To promote and expand telecommunications workforce development capabilities by facilitating collaborations and partnerships between NATE members, community agencies, and educational and training entities that foster educational credential attainment and job placement.

FRAMEWORK
The framework for the NATE workforce development initiative defines and provides the environment for the future direction, actions, and decisions.

EDUCATE
by elevating the critical workforce needs of the telecom industry.

ADVOCATE
by serving as a convener of regional industry stakeholders meetings and events focused on workforce development programs and topics.

CONNECT
by engaging and leveraging new and existing networks in support of workforce development for the telecom industry.

COMMUNICATE
by initiating outreach activities to raise awareness of the workforce opportunities for the telecom industry nationally, regionally, and locally.
I. Identify the workforce and program development needs and map the career pathways for the telecommunications sectors per the member regions.
   a. Address and advocate for a workforce system comprised of partnerships and programs at the national, regional, and local levels.
   b. Explore the feasibility of creating a program accreditation entity to assist in developing uniform program standards and regional centers of excellence to ensure a well-trained, safe and highly qualified workforce.
   c. Assess the current and future needs of the industry nationally and regionally.
   d. Build the capability to respond efficiently and effectively to support the industry workforce needs.
   e. Promote the unique contributions the industry makes to economic development and competitiveness to communities and industry sectors.

II. Facilitate new partnerships and strengthen existing relationships to support a mutually beneficial collaboration between telecommunications industry, educational entities, and community based organizations.
   a. Forge dynamic partnerships with public and private entities that aid in the development and sustainability of a workforce education system.
   b. Advise on an alignment strategy for career pathways from high school, adult education, and on to post-secondary educational institutions.
   c. Educate stakeholders on the workforce needs of the industry.
   d. Assist member companies build partnerships to support the development of workforce programs regionally and locally.
   e. Encourage member companies' engagement by providing a marketing turn-key packet of materials to support local outreach and public events.

III. Position the telecommunications industry as a leading and progressive employment sector for talent recruitment, growth, and retention.
   a. Create industry visibility by highlighting the successes, economic and community impact of the industry sector by executing a national marketing campaign.
   b. Frame and share a value proposition to stakeholders on the rewards and benefits of investing in programs to educate and train a future workforce.
   c. Promote a strong and distinguishable brand and focus to create awareness of the industry and career opportunities.
   d. Design and execute a focused communication plan to promote the viability of employment in the industry sector.
   e. Inform regional, state, and local employers of the value of forming collaborative partnerships with colleges and high schools to aid in the development of a safe and skilled workforce.

IV. Develop the case for financial resources to support workforce program development needs.
   a. Research sources of funding opportunities at the federal, state, and local governmental levels.
   b. Build political support for funding at the national, state, and local levels.
   c. Research the feasibility of establishing a separate entity to support the development and implement workforce development programs.
   d. Advocate for federal support in establishing a competitive grant process for creating telecommunications pathways for adult education programs.
   e. Develop a financial blue print for program start-up costs for a high quality workforce program.

V. Collect relevant data to support and position the need for the development of workforce programs nationally, regionally, and by state.
   a. Serve as a national clearinghouse for information and resources to support a national and regional workforce development system.
   b. Conduct an employer workforce survey to assess current and future workforce needs to support program development and sustainability.
   c. Conduct regional environment scans to determine the industry needs and partners for program development and implementation.
The COVID-19 crisis has succinctly identified a medical threat to our lives and inherently, our occupations. Most of the successful COVID defensive strategies have been based on workers and managers becoming more knowledgeable and educated in risk potential, medical conditions, and PPE procedures. This educational enlightenment has saved lives.

A similar type of medical enlightenment occurred at the recent NATE UNITE Conference, held February in Raleigh, North Carolina during a new training program called Tower Medical Responder (TMR).

Twenty-six NATE UNITE attendees had the unique experience of attending what is being called, “remote first-aid training on steroids”.

Learn to Return (LTR), an Alaska based training company, has been educating occupational workers in remote medical response for over 30 years. Brian Horner, Director of Learn to Return and an expedition medic, states “Tower climbers can be twice as remote when working, than other occupations. We are at a remote work site, and then, we are 150 feet in the air with minimal support personnel. This complicates and delays all timely medical response and evacuations. A medical program was needed, specifically for remote tower workers, to address these delayed care and transport issues.”

In developing guidelines for effective TMR/wilderness treatments, LTR reviewed workman’s compensation reports, OSHA accident reports, anecdotal evidence from climbers, and information from insurance underwriters. We arrived at the conclusion that there were many Health Safety and Environmental (HSE) discussions with the industry on the methods of reducing fatalities, but little progress on improved considerations for dealing with onsite injuries and evacuations.

Historically, tower climbers, especially those within small companies, neglected to report their injuries. In addition, there is a “culture of acceptance” of certain occupational tower injuries as normal (cuts, broken fingers, knee injuries), and hence part of the job. Many climbers will attempt to treat their own injuries, and often later suffer in their careers from finger, knee, and back problems. Across the tower industry, we found the following:

- Finger cuts, fractures and degloving of fingers were prevalent;
- Dislocations occurring from attempting to arrest falls were prevalent;
- Workers were afraid to move injured workers, even to safety, in fear of causing further injuries;
- Tower medical kits were not designed for rapid usage or the prolonged care of a field patient;
- Patient medical evacuations for head injuries and cardiac events needed higher consideration due to their seriousness; and

Brian Horner is the Alaska WIN Liaison and the Owner and Director of Learn To Return Training Systems in Anchorage, Alaska. He can be reached at 907-563-4463 or survival@alaska.net.
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**Tower Accident and Injury Scenarios**

There are many risks involved when employees perform work at height. Time, experience, and professional guidance can reduce the chance of injury or death. However, no system is perfect, and with the best of planning we still have workplace incidents. Incidents can occur due to several factors, including long work hours, inclement weather, poor training, and inexperience.

A wide range of injuries have been encountered on tower operations, including trauma incidents and medical conditions like allergic reactions and cardiac events. Each year, climbers become ill at height or rendered incapable of down climbing from simple conditions like glucose depletion, dehydration, heat exhaustion, illness, and hypothermia. Serious traumatic injuries, like impalements, positional asphyxiations and decapitations have also occurred.

**A Medical Response to Workplace Injuries**

Workers must be prepared to handle emergencies and are required to have an Emergency Action Plan (EAP) [29 CFR 1910.38(a)]. The EAP classifies emergencies and provides general guidance for responding promptly, in a proven and practiced method. A delay in first-aid care, followed by a delay in evacuation, dramatically impacts post injury survival rates. Acceptable response times have been addressed by both OSHA and ANSI.

- OSHA 29 CFR 1910.151(b) provides: “The employer must take appropriate steps prior to any accident (such as making arrangements with the service provider) to ascertain that emergency medical assistance will be promptly available when an injury occurs. OSHA has long interpreted the term “near proximity” to mean that emergency care must be available within no more than 3-4 minutes from the workplace, an interpretation that has been upheld by the Occupational Safety and Health Review Commission and by federal courts.

While OSHA has no direct statement for the minimum number of workers at a job site, it does have a requirement for a “prompt rescue of employees in the event of a fall” (OSHA 1926.502 (D) (20) and OSHA 1910.66) OSHA has provided “letters of interpretation” on this issue and the acknowledgement that a worker in suspension would possibly suffer ill effects within 15 minutes.

- ANSI, (American National Standards Institute) is more specific with ANSI Z359.2-6.1 in “The employer shall provide prompt rescue to all fallen authorized persons.” ANSI Z359.4-6.1 goes further and defines prompt rescue contact at less than six minutes.

**Delayed First Aid Response and TMR Guidelines**

Normal EMS (Emergency Services) response times are approximately 4-10 minutes in most urban communities. Rural settings, multiple patient incidents, mass casualty events and natural disasters all extend this response time and can stress available rescue resources. In rural and remote settings, we typically define a delayed care issue at approximately 30 minutes post incident and delayed transport scenario at 1-hour. In both cases, we would begin using TMR skills and evacuation procedures. The goal of the TMR Delayed Care Guidelines is to provide support and continually and efficiently move the patient toward higher levels of care and out of the remote field environment. However, if evacuation is delayed, climbers may also need the ability to perform advanced assessments, telemedical consultations and treatments. A set of key directives govern the training curriculum.

**Key Directives Recognized in the TMR Medical Program**

- Higher regard for personal protection;
- Stopping life-threatening critical bleeding before establishing and maintaining an airway;
- Establishing an airway;
- Assessing the patient to determine if medical advice and external-to-incident support is required;
- Anticipating prolonged airway maintenance;
- Managing impaired levels of consciousness;
- Requesting telemedical consultation and medical/rescue assistance;
- Providing a concise report of casualty’s condition;
- Dislocation and fracture reduction/realignment into position and splinting;
- Small wound cleaning for infection reduction;
- Preparing the casualty for transfer to evacuation/rescue point;
- Immobilization where required;
- Use of OTC (over the counter) and prescribed analgesics;
- Acting as a leader in first aid situations; and
- Counseling patients and rescuers.
The 16-Hour TMR Program

The NATE UNITE 2020 TMR course held in Raleigh was hosted by Tower Engineering Professionals. Participants from thirteen different companies represented the tower industry from East to West coast.

Backgrounds of the attendees ranged from company owners and management HSE professionals to front line experience tower technicians. First aid training or experience was not required to attend.

For two extremely busy days, the students learned how to realign minor dislocations, clean both small and large wounds, access and stabilize major fractures and set up an evacuation. Surprise drills, homework assignments and realistic presentations present a new but succinct approach to remote injury management.

Stay safe out there! ■

Attention Advertisers:

The 2020 Media Planner is available on the NATE website.

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From the global pandemic quarantining us in our homes like prisoners, shady characters price gauging essential services and supplies, neighbors resorting to crime and violence, families all around us not being able to afford rent or put healthy food on their tables, it is not only easy but understandable how one can be all consumed with all the negativity around us.

Those of us who embrace the power of a positive attitude in times like these will be the people who will succeed.

This is not only true in a time of crisis but is an essential skill for living your best life.

Like many career-oriented mothers and wives, I often find myself juggling multiple balls in the air. I heavily rely on my daily calendar for where I need to be. Balancing weeknight hockey games out-of-town, weekends filled with dance competitions, coaching teenage children through everyday life and completing routine household chores, some would question where working mothers find the time and passion to be successful at work.

My passion for a positive attitude stems from an early age. I grew up in a very modest home with my parents living paycheck to paycheck. Though there were not a lot of extra material things, there was always an abundance of quality family time and engagement in the community to help others. My parents were instrumental role models in shaping me into the person I am today.

My parents were tested early in their marriage for how life circumstances can define who you become, if you let it. My Dad had a brain aneurism at age 32 when I was eight months old and my parents had just built their first home. My sister and I were sent to live with my aunt and uncle while my Mom sat daily in a hospital room for six weeks waiting for the swelling to subside enough to perform surgery. Thankfully, my Dad fully recovered over a period of months. My parents being unable to work for an extended period created long-lasting financial burden. Although things were tough, my parents never once let that get them down. Their story represents that life sometimes will fall apart but that happens so it can be built on a stronger foundation.

Fast forward two decades and you will see a university graduate starting the next chapter of her life with her future husband. Early in our relationship, it was determined that I had a congenital heart defect and required open heart surgery. Two years later, my fiancé was diagnosed with cancer at age 26. Switching quickly from being the patient to the caregiver, never once did I let myself believe that we were not going to pull through this. The wedding was postponed while he underwent treatments, but I quickly realized how fragile life is and the importance of not taking things for granted.

While on maternity leave with our first child in 2005, my husband resigned from his secure well-paying job to start a new business. For a brief moment, I looked at our son and thought, “Can I support our family on my income if he doesn’t have any income for a while?” I quickly squashed the thought and focused on the positives that could come from owning your own business and told myself that he would find another job if the business did not thrive.

This world pandemic is giving us many reasons to bury ourselves in a cloud of negativity if we let it. Some of the positives of this pandemic that I see at home are teenagers who are learning to cook, clean a house, and complete online school work independently without constant reminders, regular family meals and quality family time. At work, I see staff supporting each other virtually and embracing new challenges of getting work completed in a new way. When we return to the new normal post world pandemic 2020, join me in having a positive attitude so we can live our best lives together.
They say you can only pick two of the three. Not with the SmartAligner. Whether you’re upgrading your network, managing a deployment project, or aligning antennas on the tower, the SmartAligner checks every box. It’s dead-on accurate. It provides readings with lightning speed. And it’s now more affordable than ever. It really is like no other antenna alignment tool.

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Just before COVID-19 took control of our collective consciousness and forced all of us into some degree of isolation and quarantine, I had the pleasure of attending NATE UNITE 2020 in Raleigh, North Carolina. Although it was just a few short months ago, it seems almost unbelievable that I was able to walk freely through a crowded event, while socializing and networking with industry peers. The event was an overwhelming success across all measurables, and then, everything changed.

During the Trade Show Committee meeting that Monday, I volunteered to write the July/August Tower Times article. The article would be a reminder to exhibitors, sponsors, and attendees of deadlines are looming, an update on the venue, and a gentle nudge to stop procrastinating and start finalizing plans for their trip to Memphis.

In normal times, that sounds like a pretty easy task, but these are not normal times.

Although we are seeing changes in how we interact with a “virtual is the new normal” trend that is not sustainable. We are humans, and we need personal contact. Additionally, there are things that just can’t be done over the phone, through a Zoom chat, or a webinar. With all of this in mind, NATE UNITE 2021 is happening. We are planning a full slate of educational sessions, events, and a real trade show floor. We expect that things will look a little different, with hand sanitizer stations and other protective measures in place.

We are here to answer questions and assist you with making arrangements for NATE UNITE 2021. Please call the NATE office, if you need clarification or guidance. From my personal experience, I am finding something therapeutic about planning for a post-Corona world. Getting back to “normal” is going to take some effort, and NATE wants to be part of your process.

Michael Pelletier is a member of the NATE Trade Show Committee and provides Business Development for Advanced Tower Components, LLC in Salem, Oregon. He can be reached at 443-622-2095 or mpelletier@advancedtowercomponents.com.
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Photo courtesy of Dominique Valdez of Safety LMSystems LLC.
Safe + Sound Week is a nationwide event held each August that recognizes the successes of workplace safety and health programs and offers information and ideas on how to keep America’s workers safe.

Why Participate?

Successful safety and health programs can proactively identify and manage workplace hazards before they cause injury or illness, improving sustainability and the bottom line. Participating in Safe + Sound Week can help get your program started, energize an existing one, or provide a chance to recognize your safety successes.

Who Participates?

All organizations looking for an opportunity to recognize their commitment to safety are welcome to participate. Last year, more than 2,700 businesses helped to raise awareness about workers’ health and safety!

Check out our event archive to see how businesses have participated in previous years at https://www.osha.gov/safeandsoundweek/event-archive.html.

What is a Safety and Health Program?

A safety and health program is a proactive way to manage hazards in the workplace to prevent injuries and illnesses. Several program models are available for employers to follow, including OSHA’s Recommended Practices for Safety and Health Programs, NSC’s Journey to Safety Excellence, ANSI Z-10, or international standards such as ISO 45001. All successful safety and health programs involve three key components:

- Management leadership
- Worker participation
- A systematic approach to finding and fixing hazards

No matter where your business is on safety and health, initiating a program or energizing an existing one using any of these approaches can help you take a step in the right direction.


Why Implement a Safety and Health Program?

Each year, more than four million workers suffer from serious job-related injuries or illnesses, and more than 4,000 Americans die from work-related incidents. These incidents don’t just hurt workers and their families, they hurt businesses as well. Whether at large organizations, medium-sized employers, or small businesses, safety and health programs can improve businesses’ safety and health performance, save money, enhance your reputation, and help you be more competitive. Safety and health programs can help you:

- Prevent workplace injuries and illnesses
- Improve compliance with laws and regulations
- Reduce costs, including significant reductions in workers’ compensation premiums, pay for time away from work, expenses for hiring and training replacement workers, and loss or damage to material, machinery, and property
- Engage workers
- Enhance your social responsibility goals
- Increase productivity and enhance overall business operations

How Do I Get Started?

Getting started is easy and you can do it yourself. OSHA’s Recommended Practices for Safety and Health Programs and Recommended Practices for Safety and Health Programs in Construction have been well received by a wide variety of stakeholders and are designed to be used in small and medium-sized business settings.

These documents present a step-by-step approach for implementing a safety and health program, built around seven core elements that make up a successful program.

Where Can I Find Help?

OSHA recognizes that regulations alone are not enough to change the safety culture in America, but a safety and health program is a way to start the journey to a safer workplace. Today’s responsible business owners are actively managing safety in the workplace—why not get started now? Visit www.osha.gov/safeandsound.

Responsible Employers Manage Safety in the Workplace
If you are not quite ready to implement a complete safety and health program, here are some simple steps you can take to get started. Completing these steps will give you a solid base from which to take on some of the more structured actions you may want to include in your program.

1. **Establish safety and health as a core value.** Tell your workers that making sure they finish the day and go home safely is the way you do business. Assure them that you will work with them to find and fix any hazards that could injure them or make them sick.

2. **Lead by example.** Practice safe behaviors yourself and make safety part of your daily conversations with workers.

3. **Implement a reporting system.** Develop and communicate a simple procedure for workers to report any injuries, illnesses, incidents (including near misses/close calls), hazards, or safety and health concerns without fear of retaliation. Include an option for reporting hazards or concerns anonymously.

4. **Provide training.** Train workers on how to identify and control hazards in the workplace, as well as report injuries, illnesses, and near misses.

5. **Conduct inspections.** Inspect the workplace with workers and ask them to identify any activity, piece of equipment, or materials that concern them. Use checklists to help identify problems.

6. **Collect hazard control ideas.** Ask workers for ideas on improvements and follow up on their suggestions. Provide them time during work hours, if necessary, to research solutions.

7. **Implement hazard controls.** Assign workers the task of choosing, implementing, and evaluating the solutions they come up with.

8. **Address emergencies.** Identify foreseeable emergency scenarios and develop instructions on what to do in each case. Meet to discuss these procedures and post them in a visible location in the workplace.

9. **Seek input on workplace changes.** Before making significant changes to the workplace, work organization, equipment, or materials, consult with workers to identify potential safety or health issues.

10. **Make improvements to the program.** Set aside a regular time to discuss safety and health issues, with the goal of identifying ways to improve the program.
It is NATE Membership Renewal time! Online membership renewal is open at www.natehome.com and a mailing was sent out on June 1 for your review. We encourage everyone to renew and continue to be involved in the NATE mission to elevate safety and continue to drive change for our industry.

Our members are the heartbeat of our Association and we need your voices to continue to work for safety, standards and education for the tower and communications infrastructure industries. In our ever-changing landscape, NATE is at the forefront for serving the many needs of our member companies.

It’s that time again, the time to pull out the shorts, lay out on the beach or by the pool and enjoy barbecues with family and friends.

However, when you are a tower rigger or someone that works outside this time of the year could be detrimental for you. When working outdoors in dangerous heat the most important thing to do is to stay hydrated and ensure that you don’t wait until you’re thirsty to take a drink of water or an electrolyte filled beverage to replace the salt lost from sweating.

It is also important to pace yourself until you have adjusted to the heat and to take scheduled breaks to cool down to prevent overheating. We should be our brother’s keeper and look out for our co-workers. When working in the heat, the body loses excessive water and salt due to sweating, heat exhaustion or a heat stroke can occur. Some symptoms of these conditions are fatigue, nausea or vomiting, dizziness, illogical behavior and convulsions or unresponsiveness. Should any of these symptoms occur in a co-worker, you should move that person to a cool space and remove excessive clothing. Take measures to cool them whether it be immersion in cold water or placing cold towels on them and call 911. The best way to stay safe in the heat is to pace yourself, wear sunscreen and wear loose, lightweight clothing and a hat.

The World Health Organization (WHO) has given tips to people working outdoors in these dangerous COVID-19 times, some of them being to increase the frequency of washing hands and surface cleaning, keeping activity time as short as possible and use back-to-back or side-to-side working rather than face-to-face when possible.

Although it may seem like a lot to worry about, we must keep in mind that safety should always be our number one priority.

Clement Rolle is a member of the NATE Member Services and Workforce Development Committees. He is a retired NATE member located in Nassau Bahamas. Clement can be reached at 242-457-3702 or clement.rolle59@gmail.com.
(Watertown, SD) – On June 9, 2020, NATE: The Communications Infrastructure Contractors Association announced that it has established a new all-time record for member companies, reaching the 1,000 member mark for the first time in the organization's 25-year history. Oddville Communications, Inc., a Cynthiana, Kentucky-based company, has the special distinction of becoming the 1,000th NATE member company.

“Reaching the 1,000 member mark is incredibly gratifying and will provide additional momentum and wind in our sails as we prepare to enter the annual membership renewal cycle,” said NATE Member Services Committee Chairwoman Jordyn Ladner from MILLERCO in Gulfport, Mississippi.

“NATE has a great story to tell as our Association’s member companies are on the front lines deploying the networks and infrastructure that bring next-generation connectivity to communities in the United States and around the globe. We look forward to continuing to tell this story to a larger, more diverse audience to position the organization for future growth and influence,” added Ladner.

“This is a substantial milestone achieved through a unified commitment to NATE’s core values through active participation of all members, and I am excited to see where we can go from here,” stated Member Services Committee Member Tommy Lewis, a Project Manager at Hayden Tower Service, Inc. in Topeka, Kansas.

“This is a banner day in the Association’s history,” added NATE Member Services Coordinator Jill Rethke. “NATE member companies set themselves apart and are the gold standard from a safety and quality standpoint. Rest assured, we will continue to work hard to deliver additional tangible benefits and services to enhance the value of being a part of the NATE family,” Rethke added.

NATE member companies consist of tower and communications infrastructure contractor firms, general contractors, tower owners, wireless carriers, engineering firms, technology companies, public safety entities, non-profit organizations, licensed design professionals, manufacturers, distributors and training companies. For NATE membership information, companies and industry stakeholders are encouraged to call (605) 882-5865 or visit the Association’s website at http://natehome.com/membership.

The NATE UNITE 2021 Sponsor & Exhibitor Planning Guide is available on the NATE website.

For more information visit www.natehome.com.
In the world of wireless and broadcast construction, lifesaving innovations have changed the way we approach day-to-day life. The advent of the full-body harness and the tower rescue certification process are just two of many developments in the last 30 years that have changed how we do business for the better. Many of us learned very early on in our careers that coming home safely is the main goal of each workday.

As 5G densification needs continue to evolve, so does our industry. Safety has always been at the pinnacle of conversations among industry leaders, and once again it will become the focus of our contractors, but this time for a different reason altogether. Apart from urban rooftop installations over the years, maintaining safety in a roadside work zone has been a rarity in wireless construction. Many of us have built rooftop macro sites that required road closures for crane lifts or man basket access, but it has traditionally been the responsibility of the crane contractor to provide permits and traffic control for this work.

Now that installations are taking place in the right-of-way, many wireless contractors are having to educate themselves and their crews on proper work zone safety in the public right-of-way (ROW).

Small cell installations on utility poles and on municipal structures are becoming more and more common across the U.S. Vendors who traditionally perform installations in this space such as fiber/cable TV and power company contractors are very familiar with applying for lane closure permits and producing Engineered Traffic Control Plans. Most wireless carriers are not familiar with the process and they lean on their vendor pool to provide support with the governing jurisdictions to ensure these permits are obtained properly and executed in a lawful manner.

Now that wireless contractors are moving into the world of small cell installations along America’s roadways, they too will have a need to provide this service and in turn provide a safe work environment for their employees.

Applying for and establishing a Traffic Control Permit (TCP) does not ensure the safety of the workers. Each jobsite must maintain a strict adherence to the TCP and each employee must be trained and made aware of the hazards faced when working in an area exposed to moving vehicular traffic. All employees in an active work zone should wear proper PPE which should consist of a hard hat and a reflective vest/shirt. Employees must be aware of the direction of travel for vehicles in the area and must always maintain spatial awareness. It is also important to understand where traffic cones and other similar channelizing devices are placed in the roadway and how to utilize barriers to protect themselves and the public from all hazards.

5 Steps to Executing a Proper Traffic Control Plan:

1. Utilize a DOT Certified Agency to prepare your TCP
2. Deploy proper equipment placement in the roadway using a DOT Certified Vendor
3. Train all employees to understand the risks associated with working in the public ROW
4. Provide employees with proper PPE
5. Review TCP with all employees on site as part of a well-rounded Job Hazard Analysis

Corey Manus is a member of the NATE Small Cell and DAS Committee and the Program Director for B+T Group in Coppell, Texas. He can be reached at 918-587-4630 or cmanus@btgrp.com.
Traffic control is not as simple as placing a cone in front of and behind your work truck. It is carefully thought out and engineered to provide proper stopping distance depending upon the posted speed limit. It is designed to both protect the worker and the driver by providing as much advanced notice as possible for lane shifts and closures. Flaggers are often utilized to increase the efficiency of the work zone by allowing traffic to move freely in one direction at a time. Many times, advanced traffic control measures are utilized in certain areas where the speed limit exceeds 35 mph. Arrow boards or message boards are deployed to signal drivers of an impending hazard often hundreds of feet before the work zone. In areas where the speed limit exceeds 55 miles per hour, many jurisdictions require crash barrier trucks which are equipped with special impact absorbing equipment.

Traffic control is not only about vehicular traffic, but also about foot traffic on sidewalks. Most jurisdictions require sidewalk access to be closed and a safe alternative to be provided for pedestrians in the work zone. We use channelizing devices and barriers like the ones used in the roadway to reroute foot traffic as well.

All these measures must be considered when working in the right-of-way on a small cell installation. Most wireless contractors will pursue an outside authority to request, design, and implement their traffic control plan, which has must certified by the Local or State DOT. It is important to remember that just implementing a TCP is not all we must be aware of. We must also understand that other hazards exist including operations of a bucket truck in the work zone. Understanding the swing zone of the bucket truck arm and the hazard it presents to passing traffic or fellow workers. Using proper warning lighting for vehicles parked in and around the work zone. Both items, while not specifically a part of the specified traffic control plan, contribute directly to the safety of passing motorists, which affects the risk for employees in the work zone.

While traffic control may be new to many contractors looking to branch out into small cell deployment, it should be treated as top priority in the Job Safety Analysis or Job Hazard Analysis that each crew implements on site. It is also strongly encouraged that contractors seek an understanding of state and local traffic control laws in the area where they are working. An improperly executed traffic control plan can literally mean life or death. For an industry that prides itself for its safety innovation, this one is a no-brainer.
Equipment Environmental Exposure

Equipment exposed to the environment can have an effect on technician safety, effective use, and longevity. The focus of this Planning Advisory Notice is best safety practices for slings, ropes, harnesses, and hard hats to help technicians identify and prevent environmental exposure and ultraviolet degradation.

In 2017, Brigham Young University (BYU) conducted a study on webbing strength loss, “Long-Duration Environmental and Blood Effects on Webbing Strength Degradation.” The methodology of the study was simple, they took 6’ sections of nylon webbing and hung them outside for one year in seven separate climates and elevations across North America. Some of the chosen locations were Arapahoe Basin Ski Resort in Colorado, Bishop, California, and Anchorage, Alaska. Two control samples were stored in a climate-controlled environment away from direct sunlight in Columbus, Ohio. At the end of the year, all samples were returned and subjected to a uniform strength test.

The study identified four key factors for environmental degradation: wind, temperature, precipitation, and UV radiation.

The result of the test determined webbing exposed to the elements for one year led to an average strength loss of 27.7%. As a reminder, this equipment was not used for its intended purpose but simply exposed to the elements. Zero percent of this strength loss was due to any usage factors. Additionally, safety harness webbing, rope, and slings are typically comprised of nylon, polyester, or a combination of the two. Since these materials will experience comparable degradation from exposure to wind, temperature, precipitation, and UV radiation, we are able to use this study to provide guidance for equipment subjected to these types of environmental exposure.

Authors: Chris Heitkamp and Caleb Messer. The members of the PAN Advisory Group who are involved in the writing and researching of each PAN topic include: Ken Hill, Scott Kisting, Michelle Kang, Scott Vance, Scott Stekr, Dale Heath, Brandon Chapman, Carlo Franceschino, Josh Huff, and Andrew Kurtzman.
Wind, temperature, and precipitation combined for roughly 51% of the total average strength loss from the study. Barring a significant weather event, wind itself is not a strong factor in the degradation of nylon webbing. However, wind does open the potential for airborne particles and dirt to attach to equipment and the opportunity for slings and rope to repeatedly impact the structure or surface that it is attached. This impact abrasion can lead to signs of wear, fraying, breaks, loosened/pulled threads, or cuts.

The impact of temperature on webbing strength is theorized to be relatively minimal (barring high extremes that will burn or glaze) but it is still important to take precautions. Inspection must be conducted to identify glazing, discoloration, or hard/soft sections. Rain and other precipitation also did not significantly degrade the rope compared to other sources. Though, climates with high airborne salt content could cause damage to harness hardware or rope terminations. It is important to inspect buckles, attachment points, and hardware for proper function and for signs of corrosion, pitting, rust, cracks, or breaks.

Roughly 41% of the total average strength loss was attributed to UV radiation. The most notable negative impacts of UV radiation included the loss of tensile strength, loss of flexibility, and decreased elasticity. These findings were confirmed by the lesser degradation of samples in Canada and Alaska due to the shallower angle of the sun for many parts of the year. Further, large portions of the day in these areas would have cast the webbing in the shade. Fortunately, UV degradation is relatively easy to identify. Inspect for significant fading, stiffness, lack of pliability, or a fuzzy texture along the length of webbing or rope.

About 5.5% of the total strength loss was attributed to the age of the nylon webbing. This places emphasis on tracking the date of manufacture and inspecting and documenting the date equipment is put into service. If the equipment is not marked with a date of manufacture, it becomes impossible to know the age of the product unless there is a log of when it was put into service. For additional information, visit the link below to see OSHA’s Guidance on safe sling usage:


To put all of these strength losses in context, consider a nylon webbing sling with a breaking strength of 5,000 lbs. Over the course of this study, this sling will have experienced an average of 27.7% overall strength degradation, reducing its breaking strength to 3,615 lbs. (loss of 1,385 lbs.). Contributors to the loss are wind, temperature, and precipitation will be responsible for 710 lbs. of strength loss, UV radiation 567.5 lbs., age 75 lbs., and some minor miscellaneous factors 32.5 lbs.

Even though this study included seven varied outdoor climates, it is important to remember that these studies cannot fully replicate the impacts of utilizing a sling, rope, or PPE while working on a tower. While compiling research for this article we received an anecdotal account from a tower technician. His crew left a temporary lifeline up overnight and pulled the rope down to inspect in the morning. They discovered the lifeline was nearly sheared in half by the wind rubbing the temporary lifeline against steel overnight. If they had not been trained and had not thoroughly inspected the rope, they could have easily assumed everything was alright and experienced serious consequences.

Proper care and maintenance will serve to mitigate the impacts of environmental exposure. Harnesses, slings, and rope should be stored loosely and packed in a clean, dry environment. Wet equipment should be thoroughly dried before storage and never dried in a heated dryer. Keep gear away from exposure to direct flame or high temperatures, such as in a hot car or long-term storage in an outdoor storage bin. Environmental exposure will impact the estimated life of the product unless there is a log of when it was put into service. For additional information, visit the link below to see OSHA’s Guidance on safe sling usage:


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span of all equipment but taking these precautions can help get gear closer to the manufacturer specified maximum service life. Long and short, nothing will replace the need for proper inspection of equipment before use to make sure equipment damaged by environmental exposure or other issues is kept out of service.

As with webbing and rope, environmental exposure can cause damage to a critical component of PPE, a technician’s safety helmet. Studies are limited, in fact, CSA (Canadian Standards Association) Z94.1-2015 removed UV resistance requirements and pre-conditioning procedure pending future research to validate the procedure against real-life exposure to sunlight.

Still, there are best practices that can extend the life of helmets and ensure proper function.

Temperature extremes can cause internal and external helmet damage. While working in extreme cold the helmet can become brittle and crack. Extreme heat can cause damage to soft lining materials. Additionally, sweat can cause damage to a helmet by degrading the interior lining, causing adhesives to fail and compressing the foam. This makes the helmet fit looser and will cause it to be less effective than a helmet with a proper fit. Prevention is simple, regularly wash the lining if it is removable and make sure it is dried thoroughly and slowly out of direct sunlight. If the lining is not removable, spray the inside with a helmet interior cleaner. Many manufacturers will provide further information on how to clean the helmet and their information should be the default method.

As with the nylon webbing study, UV degradation is one of the most significant problems to monitor. Signs of thermal damage on the outer shell include bubbling, soft spots, warping, and discoloration. Signs of damage can appear on the interior lining. These include charring, burn holes, melting, and loss of seam integrity. To prevent this damage, use a storage hook (where fitted) and store out of direct sunlight, especially behind glass or in vehicles during high summer temperatures. Some technologies do exist to both prevent and warn of UV degradation such as UV resistant gloss and matte paint or indica-
tors that change color based on exposure levels. Degradation can also be caused by sources outside of environmental exposure: adhesive stickers or paint on protective helmets. It is a contentious topic and common industry practice, but OSHA does provide guidance through a Standard Interpretation. A link to the full letter is included below. In summary, OSHA Standard 29 CFR 1910.132(a) requires that PPE be, “…maintained in a sanitary and reliable condition…” To ensure a helmet is and remains in a, “reliable,” condition, the helmet must be inspected prior to each use for signs of dents, cracks, penetration, and any damage due to impact, rough treatment, or wear that might reduce the degree of protection originally provided. Paints and stickers may also eliminate electrical resistance and – depending on the location and quantity – conceal defects, cracks, penetration, and any damage that would otherwise be readily identifiable during the employee’s inspection to ensure reliability. Another concern is that paints, thinners, and solvents can also attack or damage the shell of the helmet and reduce protection.


For these reasons, painting or applying stickers must be performed in accordance with the manufacturer’s instructions unless the employer can demonstrate that the altered protective helmet is equally as effective and protective as those meeting the requirements of Z89.1. OSHA considered painting or placing adhesive stickers acceptable if the manufacturer authorizes the alteration or the employer can demonstrate the reliability of the helmet is not affected by the paint or adhesive on the stickers; and the paint or placement of the stickers does not reduce the ability to identify defects or other conditions that would indicate a reduced reliability.

This standard interpretation serves to further stress the importance of storage and inspection practices. They must be followed to extend the helmets service life and protect technicians from a fall, slip, or drop while wearing a compromised helmet.

The equipment that is used for work in telecommunications is exposed to many different applications and environments. The intent of this PAN is to raise awareness of the environmental issues and to stress what should always be done: the proper inspection of all equipment by a competent person in compliance with a manufacturer’s specifications. ■

Borgman Capital, a Milwaukee-based private equity firm, welcomes Communication Builders, Inc. (“Communication Builders”) based in Illinois, from Common Sail Investment Group and Sky Telecom, Inc. (“Sky Telecom”) based in Georgia, from former owner Matt Hush. Joining the AscendTek Team, Communication Builders and Sky Telecom, are renowned for their work in critical telecommunications infrastructure, maintenance, and asset upgrades. With these acquisitions, AscendTek will be well positioned to compete on a much larger regional scale to capitalize on the rapid expansion of the wireless communications industry being driven by the 5G network infrastructure roll-out and asset upgrades.
# Sponsorship Packages

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</tr>
<tr>
<td>Booth Space Included ¹</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>(booth upgrade optional with additional fee*)</td>
<td></td>
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</tr>
<tr>
<td>Full Conference Passes</td>
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<tr>
<td>NATE UNITE Educational Session Speaking Opportunity</td>
<td>YES</td>
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<td></td>
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<tr>
<td>Tower Times Four-Color Ads ²</td>
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<td></td>
<td>2</td>
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<td>1</td>
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<tr>
<td>NATE UNITE Online Rotating Monthly Ads ³</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
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<tr>
<td>Company Name and/or Logo on Show Shirts⁴</td>
<td>Premier Placement</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Company Name and/or Logo on Show Lanyards</td>
<td>Premier Placement</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Company Profile and Description in NATE UNITE Show Guide⁵</td>
<td>70 Words</td>
<td>50 Words</td>
<td>30 Words</td>
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<tr>
<td>NATE UNITE Show Guide Full-Color Ads</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Company Name and/or Logo on Show Signage/Banners⁶</td>
<td>Premier Placement</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Company Name and/or Logo on NATE UNITE Website</td>
<td>Premier Placement</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Company Name and/or Logo on NATE UNITE Marketing Materials</td>
<td>Premier Placement</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>8½” x 11” Flyer Distributed at NATE Information Booth</td>
<td>YES</td>
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<tr>
<td>First Right of Refusal as the NATE UNITE 2022 Infinity Sponsor</td>
<td>YES</td>
<td></td>
<td></td>
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<table>
<thead>
<tr>
<th>infinity</th>
<th>beacon</th>
<th>radiant</th>
<th>lifeline</th>
<th>structural</th>
<th>anchor</th>
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<tbody>
<tr>
<td>$50,000</td>
<td>$25,000</td>
<td>$15,000</td>
<td>$7,500</td>
<td>$5,000</td>
<td>$3,000</td>
</tr>
</tbody>
</table>

---

**Booth Space Included ¹** - Priority booth selection with sponsorship secured prior to June 1, 2020. Contact NATE Event Coordinator for booth upgrade (optional with additional fee).

**Tower Times Full-Color Ads ²** - Your choice of placement in the September/October 2020, November/December 2020, January/February 2021 or March/April 2021 issue(s). Exact size of ad to be determined. NATE Staff will work with sponsors regarding ads.

**NATE UNITE Online Rotating Monthly Ads ³** - One 300 pixels wide x 250 pixels high online rotating ad on the NATE website in 2020. Ads are visible on each page and are scheduled on a monthly basis.

**Company Name and/or Logo on Show Shirts⁴** - Inclusion on show t-shirt with sponsorship secured prior to January 4, 2021.

**Company Profile and Description in NATE UNITE Show Guide⁵** - Inclusion in Show Guide with sponsorship secured prior to January 4, 2021.

**Company Name and/or Logo on Show Signage/Banners⁶** - Inclusion on show signage/banners with sponsorship secured prior to January 4, 2021.
## ADDITIONAL EVENT SPONSORSHIP

<table>
<thead>
<tr>
<th>Sponsorship</th>
<th>Amount</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday Welcome Reception</td>
<td>$15,000</td>
<td>YES YES YES YES YES YES YES</td>
</tr>
<tr>
<td>Tuesday Networking Reception</td>
<td>$15,000</td>
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</tr>
<tr>
<td>Wednesday Exhibit Hall Reception</td>
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<td>YES YES YES YES YES YES YES</td>
</tr>
<tr>
<td>Keynote Speaker Luncheon (Exclusive)</td>
<td>$15,000</td>
<td>YES YES YES YES YES YES YES</td>
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<tr>
<td>Awards Luncheon (Exclusive)</td>
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<tr>
<td>Charging Station (Exclusive)</td>
<td>$7,500</td>
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</tr>
<tr>
<td>Hotel Key Card (Two Available)</td>
<td>$5,000</td>
<td>YES YES YES YES</td>
</tr>
<tr>
<td>Welcome Café (Exclusive)</td>
<td>$5,000</td>
<td>YES YES YES YES</td>
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<tr>
<td>Educational Session (Six Available)</td>
<td>$5,000</td>
<td>YES YES YES YES YES YES</td>
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<tr>
<td>Beverage Break (Six Available)</td>
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<tr>
<td>Registration Desk (Exclusive)</td>
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<td>YES YES YES YES</td>
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<tr>
<td>Tower Structure/Demo Stage</td>
<td></td>
<td></td>
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<tr>
<td>Platinum (Exclusive)</td>
<td>$15,000</td>
<td>YES YES YES YES</td>
</tr>
<tr>
<td>Gold (Two Available)</td>
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</tr>
<tr>
<td>Silver (Three Available)</td>
<td>$5,000</td>
<td>YES YES YES</td>
</tr>
</tbody>
</table>

### Sponsorship Benefits

- Company recognition during sponsored event.
- Exclusive signage in the sponsored event room/area (if package is secured prior to January 4, 2021).
- Company name and/or logo recognition as event sponsor in NATE UNITE 2021 Show Guide (if package is secured prior to January 4, 2021).
- Company name and/or logo recognition as event sponsor in Tower Times leading up to the event.
- Company name and/or logo recognition as event sponsor in Tower Times post show issue.
- First right of refusal for same function at NATE UNITE 2022.

---

**Company Name/Logo on Website**

**Company Name/Logo on Signage**

**Acknowledged in Show Guide**

**Promotional Item Approved by NATE**

**Full Conference Passes**

**Full Conference Passes Displayed During Function**

**100 Drink Tickets for Sponsored Function**

**Email Invitation Showcasing Sponsor for Event**

**Company Name/Logo on Screen in the Educational Session Room**

**Tower Times Full-Color Ads**

**Online Rotating Monthly Ads**

**NATE UNITE Show Guide Full-Color Ads**

**Time Slot for a Product Display on the Tower Structure/Demo Stage**

---

**Company Name/Logo on Signage for Tower Structure/Demo Stage Sponsors** - Placement of company name/logo will be on Tower Structure/Demo Stage signage.

**Promotional Item Approved by NATE** - Promotional item provided by sponsor and will be distributed at function.

**Tower Times Full-Color Ads** - Your choice of placement in the September/October 2020, November/December 2020, January/February 2021, or March/April 2021 issue(s). Exact size of ad to be determined. NATE Staff will work with sponsors regarding ads.

**NATE UNITE Online Rotating Monthly Ads** - One 300 pixels wide x 250 pixels high online rotating ad on the NATE website in 2020. Ads are visible on each page and are scheduled on a monthly basis.

**Company Profile and Description in NATE UNITE Show Guide** - Inclusion in show guide with sponsorship secured prior to January 4, 2021.
It has been said that the more things change, the more they stay the same. There is a lot of truth in that.

My last article in Tower Times dealt primarily with the impact of the coronavirus pandemic on my work on behalf of NATE as well as its effects on everyday life. Since then, the seasons have changed, and most states have begun to reopen parts of their economy (of course, with some significant trepidation, given the growing numbers of confirmed cases and deaths around the country). I continue to provide information to the NATE Board of Directors on COVID-19-related developments (legislative and regulatory, as well as my own analyses).

We are still practicing social distancing, we continue to wear masks and gloves, we wash our hands frequently, and we do our work to the best of our ability.

My daughter, who works for a major infectious disease trade association, still visits, but she keeps her distance, and refuses to go into our house.

For me, there has been a steady amount of NATE work, but, instead of having in-person meetings in D.C. on Capitol Hill, at federal agencies, or with industry associations or interest groups, my interactions are done by phone and e-mail or via Zoom or webinars. Not quite as personal, perhaps, but effective nonetheless. Capitol Hill: dozens and dozens of congressional offices; agencies: the FCC, OSHA, SBA, and the FAA, just to throw out a few acronyms; associations: National Association of Broadcasters, the Wireless Infrastructure Association, CTIA, the Competitive Carriers Association, the Commercial Drone Alliance, and the Association for Unmanned Vehicle Systems International, to name a few.

Under normal circumstances, this article would have been written in the afterglow of another successful NATE Fly-In into Washington, D.C. for meetings on Capitol Hill. But these are far from normal times.

I have not had to worry about my office closing down, since I have been working out of my home office for a few years. And, of course, my regular dealings with NATE personnel continue unchanged. There have been conference calls with the OSHA Relations Committee and the Workforce Development Committee, and documents to review from both. There are ongoing discussions involving the negotiations on the pending NATE-OSHA Partnership. I supported Todd’s efforts on this year’s NATE Technician Appreciation Day Commemoration. I participated in another roundtable discussion with other small business interests conducted by the Office of Advocacy at the Small Business Administration. I have joined conference calls coordinated by the Commercial Drone Alliance and I have reviewed proposed legislation and federal rulemaking.

On a personal note: last issue, I wrote that as a result of the pandemic, my son’s wedding was postponed from April to August. My son and his fiancee decided to have the event in April anyway, with family and friends “participating” via Zoom. It most definitely was a different celebration than anything I have ever experienced, but at the end of the day, it was lovely and loving.

When they initially announced the postponement, several relatives and friends lamented that the wedding gifts they had purchased with the April date engraved on them would forever have the wrong wedding date on them. I said that that would make them good conversation pieces. But all’s well that ends well, I guess.

On a sad note, I did lose an elderly aunt to the coronavirus in April. We lived very near her family when I was growing up in New York. It is safe to say that the pandemic has affected all of us, some in similar fashions and some in different ways.

Speaking of safe: be safe, be careful, and be smart.
View from the Top

Name – Johnny Bean  
Hometown – Muskogee, Oklahoma  
Age – 43

How long have you worked in the tower industry?  
20 years.

What is your favorite part of the job?  
Networking.

Why did you choose a career in this industry?  
Relatives.

What type of work do you perform?  
Director of Operations-Rawlands.

What is your most memorable view or experience?  
Coran Station-St Paul, Alaska.

What is the most rewarding part of your job?  
Problem solving.

What challenges do you face?  
Resources.

Do you have a safety tip to share?  
Stay safe!

What do you like people to know about being a tower technician?  
Rewarding job.

Calling all NATE Member photography enthusiasts!

NATE welcomes your assistance with collecting tower and communications infrastructure related photos to be used for NATE’s various initiatives, projects, and promotional materials. Submit your photos to the NATE office at nate@natehome.com for a chance to have your photo showcased.

Please include the following with your photo:

1. Company Name  
2. Contact  
3. Photographer  
4. Address  
5. City/State/Zip  
6. Phone  
7. Email  
8. Brief Description of Photo/Location

- Photos may be submitted as 8” x 10” or larger prints or as TIFF, PNG or JPEG high resolution digital images with a MINIMUM of 300 dpi and/or 2400 x 3000 pixels.
- Photos will not be returned.
- All photos must be relevant to the tower and/or communications infrastructure industries.
- Any photo portraying improper safety will not be considered.
- NATE reserves the right to use any photo submitted, as long as proper credit is given.
- By submitting your photo you are granting NATE permission to use your photo.
Whereas tower technicians are the backbone of the wireless ecosystem and the work performed by tower technicians is of critical importance to homeland security, public safety, national competitiveness, expansion of broadband and our nation’s vital communications capabilities; and

Whereas tower technicians have been designated by the Department of Homeland Security’s Cyber Infrastructure Security Agency (CISA) as essential critical infrastructure workforce and are currently playing a heroic role on the front lines of the COVID-19 pandemic building, installing and maintaining America’s broadband infrastructure to accommodate the explosive demand in data to ensure reliable, high-speed networks; and

Whereas tower technicians have been uniquely responsible for developing and maintaining every generation of wireless networks and their skills and productivity are essential to ensure that the United States wins the global race to 5G; and

Whereas tower technicians and their companies are committed to closing the digital divide and are leaders in deploying the fiber and infrastructure required in order to bring high-speed broadband to low-income, rural and underserved communities in the United States; and

Whereas tower technicians play an instrumental role in maintaining or, when necessary, restoring networks and related communications infrastructure in the aftermath of natural disasters and weather catastrophes; and

Whereas tower technicians are the “zero responders” who are called upon by 911 and public safety entities when emergency communication networks need to be restored, and are currently being called upon to support the deployment of FirstNet, the country’s first nationwide, interoperable broadband network devoted exclusively to public safety that will ultimately help save lives and provide law enforcement officials, fire fighters and EMS personnel with the critical communications capabilities and resources they need to respond to emergency situations; and

Whereas tower technicians are performing broadcast repack-related tower work in an efficient manner by safely deploying thousands of new antennas and wireless equipment on broadcast and cellular communications structures located across the United States; and

Whereas tower technicians possess diverse skill-sets that enable them to conduct small cell installations on utility poles, street lights, street furniture and small structures located in both urban areas and in highway right-of-ways; and

Whereas tower technicians also are helping to advance the deployment of Distributed Antenna Systems (DAS), which are critical in densifying network coverage to accommodate large volumes of data traffic in urban environments, stadiums, airports, shopping malls and other populated areas; and

Whereas the efforts, expertise and diligence of tower technicians will be essential in delivering next-generation networks and technologies vital for the continued growth of Smart Cities, the Internet of Things and Automated Vehicles; and

Whereas industry access to spectrum is critical in unleashing the potential of 5G wireless networks to the American economy and it is the tower technician workforce which ultimately works to transform this valuable commodity into action to enable connectivity; and

Whereas a delegation of tower technicians represented NATE at a July 2019 workforce development-themed event at the White House in Washington, D.C. where they promoted the industry career opportunities available to workers and officially signed the Pledge to America’s Workers, affirming the Association’s commitment to facilitating future training and professional development opportunities; and

Whereas FCC Commissioner Brendan Carr has recognized the invaluable contributions that tower technicians play in the wireless ecosystem by participating in tower climb experiences with crews and through a series of 5G Ready Hard Hat award presentations to a select group of industry workers; and

Whereas NATE Chairman Jimmy Miller presented expert witness testimony earlier this year at a U.S. Senate Commerce Committee hearing on “The 5G Workforce and Obstacles to Broadband Deployment” in Washington, D.C., where he provided perspective on the technical skill-sets that today’s technicians possess, and highlighted NATE’s workforce development initiatives; and

Whereas NATE: The Communications Infrastructure Contractors Association is the organization that is committed to facilitating training and providing the safety resources, standards and best practices to ensure tower technicians perform work safely and in a quality manner, while collaborating with key federal agencies and Members of Congress in furtherance of these goals; and

Whereas tower technicians are demonstrating their talents and skill-sets by obtaining national, professional and portable worker certification through the National Wireless Safety Alliance assessment and credentialing organization;

Now, therefore, be it resolved that NATE: The Communications Infrastructure Contractors Association hereby declares Wednesday, May 6, 2020 as Tower Technician Appreciation Day to honor the men and women who deploy and maintain America’s communications infrastructure.
The annual open enrollment period for the NATE STAR Initiative begins July 1. The NATE Safety, Training, Accountability and Reliability (STAR) Initiative is an elite program designed for members that would like to demonstrate a superior commitment to tower safety practices while recognizing industry best practices in safety and professionalism.

The enrollment period for the 2020-2021 NATE STAR Initiative program is July 1 through August 31, 2020. Applications must be completed online at www.natehome.com. NATE members interested in participating in this free program, as well as all current STAR participants, must complete an application online prior to August 31, 2020.

Here is a brief overview of the NATE STAR Initiative program:

**Eligibility**

NATE members will be deemed eligible for participation in this program by the responses received on the application/agreement form and the signature of your company’s chief officer. This free program is designed to recognize those companies who are dedicated to a higher level of safety. Therefore, adherence with the established criteria is required to participate and to remain in the program.

NATE Member Requirements

Participating NATE members must agree to:

- **Requisite Levels of Training** – Tower related OSHA 10-Hour Training, or its equivalent, is required for all personnel who will be working on a tower site. OSHA 30-Hour Training, or its equivalent, is required for anyone operating in the capacity of a supervisor or competent person on-site. All personnel who will be working at heights of six feet or more above the ground must be trained in fall protection that meets or exceeds the NATE Tower Climber Fall Protection Training Standard (NATE CTS).

- **Implementation of a Safety & Health Program** – All applicants must have a safety and health program in place that meets or exceeds the standard established by the NATE Accident Prevention, Safety & Health Program Guide.

- **Presence of a Competent Person** – A competent person for safety and health must be on-site at all times.

- **Conduct and Submit Site Safety Audits** – The site safety audit form provides a comprehensive checklist to enhance safety in twenty specific areas as defined by the Advisory Committee on Construction Safety & Health (ACCSH) under NATE’s guidance. A competent person from the participating company must conduct site safety audits each quarter and submit them to the NATE office via the NATE website at www.natehome.com or NATE STAR Initiative app. Audits must be submitted for 10% of a company’s projects, or 6 audits per quarter, whichever is less. *(Tower owners and carriers are not required to submit site safety audits.)*

- **Complete List of Requirements** – For a complete list of requirements please refer to the application/agreement forms online at www.natehome.com.

While STAR stands for Safety, Training, Accountability and Reliability, NATE will not be providing the actual training for your employees. As always, training employees to meet the necessary standards for safety remains the responsibility of their employer.

It should be noted that participating companies must adhere to the applicable requirements found in the Telecommunications and Broadcast Tower Inspection Checklist.

If you have any questions, please contact Sandy Jurgens, NATE Project Assistant at sandy@natehome.com or 605-882-5865 or 888-882-5865 (U.S.).
Becoming a NATE STAR Initiative Member

The application process is fairly simple. NATE members complete the required application and submit it to the NATE office. NATE reviews all applications and will notify the companies that have been accepted into the program, and sends cards and certificates to those accepted companies. On October 1, 2020 the Initiative year officially begins. The first quarterly audits will be due from all participating companies (excluding tower owners and carriers) on December 31, 2020.

STAR Initiative App

The STAR Initiative App was designed to enhance the participant experience and provide a convenient means of submitting Site Safety Audit documentation in real-time directly from the field via a smartphone, tablet computer, or other mobile devices. The official NATE STAR Initiative App is available as a free download in both iOS (Apple) and Android platforms and is smartphone and tablet compatible.

Pete Hagstrom, VP of Client Relations and Marketing at Finish Tower, Inc. said,

“Finally an app I truly love! With an easy to follow questionnaire and drop down selector, this user friendly app is just what we needed in our industry. No more frustrations with the printer, nor more wasting paper, and no more scanning. The NATE STAR Initiative App is always with you no matter what site you are visiting. Thank you, NATE!”

Prove Your Dedication

The NATE STAR Initiative is an excellent opportunity for NATE members to have an impact on safety and recognizes those companies that embrace the highest standards to safeguard their employees. All eligible members are highly encouraged to consider participating in this exclusive program. Submit your application today!

2019-2020 NATE STAR Initiative Participants

Congratulations to the following NATE member companies who were accepted into the NATE STAR Initiative for the 2019-2020 program year!

A&J Steel Reinforcing Services Inc.
Above All Tower Climbing, LLC
Advanced Tower Services, Inc.
Advanced Wireless Solutions, Inc.
Aloft Wireless LLC
Amatel, Inc.
AmChel Communications, Inc.
Ansco & Associates, LLC
Atlantic CommTech Corporation
Atlantic Construction Companies
B+T Group
B-C Walker, Inc.
BDC Group, Inc.
Best Endeavours, Inc.
Black & Veatch
Branch Communications, LLC
Bright Lighting, Inc
Capstone Solutions Inc
Cellular Construction Services
Centerline Communications LLC
Cipov Enterprises, Inc.
Clifton’s Tower Service, Inc.
CMS Wireless, LLC
Com Plus Inc.
CommSite Corp.
D & H Builders, Inc.
Dan Combs Consulting Inc.
DAWCOM
Design 1
Design Telecommunications Inc.
Dietz Brothers, Inc.
Diverse Construction, Inc.
Diversified Communications Services
E.M. Enterprises General Contractors, Inc.
East Coast Communications
Eastern Communications, Inc.
EasTex Tower, LLC
Eastower Communications Inc
Elevated Services, LLC
Elecro, Inc.
Elite Tower Solutions, INC
Emergency Radio Service, Inc.
ENERTECH
Engineering Wireless Services, LLC (EWS)
Ericsson Inc.
Excalibur Builders and Maintenance, Inc.
Excel Construction, Inc.
FDH Infrastructure Services, LLC
Flash Technology
Global Tank and Tower, LLC
Grapevine Solutions, Inc.
Gray’s Tower Service LLC
Great Plains Towers
Green Mountain Communications, Inc.
Gulf Services
Hayden Tower Service, Inc.
Heartland Solutions Corp.
Hightower Communications, Inc.
Independent Network Services, LLC
Industrial Communications, LLC
Infinigy Solutions, LLC

CONTINUED ON NEXT PAGE
### Application/Agreement for TOWER ERECTORS

<table>
<thead>
<tr>
<th>Company Name:</th>
<th>Company Contact:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Address:** ___________________________________________________________________________________________________

**Company Name:** __________________________________________________________________________________________________

**Company Contact:** ______________________________________________________________________________________________

**City, State, Zip:** __________________________ Country: __________________________

**Telephone:** _____________________________________  **Email:** _____________________________________________________

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### I. ASSESSMENT

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
</table>

- **A. Total number of employees or hours worked:** __________________________
- **B. Number of fatalities:** __________________________
- **C. Lost workday incidents (including restricted work):** __________________________
- **D. Incidents (injuries or illnesses without lost work):** __________________________
- **E. Experience Modification Rate (from your insurance carrier):** __________________________

---

### II. REQUIREMENTS FOR PARTICIPATION

**Do you agree to meet the following conditions:**

- **A. Have been in the tower erection, service, or maintenance business for a minimum of three years:** Yes No
- **B. Implement a safety and health management system that meets or exceeds the requirements established by the NATE Accident Prevention, Safety & Health Program Guide:** Yes No
- **C. Require employers to adhere to company health and safety policies:** Yes No
- **D. Hold employee responsibilities for following health and safety policies:** Yes No
- **E. Have a competent person on site at all times:** Yes No
- **F. Hold daily safety meetings:** Yes No
- **G. Hold regular safety training:** Yes No
- **H. Perform regular safety audits conducted by a competent person:** Yes No
- **I. Follow all applicable best practices found in the NATE STAR Initiative Telecommunication and Broadcast Tower Inspection Checklist:** Yes No
- **J. Utilize 100% fall protection when and where required:** Yes No
- **K. Require all contractors and subcontractors who will be performing work on tower structures to meet all the qualifications of the NATE Checklist for Evaluating Qualified Contractors, by the affirmative completion and submission of that checklist:** Yes No
- **L. Submit site safety audits to NATE online on a quarterly basis for 25% of your workforce or six sites per quarter, whichever is less:** Yes No

---

### III. ADDITIONAL INFORMATION REQUIRED (CURRENT CALENDAR YEAR)

**A. Number of employees affected by their company’s participation in the STAR Initiative:** __________________________

**B. Number of employees involved in the OSHA 10-Hr.:** __________________________

**C. Number of employees involved in the OSHA 30-Hr.:** __________________________

**D. Number of employees trained in the CIT: 10-Hr.:** __________________________

**E. Total hours of training (only time-credited):** __________________________

**F. Do you have anyone in your company that is OSHA certified:** Yes No

---

**NOTICE:** The following language constitutes the general requirements all participants are expected to follow in the NATE STAR Initiative. NATE reserves the right to remove any member from the program if compliance with program requirements, regulatory requirements, or other practices deemed necessary to the success of the program by the NATE Board of Directors are not met. It remains the sole responsibility of the participating member to submit timely audits. Although the NATE office may provide reminders, audits are due at the end of each quarter without exception. Failure to provide timely audits will result in your removal from the program.

**I hereby agree to meet the aforementioned requirements of participation in the NATE STAR Initiative Program:**

**President or CEO (please print):** __________________________

**Signature (please provide hard copy signature):** __________________________

**Person completing application (please print):** __________________________

**Signature (please provide hard copy signature):** __________________________

---

**NATE STAR INITIATIVE**

NATE: The Communications Infrastructure Contractors Association

8 Second Street SE  | Watertown, South Dakota 57201  | 605-882-6818 | www.natehome.com
Application/Agreement for GENERAL CONTRACTORS

Do you agree to meet the following conditions:

A. Implement a safety and health management system that meets, at a minimum, the requirements set by the current NATE Accident Prevention, Safety and Health Program Guide.
B. Require all contractors and subcontractors who will be performing work on tower/structure sites to meet all the qualifications of the NATE Checklist for Evaluating Qualified Contractors, by the affirmative completion and submission of that checklist.
C. Ensure the presence of a competent person, responsible for safety and health activities, at all times on each tower site covered under this initiative.
D. Ensure the use of 100% fall protection when and where required.
E. Company has been in the communications tower business for at least three years prior to participating in the NATE STAR Initiative program.
F. Submit site safety audits by NATE online on a quarterly basis for 100% of your work sites or six sites per quarter, whichever is less.
G. In the event of a fatality, provide NATE with documentation of applicable employee fall protection or applicable re-training courses, and submit site safety audits for 25% of your sites, or 15 per quarter, whichever is less, for the next two years.
H. In the event of a fatality your company will continue to meet all requirements of the program, but will not be recognized for participation for one year or until all related regulatory and administrative actions have been completed, whichever is longer.
I. Ensure all of the above criteria will be met.

ADDITIONAL INFORMATION REQUIRED (CURRENT CALENDAR YEAR):

A. Number of employees affected by their company's participation in the STAR Initiative:
B. Number of employees trained to the OSHA 10-Hr.:
C. Number of employees trained to the OSHA 30-Hr.:
D. Number of employees trained to the OSHA 500:
E. Total hours of training (any type) provided:
F. Do you have anyone in your company that is NWSA certified?

Application/Agreement for TOWER OWNERS and CARRIERS

Do you agree to meet the following conditions:

A. Implement a safety and health management system that meets, at a minimum, the requirements set by the current NATE Accident Prevention, Safety and Health Program Guide.
B. Company has been in the communications tower business for at least three years prior to participating in the NATE STAR Initiative program.
C. Maintain towers in accordance with current TIA 222 Standard.
D. Meet, at a minimum, the practices set forth in the NATE Tower Owner Safety Guidelines.
E. Require all contractors and subcontractors who will be performing work on tower/structure sites to meet all the qualifications of the NATE Checklist for Evaluating Qualified Contractors.
F. Ensure the presence of a competent person, responsible for safety and health activities, at all times on each tower site covered under this initiative.
G. Ensure the use of 100% fall protection when and where required.
H. Ensure all of the above criteria will be met.
I. Do you have anyone in your company that is NWSA certified?

NOTICE: The foregoing language constitutes the general requirements all participants are expected to follow in the NATE STAR Initiative. NATE reserves the right to remove any member from the program if compliance with program requirements, regulatory requirements, or other practices deemed necessary to the success of the program by the NATE Board of Directors are not met.

It remains the sole responsibility of the participating member to submit timely audits. Although the NATE office may provide reminders, audits are due at the end of each quarter without exception. Failure to provide timely audits will result in your removal from the program.

I hereby agree to meet the aforementioned requirements of participation in the NATE STAR Initiative Program:

Company Name:__________________________
Company Contact:________________________
Address:__________________________
City, State, Zip:__________________________
Telephone:__________________________
Email:__________________________

Date:__________________________

Signature (please provide hand written signature):

Person Completing Application (please print):

Title:__________________________

Signature (please provide hand written signature):__________________________

NATE members interested in participating in this free program, as well as all current STAR participants, must complete an application online prior to August 31, 2020.

1. Visit www.natehome.com
2. Click on “MEMBER LOGIN”
3. Click on “NATE STAR INITIATIVE +”
4. Click on and complete the appropriate application for your company
Employers throughout the telecommunications industry find it challenging to attract and retain skilled employees to support industry growth and carrier/broadcast demands. Employers are faced with finding new recruiting and retention strategies. What if a steady stream of candidates who are trained for teamwork, responsibility and leadership were readily available to employers?

This was the opening question asked at the beginning of the NATE UNITE 2020 educational session, Veterans Returning to the Workforce. During the session, we participated alongside other veterans and industry professionals who passionately believe veteran employment is the answer to this question. Our panel of veteran employment advocates presented industry statistics, case studies, and resources for veterans and their employers. When the session concluded, the conversation continued. Looking around, we saw a room full of people engaged and excited to exchange their personal testimony and success of employing veterans. With an audience just as enthusiastic as the panel, it was evident the discussion needed to continue beyond the conference. Thus, the Ad-Hoc Committee, Military of NATE was born!

Mission Statement

The Military of NATE Committee enables all service men and women of NATE, including Veterans, Active Duty, National Guard and Reserves, to achieve their full potential to help support their success in the communications infrastructure industry.

Objectives

1. To create awareness of the communications infrastructure industry as a career path for veterans entering the civilian workforce.
2. To provide educational and support resources for veterans transitioning to the civilian workforce and to the companies who employ them.
3. To utilize resources within NATE to encourage and foster communication between veterans, their employers and the Veteran’s Administration.

Military of NATE is led by Committee Chairman Nick Trussell (Michigan Towers Incorporated) with Jessica Cobb (MDTS) as Board Oversight. The following members joined the committee without hesitation and all have either a military background or work directly with the placement of veterans in the civilian workforce: Brian Horner (Learn To Return Training Systems), Wendy Jorgensen (Airstreams Renewables, Inc.), Kevin Kennedy (Warriors4Wireless), George Kerstetter (PerfectVision), Jesse Petrilla (Petrilla Technologies, LLC), Jessica Reich (Blackhawk Tower Communications), Allen Stuart (TCSI), and Steve Trnka (CITCA LLC).

The Military of NATE Committee is excited to positively contribute to the expansion of the NATE organization and are thankful for the overwhelming industry support. We look forward to sharing our progress and successes with you soon!

Is your company interested in getting involved with Military of NATE? Contact Sandy Jurgens, NATE Project Assistant at sandy@natehome.com to find out how!

Nick Trussell is the Chairman of the Military of NATE Committee and the Director of Operations at Michigan Towers Incorporated in Traverse City, Michigan. He can be reached at 330-904-9431 or ntrussell@mitowers.com. Jessica Cobb is the Board Oversight of the Military of NATE Committee, member of Women of NATE, and a member of the NATE Member Services Committee. She is also the Chief Executive Officer at MDTS in Ortonville, Michigan. Jessica can be reached at 248-793-8700 or Jessica@mdtsusa.com.
When it comes to safety, one key point that is often overlooked is the attitude we carry when it comes to putting safe work practices in place. Having the mentality of getting a job done with safety in mind can make all the difference in how tasks are executed on a job site.

Not only does having a positive attitude toward a safe site affect you, but it also affects others around you.

Having a good attitude when it comes to safe work practices means you are using your best judgment to get tasks done efficiently and safely.

On a job site, there are multiple hazards that can be encountered from day-to-day. Having a negative outlook on taking the time to put safety first opens the door for critical errors that not only result in a lack of quality in our work, but most importantly lead to mistakes that can cause injuries and fatalities.

When we not only think but act on safety with each task we begin, we are lowering the risk of negative impacts to our work, our crew and to ourselves.

When we are on a job where multiple tasks are being completed at once, it is imperative that we keep an open line of communication which puts safety at the peak of importance. In doing so, we can make certain that the morale is high, and the mindset has been established that safety is the priority first and foremost.

One way to maintain a positive mindset of safety is to remember the A B C’s of working safely—Attitude, Behavior and Control.

- Do I have a positive, safe Attitude toward the task at hand?
- How can my Behavior affect the outcome of the job being performed?
- What are some ways I can Control how I implement the safety of myself and my fellow crew?

Asking yourself questions like these before a job has been initiated will ensure you are putting safety at the forefront of any situation that is presented.

Russ Chittenden is a member of the NATE Safety & Education Committee and Vice President & COO of Synergy Concepts, Inc. in Troy, Missouri. He can be reached at 314-895-2800 or rhc@synergyconceptsinc.com.
NATE Releases 5G News Bulletin Video Highlighting Government and Industry Collaboration

(Northwest, D.C.) - NATE: The Communications Infrastructure Contractors Association unveiled a News Bulletin video highlighting how collaboration between the wireless industry and stakeholders at the federal, state and municipal levels can expedite the 5G deployment process in communities across the United States. The video’s release is timely since the FCC is slated to vote on Commissioner Brendan Carr’s 5G Upgrade Order at the agency’s June 9 open meeting.

The video features testimonial interviews with FCC Commissioner Carr, Sioux Falls (SD) Mayor Paul TenHaken, VIKOR CEO Craig Snyder and NATE President & CEO Todd Schlekeway articulating the importance of establishing successful partnerships between community leaders, network providers and tower contractors in the development of a 5G network.

The video shines a spotlight on how successful public-private partnerships have helped launch 5G in the mid-size market of Sioux Falls, South Dakota and how the businesses and citizens in the city will benefit from a 5G-driven economy.

“As a member of the tower technician workforce, it is incredibly exciting to be on the front lines deploying these next generation wireless sites in my hometown,” said Ben Holland, Construction Manager at VIKOR.

“I applaud the progressive leadership in both the public and private sectors that came together to make 5G a reality in my community. This NATE video serves to reinforce how important this stakeholder collaboration is to ensure that we maximize the potential of 5G wireless in diverse markets across the country,” Holland added.

Visit [https://tinyurl.com/y88en7co](https://tinyurl.com/y88en7co) to watch the NATE News Bulletin video. For more information on Commissioner Carr’s 5G Upgrade Order, visit [https://tinyurl.com/ybxbop7z](https://tinyurl.com/ybxbop7z). For more information on NATE, visit [www.natehome.com](http://www.natehome.com) today.

NATE Statement on FCC’s 5G Fund Notice of Proposed Rulemaking Adoption

(Northwest, D.C.) - NATE: The Communications Infrastructure Contractors Association recently issued the following statement regarding the FCC’s approval to initiate a Notice of Proposed Rulemaking (NPRM) process to develop a $9 billion 5G Fund to benefit rural America:

“NATE commends Chairman Ajit Pai and his colleagues on the Commission for initiating the NPRM as the next step in the process to ultimately make the 5G Fund a reality,” stated Director of Legislative and Regulatory Affairs Jim Goldwater.

“Looking ahead, the establishment of the 5G Fund will be great news for NATE member contractor companies and their skilled technicians who will be playing a major role working alongside the wireless carriers to close the digital divide by deploying the communications tower infrastructure, equipment and technology essential to enable high-speed, next-generation mobile service to rural and underserved areas of the United States. Additionally, NATE believes that the 5G Fund will represent a major economic stimulus into rural America and ultimately serve as a job creator for professional jobs available in our industry and many other sectors. The Association looks forward to participating in the 5G Fund’s NPRM public comment period,” added Goldwater.

Chairman Pai’s plan calls for the 5G Fund that would replace the planned Mobility Fund Phase II, which would have provided federal support for 4G LTE service in unserved areas. The 5G Fund would make up to $9 billion
in Universal Service Fund support available to carriers to deploy advanced 5G mobile wireless services in rural America that will not be covered by T-Mobile’s deployment commitments and where there is not a business case for deployment. This major investment in rural America would be allocated through multi-round reverse auctions and would target hard-to-serve areas with sparse populations and/or rugged terrain.

In order to balance the FCC’s policy goal of efficiently and quickly redirecting high-cost support to areas where it is most needed with the agency’s obligation to ensure that they have an accurate understanding of the extent of nationwide mobile wireless broadband deployment, the FCC seeks public input on two options for identifying areas that would be eligible for 5G Fund support. Approximately $1 billion of the 5G fund would be allocated specifically for deployments facilitating precision agriculture needs.

For more information on the 5G Fund NPRM announcement by Chairman Pai, visit www.fcc.gov. For more information on NATE, visit www.natehome.com today.

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**NATE Statement on FCC Approval of 5G Upgrade Order**

(Washington, D.C.) - NATE: The Communications Infrastructure Contractors Association issued the following statement regarding the FCC’s approval of Commissioner Brendan Carr’s 5G Upgrade Order during the June 9, 2020 open meeting.

“NATE member companies perform tower co-location equipment and network upgrades on a daily basis and today’s affirmative vote by the FCC will provide much needed clarity and flexibility to streamline these deployment activities, make additional existing tower infrastructure eligible for these upgrades and ultimately bring more 5G services to communities and consumers across the country,” said Director of Legislative and Regulatory Affairs Jim Goldwater.

“NATE commends Commissioner Carr and his colleagues on the Commission who voted in the affirmative to move these important 5G measures forward.”

The 5G Upgrade Order resolves uncertainty about section 6409(a) of the 2012 Spectrum Act in order to expedite the process for state and local governments to review applications to deploy wireless infrastructure. The order includes a declaratory ruling and notice of proposed rule-making that would eliminate siting delays, promote co-location and accelerate wireless network builds by clarifying rules for upgrading equipment on existing infrastructure, according to the agency. According to Commissioner Carr, the 5G Upgrade Order clarifies the FCC’s 2014 rules (that were drafted to implement the 2012 Spectrum Act) by:

- Explaining when the 60-day shot clock for local approval begins
- Specifying what new equipment qualifies for streamlined approval
- Clarifying how local governments’ concealment and aesthetic conditions of approval apply
- Asking for public comment on what activity related to a modification can occur outside of a wireless site

The new order will also accommodate backup generators and advanced equipment like edge data centers for tower sites, making the process of tower co-locating faster and simpler.

For more information on the recent FCC developments, visit www.fcc.gov. For more information on NATE, visit www.natehome.com today.

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**IT’S RENEWAL TIME!**

Keep Your Partnership In Safety, Standards and Education and Renew Your Membership Online Today!

Go to the Member Login section of the website and enter your Membership ID Code. This process allows members to easily update your company information and submit your payment. If you do not know your Membership ID Code, please email jill@natehome.com or call 605-882-5865.

Members may also complete their renewal form and mail it, along with payment, to:

**NATE**  
8 Second St SE | Watertown, SD 57201  
[www.natehome.com](http://www.natehome.com)
Enforcement Guidance

Federal OSHA has faced recent lawsuits from traditional labor relating its regulatory response to the pandemic, including its decision not to issue new regulations to address COVID-19. On May 19, 2020, OSHA issued a new enforcement guidance (Updated Interim Enforcement Response Plan for Coronavirus Disease 2019, May 19, 2020) acknowledging that many non-critical businesses have begun to reopen in areas of lower community spread, and then numerous other businesses will be reopening in coming weeks. The risk of transmission is lower in specific categories of workplaces, and personal protective equipment potentially needed for inspections is more widely available for OSHA staff.

According to OSHA, it will “continue to prioritize COVID-19 inspections, and will utilize all enforcement tools as OSHA has historically done.”

In the areas of lower risk, OSHA will return to doing more on-site inspections, which have largely been limited to fatality inspections during the pandemic.

According to the ERP, OSHA will continue to prioritize COVID-19 cases. The agency acknowledged that it will continue to target healthcare employers, who historically have not been a primary target of OSHA enforcement. During an inspection, the ERP instructs compliance officers to examine whether employees “who are expected to perform very high and high risk exposure tasks are using respirators (i.e., N95 or better).” The ERP states in bold text that “appropriate respiratory protection is required for all healthcare personnel providing direct care for patients with suspected or confirmed cases of COVID-19.” Area Directors will continue to evaluate potential on-site inspections for COVID risks to OSHA personnel and will not send compliance officers where they perceive a hazard.

Enforcement against employers will be largely through the General Duty Clause. The ERP provides a sample citation (Attachment 4), again focused on healthcare employment and precautions during the treatment of COVID-19 patients.

The Updated Interim Enforcement Response Plan included specific enforcement procedures (Attachment
1); a sample employer letter for COVID-19 activities (Attachment 2); a sample hazard alert letter (Attachment 3); and additional references, including OSHA's prior COVID-19-related enforcement memoranda (Attachment 5).

**Record-keeping Guidance**

OSHA is revising its previous enforcement policy for recording cases of coronavirus (Revised Enforcement Guidance for Recording Cases of Coronavirus Disease 2019, May 19, 2020). Under OSHA's record-keeping requirements, coronavirus is a potentially recordable illness, and employers are responsible for recording cases of the coronavirus, if the case:

- Is confirmed as a coronavirus illness;
- Is work-related as defined by 29 CFR 1904.5; and
- Involves one or more of the general recording criteria in 29 CFR 1904.7, such as medical treatment beyond first aid or days away from work.

Work-related cases that result in an employee fatality must be reported to OSHA by phone or online. Because of the difficulty in determining whether this widespread virus was actually contracted at the worksite, OSHA has stated that it will focus on employers' reasonable, good faith efforts in making work-related determinations.

In determining whether an employer has complied with this obligation and made a reasonable determination of work-relatedness, Compliance Officers will consider the following:

- The reasonableness of the employer's investigation into work-relatedness.
- Employers, especially small employers, should not be expected to undertake extensive medical inquiries, given employee privacy concerns and most employers' lack of expertise in this area.
- It is sufficient in most circumstances for the employer, when it learns of an employee's COVID-19 illness, (1) to ask the employee how they believe they contracted the COVID-19 illness; (2) while respecting employee privacy, discuss with the employee their work and out-of-work activities that may have led to the COVID-19 illness; and (3) review the employee's work environment for potential SARS-CoV-2 exposure. The review in (3) should be informed by any other instances of workers in that environment contracting COVID-19 illness.

Accordingly, OSHA continues to recognize the difficulty in determining work-relatedness for an illness that exists in the community and may be contracted from numerous sources and will assess employers' reasonable efforts in making work-related determinations. In making the work-relatedness determination, employers need to consider the effect of numerous safety and health procedures that the employer has implemented to control and minimize the risk of possible infection within the workplace.

The employer's safety program should be following the guidance of the CDC and OSHA regarding COVID-19. These precautions, when considered individually and collectively, effectively reduce and control the possible risk that the COVID-19 virus will be present and/or transmitted to another worker in the workplace. For example, by ensuring that employees are staying home and not at work when they have symptoms that might be COVID-19 the employer would be eliminating the possibility that a worker who is symptomatic with COVID-19 is at work. Further, by following key safety precautions, such as social distancing and wearing masks and face coverings, the employer is eliminating or significantly reducing the chance that an associate will be in “close contact” with someone who may have COVID-19.

If an employer makes a reasonable and good faith inquiry but cannot determine whether it is more likely than not that exposure in the workplace caused a worker to contract COVID-19, OSHA says that the employer does not need to record the case or to report a hospitalization or fatality. There is community transmission of the disease, so if an employer is taking the CDC-recommended precautions, there are very few situations where an inquiry will reveal that an employee definitely got the case at work and there is no alternative explanation that is equally or more plausible.

The employer's individual work-relatedness reasonable inquiry for each COVID-19 case can be short and focused on whether an employee had close contact with other individuals at work (15 minutes or more of contact, within six feet, without face masks or barriers). Cases are not recordable without close contact at work with a known or suspected COVID-19 case. Such contact is necessary but insufficient, because the probability of transmission is low and there is normally an alternative explanation of community transmission.

■
Compared to the number of NATE members, the 500 towers I climbed in 2016/17 are just a drop in the bucket. By the time I was done climbing, I had seen a lot of this country and learned a lot about towers. But more than anything, I realized just how much work it takes to keep this industry up and running.

My brother and I always started our day way before the sun came up. We’d grab a McDonald’s coffee and listen to a podcast on the way to our first tower. We had hot climbs, cold climbs, windy climbs, and pretty gross bird climbs. We stayed at cheap hotels, worked off bad WiFi, and spent long nights writing reports before waking up to a long day on the road chasing towers.

Thank God for Seinfeld and six packs or I don’t know if we would have made it through.

All that said, it was one of the most formative and impactful years of my life. An invisible industry was all of the sudden at the forefront and towers were suddenly everywhere. Friends and family found it interesting at first and now just want me to stop pointing them out wherever we go (just ask my wife).

Needless to say, the tower industry found a special place in my heart. Once you know it’s there you begin to understand how important it is in our day-to-day lives, connecting us with loved ones, helping us work faster and smarter, and keeping us together in even the most trying of times. But stacked steel is pretty worthless without the men and women who build them, deploy our networks, and make sure this critical infrastructure is operating safely and efficiently from coast-to-coast and beyond.

It is for those reasons, among many others, that I am so passionate and excited about the future of this industry. Innovation around infrastructure deployment is taking us well beyond towers and onto rooftops, billboards, water tanks, light posts...you name it. As this trend continues, we will need to advance our workflows to keep up or we’ll continue to find our supply of technicians outmatched by the demand for their services.

Traditional workflows will be reshaped significantly by new technologies in the coming years. Whether it’s the way we manage projects, communicate with crews, access sites, or collect data, a digital transformation is upon us. And while there are a number of technologies worth diving into, today we’ll focus on data acquisition and discuss how UAS (Unmanned Aircraft Systems), better known as drones, are changing the way we work.

Just a couple of years ago, I joined my first NATE UAS Committee meeting. There were about ten of us sitting around a table in a small conference room in Nashville. This year at NATE UNITE we found ourselves moving rooms at the last minute so everyone could fit and even then, we ended up with standing room only.

Outside of those meetings, NATE has been the leading advocate of UAS technology in the wireless infrastructure industry by providing sessions at NATE UNITE, Summer Drone Summits, the publication of Industry Best Practices, and even guiding the FAA on

Sam McGuire is a member of the NATE UAS Committee and Vice President of Red Mountain Scientific in Fort Collins, Colorado. He can be reached at 720-212-4133 or sam.mcguire@redmountainscientific.com.
legislation to the benefit of our industry. That advocacy has helped drive awareness of the technology and helped guide the industry towards this amazing new tool.

Just as the Committee has grown over the years, so has the use of drones out on site. While the adoption of drone technology is still very early, we are already starting to hear about the benefits and we’re seeing the promise of its use at scale. Whether you’re a technician, operations manager, engineer, or up in the C-suite, the benefits of this data is compelling.

Today we’ll look at these benefits in three categories:

1. The Field
2. The Data
3. The Back Office

The Field

This is where it all begins. Effective deployment and management of resources in the field can make or break a project. It’s also where we encounter the greatest risk to our most valuable assets - the crew.

Improvements to health and safety is the foremost benefit that comes to mind when considering UAS technology. If nothing else, it allows our technicians to assess the environment they are working in and approach their task with real time data. Can we safely navigate an obstructed climb, missing climbing peg, kinked safety climb, or damaged top terminator? Yes. Does it benefit us to understand these hazards before commencing elevated work? Absolutely.

In addition to a climb path assessment or bird site evaluation, drones also provide us the opportunity to minimize strenuous, repetitive motion. The health benefits are hard to argue but it goes beyond that. Fatigue inherently increases the risk of injury on-site so reducing length or number of climbs is a no-brainer.

Taking drones into the field can be an intimidating proposition. After all, towers are your specialty, not flying robots, but with the advancement of automated flight programs and the price point of very capable, mid-range airframes, making this technology a part of your day-to-day operations has never been easier. Some important things to consider are FAA Part 107 Certification, insurance requirements for tower companies and carriers, and client expectations regarding the data. All of which are a relatively easy bridge to cross.

While drone data may not be needed for every site visit, there is growing demand across the industry for these data sets incorporated into traditional deliverables. Some call it a hybrid offering, I’d argue it’s just the beginning of a bigger movement.

The Data

While drones still do have their fair share of limitations, one advantage that is hard to argue with is the new perspective they provide. They may not be able to turn a wrench or open a box, but they can certainly help you see the backside of a monopole, the far leg of a self-support, or assess a guy line safer and easier than a climb. They can also just as easily collect 360 degree views of a tower from tower top to bottom.

The debate within the industry has been over the value of said data. What are its limitations? How reliable is it? And more than anything, what do I do with it? All of these are fair questions that no one has a true and final answer for yet. Despite a few thousand flights happening annually, there still isn’t a consensus on how to best leverage this data across the industry.

2D vs. 3D? My answer to that question would be: Yes. Do it. Explore the offerings that exist out there today. The sooner you start to explore your options, the sooner you’ll begin to understand the potential impact within your organization and the benefits it can bring your end customers.

Depending on your place in the market, there may not be much use for it at all. And you know what? That’s okay.

Machine Learning and Artificial Intelligence get a lot of buzz today, and for good reason. As that side of the business begins to mature, we will save countless hours behind screens conducting analyses on damage, inventory, change detection, etc. While these offerings are still relatively new, research is validating use cases every day. Similar to 2D vs. 3D solutions, a critical mass of data will be required for our industry to start seeing the benefits on a larger scale.

The Back Office

Whether your company works on towers, owns towers, resides on towers, or all of the above, the impact of drone operations will be most significant in the back office. Datasets that have never existed before will power new analytical opportunities, provide deeper insights across portfolios, and allow us to be more effective in all aspects of infrastructure management.

Contractors will better understand the status of projects in the field and provide enhanced reporting

CONTINUED ON NEXT PAGE
to end clients. Tower ownership groups will be able to pinpoint problems or opportunities across entire markets on a granular level. And similarly, carriers will have access to better data to help them more effectively assess line of site, deploy equipment, and track their assets.

Over the past few years I have been fortunate to discuss the future of this technology and its potential impact with stakeholders from across the industry. The topics of conversation focused on everything from faster site visits to AI based change detection and everything in between. Slowly but surely, these conversations have turned from theory, to proof of concept, to standard practice in some cases. Every team has taken their own approach to leveraging this data, and all have found significant value in their own way.

That’s the beauty of something brand new - no one can tell you how it’s supposed to work.

What’s Next?

So with all this momentum across the industry, exciting new technologies gaining traction, and more flights happening each day, what do we focus on next and how do we take this to the next level? How do we enable the future of the field?

A short answer to a complex question is this: The industry needs to reassess and adjust policies that create blockers for operators, the most notable of which is the required insurance for UAS operations. In a number of cases, $10M policies are required to operate a drone on site. That is higher than a traditional climbing operation and represents a significant cost barrier for smaller teams and companies across the industry. For the industry to realize the true value and benefits of this technology, we need to use it at scale. To use it at scale we need to enable our workforce.

How Do We Fix It?

To achieve a better understanding of the risks of UAS operations on site, SBA Communications UAS Division, led by Mark Foster, Red Mountain Scientific, and NATE will be collaborating with the Telecommunications Industry Association to host a UAS research exposition in the coming months.

We will conduct experiments and a number of different simulations including, but not limited to:

- High RFI flights - To better understand a drone’s response in specific environments
  - Manual flight vs. automated flight
- Drone Impact study
  - Damage to structure
  - Damage to network equipment
  - Signal degradation
  - Fall zone, etc.

NATE’s membership combines to build, deploy, and maintain the digital backbone of our country and that makes us the greatest driving force for connectivity and innovation. As such, we owe it to ourselves to explore and collaborate around the technologies that will shape our future. If the next two years look anything like the last, I’d say we’re well on our way.

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**NATE FEATURED SAFETY & EDUCATIONAL MATERIAL**

**ANSI/ASSP A10.48 Standard**

The A10.48 Standard – Criteria for Safety Practices with the Construction, Demolition, Modification and Maintenance of Communications Structures is a game changer for the industry as it has the distinction of being the first comprehensive standard encompassing the entire tower construction, service and maintenance industry. The new A10.48 Standard establishes criteria for safe work practices and training for personnel performing work on communication structures. It is a resource that outlines many construction and maintenance practices that have never been described before. Available on the NATE website at [www.natehome.com](http://www.natehome.com).

Members and non-members may purchase the ANSI/ASSE A10.48 Standard.

**$150.00**

Order yours today at [www.natehome.com](http://www.natehome.com).
Even in a pandemic, certain professions must press on. If you use life safety ropes for work at height, you may be wondering, “How do I prevent transmission of germs via my safety equipment?”

In a recent study conducted by experts from the US Centers for Disease Control and Prevention (CDC), NIH, UCLA, and Princeton University, investigators found that SARS-CoV-2 is detectable in aerosols for up to 3 hours, on copper up to 4 hours, up to 24 hours on cardboard, and up to 3 days on plastic and stainless steel. Unfortunately ropes and fall protection gear don’t seem to be high on the CDC’s list of gear to test – so the best we can really hope for is to extrapolate from whatever information we can find.

We’ve been told repeatedly through this time of COVID-19 that cleaning surfaces and equipment that are regularly touched or that may be exposed to germs can help reduce the spread. Recommendations from the CDC are to include cleaning AND disinfecting frequently touched surfaces first with detergent or soap and water, and then following this cleaning with disinfectant.

Most common EPA-registered household disinfectants will work, so choose a disinfectant appropriate for the material you are cleaning. Most life safety ropes are constructed of either nylon or polyester.

If there’s any doubt at all about the solution you’re using on a given material, ask for Material Safety Data from the cleaning solution manufacturer to identify what materials are damaged by that solution.

Some of the options presently recommended for cleaning COVID are:

- A dilute bleach solution (1/3rd cup bleach per gallon of water OR 4 teaspoons bleach per quart of water)
- A 70% alcohol solution

Neither of these substances is particularly friendly to rope materials, but both can be used briefly and with caution for a single cleaning if needed. Given a baseline of information about whether or not a substance is harmful to a material, there are three primary factors that will influence the severity of effect:

- Concentration
- Temperature
- Duration of Exposure

Although bleach is known to weaken the fiber structure of materials such as nylon and polyester, research has shown that a single treatment of a mixture of up to one part household bleach (with active ingredient of Sodium hypochlorite at 5.25% concentration) with 9 parts room temperature tap water and a 10 minutes or less exposure time, immediately followed by a thorough rinse of room temperature water, to not cause appreciable harm to nylon or polyester ropes.

Likewise, plain rubbing alcohol can be a good cleaning agent that is generally mild enough to not damage or melt rope fibers. That said, any contaminant – even if it is intended for cleaning - must be thoroughly rinsed out of the material promptly so it doesn’t damage the material over time. At high temperatures and under extended exposure conditions, nylon is known to be damaged by isopropyl alcohol.

Keep in mind that the cumulative effects of frequent or repeated decontamination using these mixtures has not been thoroughly studied, so repetitive treatments should be avoided. Given the understanding that both bleach and alcohol can weaken the fiber...
structure of a rope, it only stands to reason that repeated treatments are likely to weaken the fiber structure even more. Although testing suggests that a single disinfection using the recommended method will not cause appreciable harm to nylon or polyester ropes, if this process is repeated multiple times the damage will inevitably become appreciable, and this damage is not necessarily detectable through visual inspection.

Inspecting Your Rope

As the foundational piece of equipment upon which your entire fall protection program depends, you owe it to yourself to ensure that the rope you’re using is appropriate for the job, and that it is in good working condition.

Every person who works at height should utilize a well-defined equipment inspection program, and should develop good habits to go along with the program. Equipment inspection is a very subjective process, with expertise attained only through a spirit of continuous learning and repetition. Inspection takes into consideration a wide range of factors, including age, conditions under which it has been used, extraordinary influences, exposure to substances, experience levels of users, and desired future performance. Detail matters during inspection, and the mantra “when in doubt, throw it out” saves lives.

Rope deserves special attention in any life safety inspection program. Run the rope – every inch of it – through your hands. Look and feel for inconsistencies, soft spots, hard spots, or variations in the way the rope lays. Here, consistency is key. All the parts of the rope should feel similar. Ropes with hour glassed spots, bulges, core-shots, and similar damage should be retired. Check, too, for fuzziness on the sheath. A bit of fuzziness is normal, but when the sheath of the rope begins to look like a porcupine it is time to retire the rope.

There is a difference between pre-use inspection and periodic inspection. A pre-use inspection should be performed any time the equipment is put into use to ensure that it is fit for duty. In addition, more detailed and documented thorough inspection should be performed at regular intervals not to exceed one year (and even more frequently for equipment that is frequently used.)

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The thorough inspection involves both visual and tactile evaluation, as well as consideration of whatever facts you can gather about the equipment such as age, service history, usage and storage conditions. You’re looking for any information or evidence that the rope has been exposed to anything that may have damaged it. Use the mnemonic T-CHAPS to help you remember what to look for.

**T- Thermal**

Nylon and polyester ropes can be damaged by direct exposure or even just proximity to high heat sources including flame, hot pipes, radiant heat, or even just excessive descent speeds. You may notice glazing, melting, or discoloration of the fibers. You may find odors, hard or stiff feeling bits, or a ‘crunchy’ sound when bent.

**C- Contaminants**

Any substance that poses a hazard to the user or the item is considered an unwelcome contaminant. What exactly falls into this category will depend on the material in question. Equipment that has been exposed to contaminants known to harm or degrade the material from which the equipment is made should simply be retired.

**H- History**

How a rope is used, and the environment(s) in which it is used, may at least in part help determine whether to retire a piece of equipment early. For example, a rope that has required frequent cleaning may warrant earlier retirement, or a rope that is known to have been subjected to an impact load.

**A- Age**

Ten years is a commonly accepted maximum life span for life safety ropes and other soft goods, regardless of history and use. Of course this will vary depending on frequency of use, storage conditions, heat, light, temperature, and other variables. Some companies place shorter service life criteria, such as 6, 12, or 18 months on frequently used soft goods. Others count usage cycles. In either case, maintaining good records will help when it comes to noting age of equipment.

**P- Physical Damage**

Some physical damage may be felt easier than it can be seen, which is why a tactile inspection is as important as a visual one. Significant wear or fraying, cuts, chaffing, broken fibers, damaged terminations, and inconsistencies in the material are all reasons for retirement. Anything that doesn’t look or feel right probably isn’t.

**S- Soiling**

Even non-contaminating soil is not good for equipment. As with clothing, clean soft goods last longer and work better. Most soft goods can be washed with a non-detergent cleaner and air dried.

**Life Safety Matters**

The rope you use for fall protection probably differs from the ropes you use for hoisting and lifting equipment. While ropes meeting the ASME B30 Standard may suffice for cranes, your life safety rope should be tested and verified as meeting a relevant life safety rope standard, such as Cordage Institute CI 1801. CI 1801 also serves as a reference document for other life safety rope and equipment standards such as ANSI, ASTM, and NFPA. This is important, because the tolerances, test methods, and reporting requirements in CI-1801 are much more stringent than in non-life safety rope standards.

As an example, the CI-1500 general commodity rope standard (from which B30 test methods are taken) derives an inferred diameter based on mass per unit length and an inferred strength based on diameter. In other words, a length of rope is weighed, and then based on that weight an assumption is made as to the diameter of the rope. Based on the assumed diameter, a strength is presumed.

In contrast, the Cordage Institute (CI) and other standards specific to life safety rope dictate very specific test methods for measuring actual diameter – which is extremely important for equipment compatibility – as well as actual strength – which is very important when calculating safety factors. To ensure an even greater reliability in the advertised strength of a rope, CI-1801 also specifies that the reported minimum breaking strength (MBS) be at least three standard deviations below the mean of all test results. Finally, CI-1801 also clarifies the difference between what is known as a “static life safety rope” (less than 6% elongation at 10% MBS) as compared with “low stretch life safety rope” (6-10% elongation at 10% MBS).

Choosing a true life safety rope will help you to ensure accuracy and precision of the performance specifications cited for your rope, and establishing good practices for inspecting, cleaning, disinfecting, and storing that rope will improve your safety while using it.
Gemma Frock, PhD to Lead NATE’s Workforce Development Initiatives

(Watertown, SD) – NATE: The Communications Infrastructure Contractors Association announced that the organization has entered into a professional consulting services agreement with Gemma Frock, PhD from GKF Consulting Services. In her consulting role, Dr. Gemma Frock will be tasked with implementing the year one objectives outlined in the Telecommunications Industry Workforce Strategic Plan which she drafted on behalf of NATE. Her focus will include meeting established year one benchmarks encompassing a workforce and program strategy, communication strategy, funding strategy and data strategy. Dr. Frock will also lead NATE’s Workforce Development Committee and serve as the Association’s primary liaison to member companies, community colleges and technical institutes who need information and guidance on starting industry-specific programs.

Dr. Frock’s education and workforce development experience spans over 30 years. Most recently, she held the position of Vice President of Education and Training at Aiken Technical College where she developed Tower Technician certificates leading to a Telecommunication Associate of Applied Science degree program. She has worked extensively with the Department of Army and the public school sector. Currently, Frock sits on the Board of Governors for the National Wireless Safety Alliance and serves on the Board of Directors at FORCES UNITED, a veteran service organization.

“NATE is excited to collaborate with Dr. Frock to begin executing on our plan to ramp up promotion of the industry-specific professional career opportunities available and develop additional programs at the community college/technical institutes in order to recruit and train a pipeline of future workers,” said NATE Chairman Jimmy Miller from Gulfport, Mississippi. “As the architect of the Aiken Technical College program, Dr. Frock possesses the experience, knowledge and passion to help set the stage for NATE and the industry to move the needle on our workforce development goals,” Miller added.

“I am thrilled to enter into this professional consulting relationship with NATE as I have long admired the organization and the prominent role its member companies and the technician workforce plays to enable connectivity in the United States,” stated Dr. Frock.

“We have a lot of work in front of us and I look forward to rolling up my sleeves to turn our strategic plan into actionable deliverables that will help grow the industry’s workforce over time.”

Gemma Frock, PhD can be reached via e-mail at g.frock@comcast.net. For more information on NATE, visit www.natehome.com.

ENERTECH Welcomes Brian Bicknese as Director of Workforce Development

(New Braunfels, TX) – ENERTECH Holdings welcomed Brian Bicknese to the ENERTECH team as Director of Workforce Development. In this new role, Brian will lead initiatives for tower technician development and workforce development to enhance the capabilities of existing employees as well as foster and develop the next generation of technicians.

Bicknese began his career in the wireless infrastructure services industry more than two decades ago as a “green hand.” Over the years he gained valuable knowledge and experience not only in field operations and technical skill, but also in business management along with displaying a natural talent for teaching critical technical skills to others. Prior to joining ENERTECH, Brian served as Vice President of Field Services and Vice President of Safety & Training for Vertical Limit Construction in Minnesota.
“Brian’s level of first-hand experience with growth and progression across all roles is a rare thing,” ENERTECH CEO Eric Chase observed.

“In addition, he’s become an industry recognized subject matter expert on safety, means, methods and industry standards. We are excited to bring on a passionate industry leader who will add to the existing deep bench of professionals dedicated to the safety of our industry’s tower technicians.”

When asked about his new role, Brian shared, “I’m looking forward to starting the next chapter in my career with ENERTECH. They, along with the member companies, are among the best in the business. I’m excited to jump right in and strengthen an already thriving organization.”

True to his nature of staying focused on field operations, Brian also added, “It’s very similar to a tower mod – we’re just beefing up this baby! The commitment to safety and the desire to lead the industry are a perfect fit for me.”

### NATE Releases Safety Equipment Manufacturers Committee (SEMC) Consensus Document

SEMC to Become an Official NATE Ad-Hoc Committee; Jeremy Buckles from SBA Communications Corporation Appointed Chairman


This 15-page, manufacturer consensus document is intended to address use of a wire rope safety climb/system in the telecommunications industry. This resource is only intended to apply to structures that are governed by the ANSI/TIA-222 Standard, as adopted by the International Building Code (IBC) and other jurisdictional building codes. The SEMC’s objective is to provide detailed information applicable to the performance, installation, inspection, maintenance, and repair of wire rope safety climbs/systems for antenna supporting structures with ANSI/TIA-222 defined climbing facilities. This document also provides the structure owner, or the Engineer of Record (EOR), loading requirements necessary to analyze the wire rope safety climb connection as well as quantify the specific loading based number of users who may utilize the wire rope safety climb/system at any given time.

The Association also announced that the SEMC group has been designated as an official NATE Ad-Hoc Committee. Jeremy Buckles, Senior Manager – Safety International at SBA Communications Corporation will serve as the new Chairman of the NATE SEMC Ad-Hoc Committee.

“On behalf of the SEMC, we are excited to make this safety climb systems guidelines consensus document available as a means to ultimately enhance safety in the communications infrastructure industry,” said Jeremy Buckles.

“We are also thrilled to formalize our committee efforts under NATE’s organizational structure which will provide a boost to our industry’s worker protection though future testing initiatives and research,” added Buckles.

The NATE SEMC Ad-Hoc Committee roster includes the following members:

- Jeremy Buckles (Chairman)
  SBA Communications Corporation
- Rick Miller
  3M Personal Safety Division
- Richard Cullum
  Crown Castle
- John Lamond
  GME Supply Co
- John Paul Jones
  Tower & Turbine Technologies LLC
- Stephanie Brewer
  Sabre Industries, Inc.
- Doug Mercier
  SKYLOTEC North America, LP
- Devin Finingan
  Trylon TSF Inc.
- Joey Deuer
- Sheri O’Dell-Deuer
- Dawn Smith
  TUF-TUG Products, Deuer Developments
- George Kerstetter
  PerfectVision
- Bruce Carmichael
  Alfasteners USA

The Wireless Rooftop Deployment Training curriculum is tailored specifically to the communications infrastructure industry and includes detailed instruction on rooftop work activities and information workers need to know such as updates to the general industry OSHA Walking-Working Surfaces Rule and Fall Protection Standards, industry-specific rooftop fall protection procedures, hazard assessment protocols, antenna identification, RF awareness, RF controls and other applicable standards. Additionally, the training will include information regarding employee and employer rights and responsibilities under the OSH Act of 1970, whistleblower complaint procedures and protection provisions.

The Wireless Rooftop Deployment Training is offered Free of Charge.

For more information and to register for the courses visit: https://natehome.com/safety-education/susan-harwood-grant-courses/2020-wireless-rooftop-deployment-training-courses/.

This material was produced under grant number SH-05134-SH9 from the Occupational Safety and Health Administration, U.S. Department of Labor. It does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

Dates/Locations:

<table>
<thead>
<tr>
<th>DATE</th>
<th>TIME</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday, July 17</td>
<td>9:00 a.m - 4:30 p.m (MDT)</td>
<td>Lakewood, Colorado</td>
</tr>
<tr>
<td>Monday, August 3</td>
<td>9:00 a.m - 4:30 p.m (EDT)</td>
<td>Atlanta, Georgia</td>
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<tr>
<td>Monday, August 10</td>
<td>9:00 a.m - 4:30 p.m (CDT)</td>
<td>Houston, Texas</td>
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<tr>
<td>Friday, August 28</td>
<td>10:00 a.m - 5:30 p.m (PDT)</td>
<td>Carlsbad, California</td>
</tr>
<tr>
<td>Friday, September 11</td>
<td>9:00 a.m - 4:30 p.m (EDT)</td>
<td>Orlando, Florida</td>
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<tr>
<td>Monday, September 14</td>
<td>9:00 a.m - 4:30 p.m (EDT)</td>
<td>Linthicum Heights, Maryland</td>
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<tr>
<td>Tuesday, September 22</td>
<td>9:00 a.m - 4:30 p.m (EDT)</td>
<td>Parsippany, New Jersey</td>
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<tr>
<td>Friday, September 25</td>
<td>9:00 a.m - 4:30 p.m (EDT)</td>
<td>Columbus, Ohio</td>
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<tr>
<td>Monday, September 28</td>
<td>9:00 a.m - 4:30 p.m (CDT)</td>
<td>Schaumburg, Illinois</td>
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</table>

605-882-5865 | 888-882-5868 (U.S.)
www.natehome.com
The Workforce Development Committee is developing workforce solutions to create a pool of technicians and to increase awareness of career opportunities in the telecommunication industry. Various projects will be pursued over the course of the year by the Committee to address the workforce shortage.

With the world’s ever changing climate, the work of tower technicians has transformed and adapted in order for progress in the industry to occur. In intense heat in countries like the Bahamas, workers must equip themselves to beat the heat. They accomplish this by wearing long jumpsuits that protect their bodies from the sun’s harmful rays, and they wear sunglasses to give their eyes relief from the rays of sunlight. There are some tips that are universal when it comes to tower rigging and the environment. One of the most important things is to stay hydrated. The body cannot function at optimal performance when its hydration levels are low. Workers will be more focused, stimulated, and their endurance levels will increase once they sustain healthy hydration levels.

In the same vein, riggers must know their limits. It is imperative to know how long your body can take working at certain heights. Also, it must be known that weather conditions can alter the technician’s endurance levels. Lastly, a rescue plan must be put in place for anything that could happen, including weather. It is best for workers to be prepared for anything that may occur.

Clement Rolle is a member of the NATE Member Services and Workforce Development Committees. He is a retired NATE member located in Nassau Bahamas. Clement can be reached at 242-457-3702 or clement.rolle59@gmail.com.
NATE values and appreciates the role that our members play in the industry. This Member Anniversary Recognition feature appears in each edition of Tower Times in order to honor the companies who have been members of NATE for 15+ years.

The following companies first became members 15+ years ago during the months of July and August. Happy Anniversary and thank you for your loyalty and dedication to the Association!

ALT Fabrication
Dialight Corporation
Excalibur Builders and Maintenance, Inc.
Flash Technology
Global One Communications Co. (GOCC, Inc.)

H & H Industries, Inc.
HighTower Solutions Inc.
Midland Tower Construction, Inc.
MID-STATE Communications & Electronics, Inc.
Omni Contracting, Inc.
Pioneer Telephone Cooperative, Inc.
Preformed Line Products
Shane Davis Tower Painting Inc.
SiteMaster, Inc.
Steimel Communications, Inc.
Times Microwave Systems
Tower Technologies Group LLC

The WON Mentorship Program is designed to foster an exchange of ideas, expertise and camaraderie among NATE members at all levels. From emerging professionals to industry veterans, participants can grow both professionally and personally by learning from each other’s perspectives, discussing professional issues and supporting their peers in the resolution of their challenges.

This goal-oriented program is designed for participants to speak via phone one to two times a month for a year. Interested participants are asked to complete and return a short questionnaire to the NATE office.

Once a month, all participants have the opportunity to be part of a separate mentor and mentee opinion call. The goal is to establish continual feedback and improve upon the program. This call will allow participants to discuss changes, updates, successes and questions. We want the program to grow and mature to meet the needs and expectations of members.

To download the questionnaire and for more information visit: https://natehome.com/women-of-nate/won-mentorship-program/

SIGN UP TODAY! www.natehome.com
COVID-19: What You Need to Know About the PPP Loan Forgiveness Application

The US Department of the Treasury recently announced rules required for business owners to make use of the Paycheck Protection Program’s (PPP) loan forgiveness feature.

The updated guidance provides both challenges and opportunities for local business owners.

And while the program confirmed many things that were expected, such as the requirement that 75 percent of costs be used for payroll, it also provided some surprises and failed to address several open questions.

Local business owners and lenders alike have been anxiously awaiting these rules. The hope is that these rules will help business owners as they tackle the important things necessary to help save the livelihoods of their businesses, employees, and communities.

Here are some of the key points business owners should be aware of from the latest round of updates:

1. Clarity on taking the loan in “good faith”: Smaller loans less than $2 million are given “safe harbor” from the Small Business Administration (SBA) and deemed to meet the good faith standard regardless of having savings or credit elsewhere. For those with larger loans, borrowers will be given the opportunity to document and to show the SBA why they felt they needed the PPP loan.

2. Time period flexibility for payroll: Business owners are now given the option to use an 8-week period that more closely aligns with their payroll cycle as well as leaves open the possibility for including any deferred pay from prior cycles (but, unfortunately, not pay that has already been paid).

3. Exceptions for full time employees (FTE) reductions: The SBA will allow for exceptions in workforce reductions for those who were (a) laid off but refused to come back to work, (b) fired with cause, (c) voluntarily resigned, or (d) requested and re-ceived a reduction in hours.

4. Expanding the definition of rent and prepayment: The forgiveness application adds broader language that possibly allows lease payments for capital or equipment rentals as well as the ability for borrowers to include rent and utility costs that happen on or before the next regular billing date, even if that date is outside the 8-weeks.

5. The forgiveness formula is complicated: Business owners will go through more than a dozen steps, many times on an individual employee basis and comparing several different time periods. Business owners will need to maintain clear documentation for up to six years. Ultimately, the forgiveness amount will be the lesser of (a) the original loan principal amount, (b) payroll costs over the 8-weeks divided by 0.75, or (c) a formula that takes the sum of allowable costs spent during the 8-weeks and reduces that figure based on reductions in wages or the number of FTEs.

We will continue to monitor this application process to learn how your business can navigate the COVID-19 crisis.

This article was provided by Michael Cole, Vice President Investments, Wealth Strategy Associate for UBS Financial Services, Inc. in Sioux Falls, South Dakota. This article has been written and provided by UBS Financial Services Inc. for use by its Financial Advisors.

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At times, workers may be required to work in hot environments for long periods. When the human body is unable to maintain a normal temperature, heat illnesses can occur and may result in death. It is also important to consider that hot work environments may exist indoors. This fact sheet provides information to employers on measures they should take to prevent worker illnesses and death caused by heat stress.

What is Heat Illness?

The following are illnesses that may result from exposure to heat in the workplace.

**Heat Stroke** is the most serious heat-related health problem. Heat stroke occurs when the body’s temperature regulating system fails and body temperature rises to critical levels (greater than 104°F). This is a medical emergency that may result in death! The signs of heat stroke are confusion, loss of consciousness, and seizures. Workers experiencing heat stroke have a very high body temperature and may stop sweating. If a worker shows signs of possible heat stroke, get medical help immediately, and call 911. Until medical help arrives, move the worker to a shady, cool area and remove as much clothing as possible. Wet the worker with cool water and circulate the air to speed cooling. Place cold wet cloths, wet towels or ice all over the body or soak the worker’s clothing with cold water.

**Heat Exhaustion** is the next most serious heat-related health problem. The signs and symptoms of heat exhaustion are headache, nausea, dizziness, weakness, irritability, confusion, thirst, heavy sweating and a body temperature greater than 100.4°F. Workers with heat exhaustion should be removed from the hot area and given liquids to drink. Cool the worker with cold compresses to the head, neck, and face or have the worker wash his or her head, face and neck with cold water. Encourage frequent sips of cool water. Workers with signs or symptoms of heat exhaustion should be taken to a clinic or emergency room for medical evaluation and treatment. Make sure that someone stays with the worker until help arrives. If symptoms worsen, call 911 and get help immediately.

**Heat Cramps** are muscle pains usually caused by the loss of body salts and fluid during sweating. Workers with heat cramps should replace fluid loss by drinking water and/or carbohydrate-electrolyte replacement liquids (e.g., sports drinks) every 15 to 20 minutes.

**Heat Rash** is the most common problem in hot work environments. Heat rash is caused by sweating and looks like a red cluster of pimples or small blisters. Heat rash may appear on the neck, upper chest, groin, under the breasts and elbow creases. The best treatment for heat rash is to provide a cooler, less humid work environment. The rash area should be kept dry. Powder may be applied to increase comfort. Ointments and creams should not be used on a heat rash. Anything that makes the skin warm or moist may make the rash worse.

### Prevention Made Simple: Program Elements

Heat Illness Prevention Program key elements include:

- A Person Designated to Oversee the Heat Illness Prevention Program
- Hazard Identification

This is one in a series of informational fact sheets highlighting OSHA programs, policies or standards. It does not impose any new compliance requirements. For a comprehensive list of compliance requirements of OSHA standards or regulations, refer to Title 29 of the Code of Federal Regulations. This information will be made available to sensory-impaired individuals upon request. The voice phone is (202) 693-1999; teletypewriter (TTY) number: (877) 889-5627.

How to Contact OSHA: For questions or to get information or advice, to report an emergency, fatality, inpatient hospitalization, amputation, or loss of an eye, or to file a confidential complaint, contact your nearest OSHA office, visit [www.osha.gov](http://www.osha.gov) or call OSHA at 1-800-321-OSHA (6742), TTY 1-877-889-5627.
■ Water. Rest. Shade Message
■ Acclimatization
■ Modified Work Schedules
■ Training
■ Monitoring for Signs and Symptoms
■ Emergency Planning and Response

Designate a Person to Oversee the Heat Stress Program

Identify someone trained in the hazards, physiological responses to heat, and controls. This person can develop, implement and manage the program.

Hazard Identification

Hazard identification involves recognizing heat hazards and the risk of heat illness due to high temperature, humidity, sun and other thermal exposures, work demands, clothing or PPE and personal risk factors.

Identification tools include: OSHA’s Heat Smartphone App; a Wet Bulb Globe Thermometer (WBGT) which is a measure of heat stress in direct sunlight that takes into account temperature, humidity, wind speed, sun and cloud cover; and the National Weather Service Heat Index. Exposure to full sun can increase heat index values up to 15°F.

Water. Rest. Shade

Ensure that cool drinking water is available and easily accessible. (Note: Certain beverages, such as caffeine and alcohol can lead to dehydration.)

Encourage workers to drink a liter of water over one hour, which is about one cup every fifteen minutes.

Provide or ensure that fully shaded or air-conditioned areas are available for resting and cooling down.

Acclimatization

Acclimatization is a physical change that allows the body to build tolerance to working in the heat. It occurs by gradually increasing workloads and exposure and taking frequent breaks for water and rest in the shade. Full acclimatization may take up to 14 days or longer depending on factors relating to the individual, such as increased risk of heat illness due to certain medications or medical conditions, or the environment.

New workers and those returning from a prolonged absence should begin with 20% of the workload on the first day, increasing incrementally by no more than 20% each subsequent day.

During a rapid change leading to excessively hot weather or conditions such as a heat wave, even experienced workers should begin on the first day of work in excessive heat with 50% of the normal workload and time spent in the hot environment, 60% on the second day, 80% on day three, and 100% on the fourth day.

Modified Work Schedules

Altering work schedules may reduce workers’ exposure to heat. For instance:

■ Reschedule all non-essential outdoor work for days with a reduced heat index.
■ Schedule the more physically demanding work during the cooler times of day;
■ Schedule less physically demanding work during warmer times of the day;
■ Rotate workers and split shifts, and/or add extra workers.
■ Work/Rest cycles, using established industry guidelines.
■ Stop work if essential control methods are inadequate or unavailable when the risk of heat illness is very high.

Keep in mind that very early starting times may result in increased fatigue. Also, early morning hours tend to have higher humidity levels.

Training

Provide training in a language and manner workers understand, including information on health effects of heat, the symptoms of heat illness, how and when to respond to symptoms, and how to prevent heat illness.

CONTINUED ON NEXT PAGE
Monitoring for Heat Illness Symptoms

Establish a system to monitor and report the signs and symptoms listed on the previous page to improve early detection and action. Using a buddy system will assist supervisors when watching for signs of heat illness.

Emergency Planning and Response

Have an emergency plan in place and communicate it to supervisors and workers. Emergency plan considerations include:

- What to do when someone is showing signs of heat illness. This can make the difference between life and death.
- How to contact emergency help.
- How long it will take for emergency help to arrive and training workers on appropriate first-aid measures until help arrives.
- Consider seeking advice from a healthcare professional in preparing a plan.

Engineering Controls Specific to Indoor Workplaces

Indoor workplaces may be cooled by using air conditioning or increased ventilation, assuming that cooler air is available from the outside. Other methods to reduce indoor temperature include: providing reflective shields to redirect radiant heat, insulating hot surfaces, and decreasing water vapor pressure, e.g., by sealing steam leaks and keeping floors dry. The use of fans to increase the air speed over the worker will improve heat exchange between the skin surface and the air, unless the air temperature is higher than the skin temperature. However, increasing air speeds above 300 ft. per min. may actually have a warming effect. Industrial hygiene personnel can assess the degree of heat stress caused by the work environment and make recommendations for reducing heat exposure.

Additional Information

For more information on this and other issues affecting workers or heat stress, visit: www.osha.gov/heat, www.cdc.gov/niosh/topics/heatstress; and www.noaa.gov/features/earthobs_0508/heat.html.

Workers have the right to working conditions that do not pose a risk of serious harm, to receive information and training about workplace hazards and how to prevent them, and to file a complaint with OSHA to inspect their workplace without fear of retaliation.

For more information about workers’ rights, see OSHA’s workers page at www.osha.gov/workers.html.

Online Marketplace

As a benefit to members, NATE offers an online “Marketplace” as an avenue for members to buy and sell used equipment at no charge.

Rules and Regulations

Only NATE members are allowed to place an ad.

Ads are limited to 40 words. Ads submitted with more than 40 words will be rejected.

This Marketplace is for buying and selling used equipment only.

It is the advertiser’s responsibility to notify the NATE office when their equipment sells or they have found the used equipment requested and they want their ad removed from the marketplace.

Please allow 3 to 5 working days for your ad to be posted.

Ads may be placed online on the NATE website at: www.natehome.com or by emailing nateoffice@natehome.com.

All ad submittals must include a contact name, company name, street address, email address and phone number.

NATE reserves the right to reject any ad for any reason.
Safety Eye Wear – For Sun & Shade

The days of old style safety glasses are numbered. Today, you have a selection of protective eye wear that rivals the style of designer glasses. Employees can now select a style that is most flattering to their face. They also have a choice of different colors, protection factors and prices.

When choosing “safety glasses” the primary consideration is to ensure that the glasses provide necessary impact protection and that they meet or exceed the ANSI Z87.1-1989 standard.

Both frame and lens must meet this standard. The idea is to prevent flying and splashing objects from penetrating the lens or entering your eye. Damage to your sight is nothing to fool around with. Here are some common questions most often heard regarding safety and sun glasses:

Why do I need to have my glasses meet the ANSI Z87.1-1989 standard? What about using sun glasses that claim they provide impact protection from a shotgun blast? They cost a lot more than those safety glasses…they must be safe. These glasses may provide impact protection but have never gone through the testing rigors of approved safety glasses. Without official tests being done, you cannot ensure that they will provide the maximum protection. Always look for an ANSI Z87.1-1989 stamp on the glasses.

But my dark glasses help protect my eyes from the sun, don’t they? That may be true if the glasses have ultraviolet (UV) and infrared (IR) protection—radiation which constitutes the two invisible ends of the electromagnetic spectrum. In fact, if the dark glasses do not provide UV and IR protection, they may be causing more damage than you know. Dark lenses allow the pupil to dilate (open) and let more light into the eye. This increases the exposure to harmful radiation if your eyewear doesn’t filter it out.

When working out in the sun for any length of time, you may want to select glasses that provide both (UV) and (IR) protection. Overexposure to UV radiation from welding arcs can cause “welders’ flash” while IR overexposure can cause thermal damage to the eyes resulting in cataracts and other problems. High doses of UV and IR radiation, such as from welding operations, can even cause partial or total blindness.

What if I work both inside buildings and out of doors? You may need two pairs of approved safety glasses if your work requires eye protection—one with a clear lens and the other with dark lens. Again, look for the ANSI Z87.1-1987 stamp. You may also want UV protection for your clear safety glasses if you wear them while working in the sunlight.

Can I use my dark safety glasses for welding, cutting or brazing operations?

Unless they are specifically rated to use during those operations, this is never advisable. You need glasses with adequate, appropriate shading when you weld, cut or braze.

The use of correct eye protection is not only a matter of jobsite safety regulations. It is a very personal matter because it involves your children, spouse and relatives—as well as friends and co-workers. Will they have time to take care of you if you lose your eyesight? Would you want them to?

Don’t take chances with your precious eyesight! Protect it!

For more information: www.toolboxtopics.com
PRODUCT SHOWCASE

Tower Times highlights NATE Member products that may be of interest to members. Tower Times focuses on new products or products that have seen recent updates. Products are selected at random according to the amount of space available in each issue. No preference is shown for advertisers vs. non-advertisers. Submitting a product press release to Tower Times does not guarantee publication. In addition, publication in a particular issue cannot be guaranteed.

A Tower Times product showcase does not constitute an endorsement from NATE.

NATE Members may email their product press release along with a full color photo of their product to the NATE office at towertimes@natehome.com. Emailed text must be saved as a PDF or a Microsoft Word document. Graphics and photos must be EPS, TIFF or JPEG files (300 dpi at 8” x 10” is ideal). Press releases will be edited for length and style considerations.

‘Ripley Labs’ Global Industrial and Utility Cable Tools Innovation Center Opened by Ripley Tools After $2 Mil Investment

(Cromwell, Connecticut – Ripley Tools, LLC) – Ripley Tools, a leading manufacturer of infrastructure cable preparation and testing tools, announced the launch of their Ripley Labs innovation center, capping a series of multi-million-dollar investments in design tools and flexible, rapid prototyping and manufacturing capabilities. Ripley Labs provides custom tool engineering and design combined with volume manufacturing capability.

The vision for the lab was shaped by Ripley’s team of engineers, including Director of Engineering, Brian Bourgoin, and recently appointed CEO, John Jutila. The growth in broadband services, acceleration of 5G wireless networks, and upgrades required in power transmission or alternative energy have led numerous companies to approach Ripley Tools to develop effective, efficient, and repeatable installation solutions or to solve unique cable preparation and testing challenges. Ripley Labs collaborates on design solutions with other eco-system partners including those with specific R&D or application skills and other technology developers or inventors which want to apply their innovations to cable applications while leveraging the Ripley Tools manufacturing or global sales and marketing presence.

With real-time multi-camera video sharing and design collaboration tools, Ripley Tools can support partners anywhere in the world from concept development through prototype field testing and production. For more information or to schedule virtual or in-person lab time, visit https://www.ripley-tools.com/ripley-labs, call 1-800-528-8665, or email marketing@ripley-tools.com.


What To Do in Case of An Accident

Even companies with the best safety records know they need to be prepared and have a well-developed plan of action to follow should the unlikely event of a serious, or even catastrophic, accident occur.

Being prepared means having immediate access to the necessary support to ensure that the best possible care is readily available, it also means making certain that all parties in the company know what to do and when it should be done.

It is important to read and understand the laws that are in place regarding accident reporting and the availability of medical services and first aid. These regulations include CFR 1904.3 “OSHA Reporting,” and CFR 1926.50 “Medical Services and First Aid.”

To assist NATE members with developing their own accident contingency plans, the NATE Board of Directors and Safety & Education Committee have developed the following list of suggestions. This list is not intended to be an exhaustive compilation of all possible actions, but is intended to act as a guideline for member companies to develop their own plan of action. The items below are not presented in any particular order.

Emergency Checklist

1. Check the injured individual(s) immediately and assess his/her condition. Apply first aid, if necessary.
2. Call the nearest Emergency Medical Services (EMS), if necessary. As per your company safety program, make certain that all crew members are capable of giving clear directions to the site, and that all crew members have easy access to the EMS phone number. Site directions and the EMS phone number must be easily and readily accessible to all crew members.
3. After calling the EMS, phone the home office and give them as much detail as time allows. An office representative will fill out the required forms.
4. Secure the site so that nothing related to the accident is moved by anyone until the investigation is complete.
5. Before the EMS leaves, be sure that you have their company name and know where they are taking the injured individual(s).
6. The home office should appoint a temporary spokesperson. Only the spokesperson is allowed to make any statements.
7. OSHA and police officials have the authority to question witnesses. Refer to your company policy for guidance. If the police do not arrive to secure the site, then a company representative should remain there.
8. Take pictures of the accident site as soon as possible following the accident, making certain to include any equipment involved, the perimeter and entrance facing the accident scene, and close up pictures of any important items.
9. Office personnel will contact the families of the individual(s) involved in the accident when they have enough information to pass along. How to tell loved ones is a delicate situation, and, if deemed appropriate, clergy may be preferred. Under no circumstances should employees contact family members of other employees.
10. Office personnel must advise the insurance carrier of the accident. This will enable the insurance company to begin its own investigation procedures.
11. The office needs to determine who is going to conduct the company’s investigation and if that person is not on site, then they need to be mobilized immediately.
12. The office needs to develop a file on the accident containing all photos taken at the accident scene, copies of all witness reports, copies of all initial written documents, copies of all files concerning personnel at the accident site, copies of all information used on the site, and copies of all contracts, job orders, and correspondence concerning the site.
13. The customer, tower owner, and landowner may need to be contacted per your company policy and/or contract. A company representative should interview witnesses and involved personnel and gather all relevant information.
14. If OSHA conducts interviews, the company representative must obtain permission from the employees to be in attendance (this may vary from state to state, so check with your attorney). Employees may be asked to sign a statement and/or note taken by an OSHA representative. Advise your employees that they are under no obligation to sign anything. If, however, they do choose to sign, then encourage them to review their statement carefully, and remind them that they are entitled to ask for a copy. Additionally, if the employee so chooses, he or she may provide a copy to their employer.
15. No work should be continued until all necessary information has been gathered, and the safety of the work site confirmed.
16. A company may provide counseling before returning to work. ■

PLEASE NOTE: NATE maintains a list of law firms who have experience involving a wide variety of tower industry and labor related issues. In addition to assisting with issues that arise in the day-to-day operations of the Association, these firms are available for hire by member companies as industry-related and company specific legal concerns arise. Please contact the NATE office at 605-882-5865 or nate@natehome.com to receive a listing of these law firms.
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“After being in this industry for several years, it’s great to take time to look back on where I’ve been and where I am now. Some days go faster than others, but when I stop to think about the views I’ve seen and the people I’ve worked with, that’s what makes it all worth it.”

- #RealTowerClimber

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