CODE OF SAFE WORK PRACTICES FOR EMPLOYERS

UPHCA QUALIFIED

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Safety on the Jobsite: *Everyone Has a Role*

Your Family Needs You (YFNU)

By Dave Hill, Executive Director,
Utah Plumbing and Heating Contractors Association

> *"Creating a true safety culture requires everyone to participate. It's not just about rules or programs — it's about empowering individuals, encouraging open communication, and committing to look out for each other every day.*

Safety is often an element of the job that gets ignored due to many different variables: not enough staff, no designated safety personnel or, simply put, not a platform for leadership within the subcontracting community.

Times are changing, and the safety background of your company is becoming more relevant with Utah's general contractors. Time to ask yourself, "Am I prepared to move ahead with a plan for safety in my company?"

When it comes to safety, people often ask: *Who's responsible?* The general contractor? The subcontractor? The foreman? Or the individual worker?

The truth is, the answer is yes — everyone plays a role. The general contractor sets expectations and ensures the jobsite as a whole is managed safely. Subcontractors and foremen are responsible for training, oversight and creating safe practices.

In reality, safety on the jobsite is a collective effort anchored by each participant's willingness to take ownership of their actions and stay vigilant. From the planning phase to the final walkthrough, every step demands careful attention — whether it's performing routine equipment checks, staying up-to-date on jobsite training or simply looking out for potential hazards that might otherwise be overlooked. By fostering an atmosphere where responsibility is shared and proactive thinking is encouraged, we reinforce the message that safety is not a single person's duty but a living, breathing part of our daily work.

However, at the end of the day, the weight of responsibility rests most heavily on the individual worker. Why? Because safety begins with personal choices and awareness. Each worker must feel empowered to ask themselves: "What can I do right now to make this jobsite safer — for myself and for others?"

But the order of a good safety program starts with leadership. If the worker is responsible for jobsite safety, the training comes from leadership within the company. Ultimate responsibility is a team effort.

True safety is sustained not only by policies but by our everyday choices on the jobsite. It's found in those moments when one person pauses to double-check a harness, takes the initiative to clear a walkway or respectfully reminds a colleague about protective gear. These actions, though small, build trust and foster a spirit of collective care, bridging the gap between individual responsibility and a united workforce. When every person steps forward with integrity and a willingness to act, the entire team benefits — and the commitment to safety becomes a foundation upon which our work and our well-being rest.

Creating a true safety culture requires everyone to participate. It's not just about rules or programs — it's about empowering individuals, encouraging open communication and committing to looking out for each other every day.

Cultivating a worksite where safety thrives depends on each person's commitment to openness and accountability, as well as the willingness to support one another through attentive actions and honest conversations. By uniting behind a shared purpose and recognizing that every voice matters, we transform safety from a checklist into a lived value that guides our decisions and strengthens our community.

By choosing to lead with empathy, awareness and respect for one another, we lay the groundwork for a resilient safety culture — one where every voice is valued and every action carries weight. Let us challenge ourselves to remain attentive, to hold ourselves and each other accountable, and to move forward with a spirit of collaboration that safeguards not just our projects, but the people behind them. In doing so, we honor both our responsibilities and our shared humanity, building a workplace where safety is not only practiced but deeply ingrained in everything we do.

Together, we can ensure that every worker goes home safe. Remember these four letters and what they stand for: YFNY. Simple and easy to remember, but very important to each one of us: Your Family Needs You! ▲

The History of Utah Occupational Safety and Health

UTAH LABOR COMMISSION
Utah Occupational Safety and Health Division

The mission of Utah Occupational Safety and Health Division (UOSH) is simple: "Helping to ensure a safe and healthy workplace for every worker in the state of Utah."

1950s

Utah has a longstanding tradition of prioritizing worker protection and advancing workplace safety and health. As early as the 1950s, well before the establishment of Federal OSHA, Utah implemented standards and safety orders to address significant hazards facing workers at that time. This commitment, along with proactive measures, was reinforced in 1973 with the enactment of the Utah Occupational Safety and Health Act, Utah Code Ann. §34A-6-101 et seq., which authorized UOSH to enforce laws and regulations ensuring that all employees in the state have access to hazard-free workplaces.

1970s-1985

Under the Federal Occupational Safety and Health Act of 1970, states may seek approval to administer their own

occupational safety and health programs. Utah initiated its application for state plan status in 1973 and received formal approval on July 16, 1985. Since then, oversight of occupational safety and health has been managed by the State of Utah Labor Commission. Currently, 26 states and territories operate approved state plans nationwide. Utah's dedication to workplace safety and health remains unwavering.

PRESENT

UOSH provides the following services to all Utah businesses:

- **Compliance:** UOSH Compliance is primarily responsible for ensuring, to the fullest extent possible, safe and healthy working conditions for all individuals employed in the state of Utah.

https://laborcommission.utah.gov/divisions/uosh/compliance

- **Consultation:** The Consultation service educates and assists employers and their teams in promoting workplace safety and health, aiming to prevent injuries and illnesses without issuing citations or penalties.

https://laborcommission.utah.gov/divisions/uosh/consultation/#consultation-form

- **Recognition Programs:** The Safety and Health Achievement Recognition Program (SHARP) recognizes employers who operate an exemplary safety and health management system.

https://laborcommission.utah.gov/divisions/uosh/sharp/

- **Bureau of Labor Statistics (BLS):** BLS is committed to supporting Utah by formulating and implementing programs, as well as collecting and compiling data on both fatal and nonfatal occupational injuries and statewide illnesses.

https://laborcommission.utah.gov/divisions/uosh/bureau-of-labor-statistics/

- **UOSH Resources:** These resources include quarterly newsletters, federal and state standards, mandatory workplace posters, whistleblower protections, UOSH forms, requests for records, compliance assistance, links to OSHA tools, guides and more.

https://laborcommission.utah.gov/divisions/uosh/uosh-resources/

For further information or assistance, please contact UOSH at (801) 530-6800. ▲

UOSH Division Mission

Helping to ensure a safe and healthy workplace for every worker in the State of Utah.

Work-related fatalities, serious injuries and imminent danger situations can be reported to UOSH 24/7 by calling (801) 530-6901. If there is no answer, please leave a message, and you will be contacted during business hours. Additionally, the following services are available to all Utah businesses.

Compliance: The UOSH Compliance section is dedicated to improving safety and health in the workplace through enforcement of standards and regulations promulgated under the Utah Occupational Safety and Health (OSH) Act. Enforcement of these standards and regulations is accomplished through worksite inspections conducted by well-trained compliance safety and health officers (CSHOs) whose goal is to assure compliance with UOSH requirements and to help reduce on-the-job hazards.

Consultation: The function of UOSH Consultation is to help identify safety and health hazards in the workplace and provide recommendations for correction. Our goal is to educate and assist

> *Work-related fatalities, serious injuries and imminent danger situations can be reported to UOSH 24/7 by calling (801) 530-6901.*

employers and their employees in promoting safety and health in the workplace to prevent injuries and illnesses. UOSH Consultation helps accomplish this without issuing citations or penalties.

Our staff of experienced professional safety and industrial hygiene (health) consultants will assess your safety and health program. This includes identification of safety and health hazards in your workplace with recommendations to reduce or eliminate hazards, meet current safety and health regulations and develop an ongoing, effective safety and health management system. We provide confidential, comprehensive written reports detailing our findings and recommendations. At your request, we will conduct follow-up visits as needed to provide safety and health training for your workers. You decide the scope and extent of the safety and health services provided.

Bureau of Labor Statistics: The Bureau of Labor Statistics (BLS) is responsible and dedicated to serving the people of Utah by developing, implementing programs, collecting and compiling fatal and nonfatal occupational injuries and illnesses in the state.

The Utah Labor Commission's Occupational Safety and Health Bureau of Labor Statistics (UOSH BLS) works in partnership with the U.S. Department of Labor, Bureau of Labor Statistics (BLS) on the Injuries, Illnesses, and Fatalities (IIF) program which produces a wide range of information about workplace injuries and illnesses. These data are collected and reported annually through the Survey of Occupational Injuries and Illnesses (SOII) and the Census of Fatal Occupational Injuries (CFOI). UOSH BLS is committed to deliver quality injury, illness and fatal data that improves safety and health in the workplace.

UOSH Other Resources: A Compliance Assistance Specialist (CAS) is available to provide outreach for your group free of charge. The CAS can provide general information on workplace safety and health, UOSH Local Emphasis Programs, how to comply with workplace safety and health regulations, newly adopted federal and state standards, injury and illness statistics, and many other safety and health topics. Contact our CAS at (801) 530-6901. ▲

Safety Resources

FEDERAL OCCUPATIONAL SAFETY AND HEALTH (OSHA)

https://www.osha.gov

ROCKY MOUNTAIN CENTER FOR OCCUPATIONAL AND ENVIRONMENTAL HEALTH

https://rmcoeh.com

UTAH SAFETY COUNCIL

https://www.utahsafetycouncil.org/content/Default.aspx

UTAH LABOR COMMISSION

https://laborcommission.utah.gov/divisions/uosh/uosh-resources

INDUSTRIAL HYGIENE AND SAFETY WEBSITES

https://gobgc.org/redirect-abih

The *Importance* of Safety Recognition Awards

Fostering a Culture of Excellence and Responsibility in the Workplace, Beginning with UPHCA Academy Students

In organizations across industries, the well-being of employees is paramount. Safety recognition awards serve as a formal and meaningful way to honor individuals, teams or departments who demonstrate exceptional commitment to safety standards and practices. These awards not only celebrate achievements in accident prevention and safe behavior but also play a vital role in shaping a proactive safety culture.

UPHCA WORKPLACE SAFETY RECOGNITION AWARDS

The UPHCA Workplace Safety Recognition Awards are sponsored by the Utah Labor Commission Workplace Safety Recognition Awards Grant. The grant was awarded to UPHCA for the 2025 recognition program, which recognizes those individuals who are learning and sustaining a safety culture in Utah's subcontractor community.

This year's recognition focuses on the students currently enrolled at UPHCA Academy. Those students who have made a commitment to engage with Tyfooms Safety Training microlearning systems, and have elevated their understanding of safety systems, processes and practices, have earned the UPHCA Workplace Safety Recognition Award recognition status.

Safety recognition awards are structured programs designed to acknowledge and reward outstanding performance in maintaining and promoting workplace safety. These recognitions may take various forms — certificates, plaques, monetary bonuses, public acknowledgment or even grand events. The underlying aim is to reinforce safe behaviors, reduce workplace incidents and motivate employees to internalize

safety as a core value within our Utah subcontractor industry.

By celebrating both outcomes and efforts, this UPHCA Workplace Safety Recognition Award is a recognition program that ensures that employees do not merely avoid risk but actively contribute to a safer environment.

THE PURPOSE AND BENEFITS OF SAFETY RECOGNITION AWARDS

- **Motivating Positive Behavior:** Acknowledging and rewarding safe practices encourages employees to remain vigilant and responsible. When workers see their efforts recognized, they are more likely to repeat and share those behaviors, creating a ripple effect throughout the organization.
- **Enhancing Morale and Engagement:** Recognition is a powerful motivator. Employees who feel valued are more engaged, have higher job satisfaction and demonstrate stronger loyalty to their employer. High morale translates into reduced turnover and fosters a cooperative spirit.
- **Reducing Incidents and Costs:** Proactive safety recognition leads to fewer workplace accidents, which in turn reduces lost time, compensation claims and potential legal liabilities. Over time, organizations can realize significant cost savings while ensuring personnel remain healthy and productive.
- **Supporting Compliance and Reputation:** Many industries are subject to stringent safety regulations. Recognizing excellence in safety helps organizations surpass compliance standards and underscores their commitment to corporate social responsibility, enhancing their reputation among clients, partners and the public.
- **Celebrating Teamwork:** Safety is seldom the result of individual actions alone. Awards that celebrate teams or departments highlight the collaborative efforts required to maintain safe workplaces, reinforcing the value of communication and shared responsibility.

CONCLUSION: CULTIVATING A SAFER FUTURE

Safety recognition awards are much more than ceremonial gestures; they are strategic tools for cultivating an engaged, responsible workforce and for embedding safety into the very fabric of organizational culture. By acknowledging both effort and achievement, organizations inspire ongoing vigilance, innovation and partnership in the pursuit of a safer tomorrow.

Ultimately, the true reward is a workplace where every employee returns home safe each day — an outcome worth celebrating, every single time.

2025 UPHCA WORKPLACE SAFETY RECOGNITION AWARD RECIPIENTS

We extend our congratulations to the first annual recipients of the UPHCA Workplace Safety Recognition Award:

Colton Casper

Mason Walker

Gideon Clark

Gunner Palmer

Trent Barlow

Katelyn Gates

Kaeden Frederick

We commend you for your pursuit of excellence in safety training and for building a safer workplace! ▲

Safety Curriculum for a Safer Industry

Engaging UPHCA Academy Students

By Jason Cuskelly, VP of Business Development, Tyfoom

Tyfoom is the No. 1 engagement platform for training and communication. Tyfoom utilizes the automated delivery of daily micro-learning videos through a mobile app, leveraging science-based techniques and gamification to improve the transfer of knowledge and retention. This results in accelerated employee development, reduced losses and increased profitability, while strengthening overall company culture.

Tyfoom has three focuses:

- **Train:** Employees forget 70% of information in one day. 80% of employees are frustrated when they can't access company knowledge. Automate the consistent delivery of short, engaging training that is retained and used, not just completed for compliance.
- **Engage:** Only 33% of the U.S. workforce is engaged. Engaged teams are 23% more profitable and have nearly 60% less employee turnover. Build a strong company culture with top-down engagement that is automated, purposeful and improves the bottom line.
- **Communicate:** Ineffective communication costs companies 1 in 5 workdays. Daily communication makes employees three times more productive. Ensure your workforce gets role-specific communication and content with instant visibility when they read.

The Utah Plumbing and Heating Contractors Association (UPHCA) has been utilizing the Tyfoom platform for their academy students for seven months with the overall goal of improving training and accessibility of critical safety standards and best practices to prevent injuries, as well as a custom academy curriculum for skill-set development.

Students watch three micro-learning videos per week, are quizzed after each micro-session, and their history and performance are tracked for easy visibility of how each student is completing, performing and retaining each lesson. This has helped make training simple and fun, while engaging the students in safety, quality and efficiency to achieve greater results.

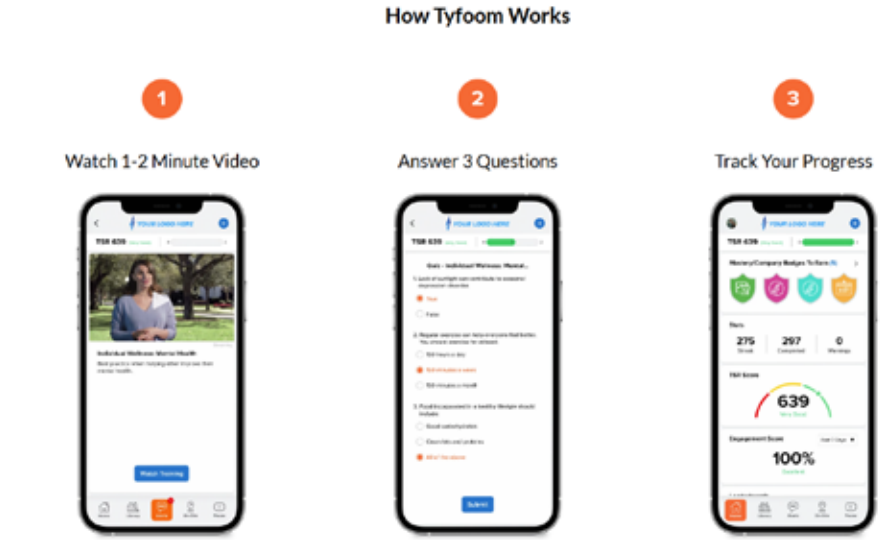

Photo from tyfoom.com

> ***The UPHCA 2025 Safety Recognition Awards were awarded to those UPHCA academy students who demonstrated exceptional achievement in completing the Tyfoom Safety Curriculum.***

As students progress through the micro learning sessions, the emphasis on integrating safety principles into daily routines becomes second nature, fostering proactive habits that extend beyond the classroom. The platform's innovative tracking and feedback mechanisms encourage ongoing improvement and self-awareness, empowering individuals to take ownership of their learning journey. This approach not only equips future professionals with essential skills and knowledge but also instills a mindset of continuous development and responsibility, ultimately reshaping industry standards and strengthening the foundation for safer, more efficient workplaces.

The UPHCA 2025 Workplace Safety Recognition Awards are presented to academy students who have demonstrated exceptional achievement in completing the Tyfoom Safety Curriculum. Visit www.tyfoom.com to request a demo. ▲

UPHCA Apprenticeship Academy

The Utah Plumbing and Heating Contractor's Association (UPHCA) is pleased to sponsor the UPHCA Academy, an educational foundation established to further the plumbing trade in Utah. The Academy was launched in November 2023 and continues to be the premier training program and facility for the subcontractor specialty trades in Utah, located at 2824 S. Redwood Road in West Valley City, Utah.

"The UPHCA Academy's goal is to educate and train individuals in the trades, transforming individuals into a journeyman or master plumber, without the high cost of a university or college degree," said David Hill, Executive Director of the Academy. "The trades are an often-overlooked career pathway. Yet with the current housing and plumbing shortages in Utah, plumbing is a field that is already paying nearly four times the current minimum wage."

The National Kitchen and Bath Association estimates that nearly 60,000 plumbers retire each year, with only 30,000 new apprentices entering the field. Hills says that the plumbing shortage hits home in Utah, which has a frighteningly high median age right now in the field. This shortage is what prompted the UPHCA to establish the Academy."

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> *— David Hill, Executive Director, UPHCA Academy*

Since the opening of the Academy, many students from all over the State of Utah have already enrolled and are eager to improve their skill set and become journeymen plumbers. Training is available online, day or night, with labs and hands-on training onsite at the Academy. As an added benefit, students will learn while working and have a career to be proud of.

"We're excited about training the next generation of plumbers who will earn licenses and develop lifelong skills that will provide a great standard of living", says Eric Child, former president of the UPHCA. "We're equally excited about helping as many people as we can to learn skills and join the workforce as skilled tradespeople — from ex-military to refugees and those looking for a real career change."

ABOUT THE UPHCA

The UPHCA is the largest and only independent subcontractor association that represents the plumbing and HVAC industry in the State of Utah, lobbying before the state legislature and government regulatory agencies on behalf of the plumbing industry. The UPHCA offers responsible stewardship of the industry it represents and excellent benefits to member companies. The UPHCA rolls out exciting initiatives to help member companies become more profitable and successful as a business entity. In addition, the association has an ongoing focus of continuing educational training and outreach, legislative/lobbying and safety in the workplace.

LEARN MORE

For more information, call (801) 307-5500 or email Dave Hill at dave@uphcaacademy.org. And don't forget to follow us on Facebook! ▲

https://www.facebook.com/UtahPlumbingHeatingAssociation

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