



UPLIFTING NEWS



NEWS FROM THE WEB SLING & TIE DOWN ASSOCIATION

FALL 2023





PRESIDENT'S MESSAGE

Mandy Masters, Ben-Mor Cables

WSTDA offers some of the most stringent and thorough procedures for safe use and inspection of synthetic lifting slings and tie downs. We still have a lot of work to do to have Government agencies refer to our standards. We are finding out more and more that governing bodies, like OSHA in some areas, have never even heard of WSTDA, and yet our standards are truly the epicenter for safety in the rigging and securement industry.

This year, WSTDA has been developing standards for 50 years. Our non-profit organization has been collaborating, debating, researching, and testing to ensure the information we publish is of the highest possible caliber, and provides the advice for the safest measures used in the rigging and cargo securement industries.

WSTDA has been lucky to have committed knowledgeable people that have accomplished our standards to date. Now, we rely on the next generation to aid in updating and continuing the work on our standards, but more importantly advocating to have our standards recognized as the go to procedures at the end user level. We must put the standards and safety bulletins in the hands of the right people to help prevent accidents and save lives.

I remember as a child, when a fold up lawn chair in back of my father's van, qualified as "safe". In my 25 years in the rigging industry, I have witnessed some very unsafe sling applications. Like the seatbelt movement, I have seen a shift with safe use of lifting and cargo securement products. Companies are strengthening the rules and procedures on how they inspect and use them.

It is unfortunate that sometimes safe practices are only put into place after a tragic accident. I challenge all of you to consider, how can you assist in ensuring end users are proactively evaluating safe practices? What can YOU do to lift up the notoriety of WSTDA?

Without the products that you all make, wonders like the Brooklyn Bridge, the Hoover Dam, or the Panama Canal would not be possible. You are a part of the gear on every hydro worker, and the gear in every fire truck. Our industry has provided products to build every house, building, skyscraper, stadium, bridge, school and church. Our products are crucial in constructing subway systems, pipelines, railways, roads and tunnels.

Every day you are fabricating or supplying products that are vital for our world to advance. You have a job to ensure that people are using your products safely.

Trust in the work the WSTDA is doing. The standards are updated every 5 years with new language and added applications using simple language so everyone can understand. We are adding illustrations such as photos and diagrams to make our standards easier to interrupt. Technology has allowed the WSTDA to now make the safety bulletins more accessible with our QR codes.

"Each one of us can make a difference, together we make change." Quote by Barbara Mikulski

Mandy Masters

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ARE YOU READY TO SERVE?

Nominations are open for WSTDA Board of Directors

Election of Directors to the Board will be held during the 2023 Fall Meeting in Greenville, South Carolina. The principal and alternate representative of any Regular or Associate member in good standing are eligible for election to the Board of Directors. A subsidiary of a member which maintains its own separate membership in the association may also be eligible for election to the Board of Directors.

If you are interested in serving or would like to nominate a qualified candidate to serve if elected, the Board of Directors has an application process. Click the apply now button below to submit your application.

Qualifications for All Officers and Directors

- The qualified individuals should have the capacity to attend and participate in, and should make a commitment to be present at, the bi-annual, web based or other Board of Directors meetings scheduled by the Association.
- Should have recent Board of Director experience, whether within the organization or outside of the organization.
- Should be highly knowledgeable in the breadth and depth of the manufacture and use of the products represented by the Association.
- Possess excellent organizational and managerial skills.
- Possess excellent leadership skills.
- Be self-motivated and possess the ability to motivate others.
- Have sufficient time to dedicate to the position.
- [Click here for our full qualifications & responsibilities](#)



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WSTDA KICKS OFF 50TH ANNIVERSARY CELEBRATION IN NAPA



The 2023 Annual Meeting at the historic Silverado Resort in Napa, California kicked off the celebration of fifty years of service to the industry by WSTDA. WSTDA's Annual Meeting featured presentation sessions on multi-leg rigging applications and Technical Sessions hosted by the four Technical Committees.

Program Highlights

Mike Riggs, owner and VP of RiggSafe Solutions, Inc., explored how the issue of rating multi-leg slings has been investigated and researched, and how best practices have been developed and established for riggers in the field. Mike described rigger and crane operator training. Questions have been raised by WSTDA Technical Committees, in the course of performing their standards-writing activities, about how and whether to write recommendations for multi-leg applications, and this session provided expert insight to the issue.

The final keynote of the Annual Meeting was delivered by Scott Friedman, working from relevant research and global best practices to showcase the power of “innovation and leadership” in action.

Technical Committee Sessions

The Web Sling, Roundsling, Load Securement and Testing Technical Committees each presented an interactive Technical Session focused on technical aspects for writing recommendations in WSTDA Standards. The Web Sling Technical Session, for instance, featured a segment on multiple-ply sling breakage patterns, presented by Dan Perkins of Ribbon Webbing and Gary Distler of Total Tool Supply, and a short introduction to the Synthetic Yarn & Fabric Association (SYFA) by Bart Krulic, who represents the SYFA Board of Directors.

50TH ANNIVERSARY ANNUAL MEETING SPONSORS

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The Testing Technical Session presented its plans for a preliminary test program for sling protection devices, including sharing the preliminary designs for a special testing fixture, and discussed synthetic sling cut testing programs and data. The Load Securement Technical Session included interactive discussion on FMCSA/CVSA regulations on “allowed” cuts in tiedown webbing and the use of high-power lifting magnets as anchor points. The Roundslings Technical Session furthered the discussion on multi-leg rigging applications.

Don't Miss Out

Right after each WSTDA meeting, the Board surveys attendees to gain insight and gather input on the experience. One of the questions we ask is “What advice or feedback would you give to someone who has never been to a WSTDA Meeting before?” and here are some of the insightful responses:

- Don't get left behind. Attend the meetings to keep up with industry matters and concerns.
- This technical organization is ideal for attending if you want to further your knowledge in the industry and be a part of a pertinent industry organization.
- Your opinion matters and WSTDA is hear to listen.
- We are constantly evolving and keeping up with technology.



HELP WSTDA CELEBRATE 50 YEARS

WSTDA was founded in 1973 to promote dynamic relationships and provide a forum for sharing information to improve quality and safety. This year, we invite you to join us in celebrating the Association's 50-year history of leadership, growth, and service during our Fall Meeting.

Won't you help us celebrate? Submit your WSTDA photos and memories [using the form on this link.](#)

WSTDA FALL MEETING

SEPTEMBER 18-20, 2023 | GREENVILLE, SOUTH CAROLINA

EARLY BIRD REGISTRATION ENDS ON AUGUST 25, 2023

- Gain invaluable insights about the development of WSTDA Recommended Standards and safety warning products that directly impact the industry and its users.
- Engage in technical discussion forums to expand your knowledge and understanding.
- Take advantage of educational opportunities to enhance your skills and expertise.
- Network with industry professionals and establish valuable connections.
- Attend the annual Business Meeting and Board of Directors Elections to play an active role in shaping the future of the association.

SCHEDULE AT A GLANCE

All session/event names are subject to change

» [LEARN MORE & REGISTER](#)

Mon., Sept. 18

9:00 am - 2:00 pm

Board of Directors Meeting

By Invitation

2:15 pm – 3:30 pm

Editorial Review Committee

By Invitation

4:30 pm – 6:00 pm

Welcome Reception

All Attendees

Tues., Sept. 19

8:30 am – 9:15 am

First Timer & New Member

Breakfast w/ Board

By Invitation

8:30 am – 9:15 am

Breakfast

All Attendees

9:30 am – 10:30 am

General Session/Annual

Business Mtg./Elections

All Attendees

10:30 am – 11:00 am

Break

All Attendees

11:00 am – 12:00 pm

Opportunities and

Challenges for Recycling

Synthetics

All Attendees

12:00 pm – 1:00 pm

Lunch

All Attendees

Tues., Sept. 19 (cont.)

1:00 pm – 2:15 pm

Web Sling Technical Session

All Attendees

2:15 pm – 2:45 pm

Break

All Attendees

2:45 pm – 4:00 pm

Load Securement Technical

Session

All Attendees

5:00 pm – 6:30 pm

Reception

All Attendees

Wed., Sept. 20

8:00 am – 9:00 am

Breakfast

All Attendees

9:00 am – 10:15 am

Round Sling Technical

Session

All Attendees

10:15 am – 10:35 am

Break

All Attendees

10:45 am – 12:15 pm

Economics & Supply Chain

Update

All Attendees

12:00 pm – 1:00 pm

Lunch

All Attendees

Weds., Sept. 20 (cont.)

1:15 pm – 2:30 pm

Testing Technical Session

All Attendees

2:30 pm – 3:00 pm

Break

By Invitation

3:00 pm – 4:15 pm

Sling & Tie Down Protection

Technical Session

All Attendees

4:15 pm - 5:30 pm

Board & Committee Chair's

Meeting

By Invitation

6:00 pm – 8:30 pm

Banquet

All Attendees

Thurs., Sept 21

7:30 am – 8:00 am

Breakfast

All Attendees

8:30 am – 12:30 pm

Member Facility Tour

All Attendees

Our member and non-member rates include attendee sessions, meal functions and facility tour. Our spouse rates include all meal functions and facility tour.

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WSTDA has negotiated special discounted hotel room rates. The AC Hotel by Marriott is offering a **special rate of \$189/night for single/double rooms** to WSTDA meeting attendees before the cut-off date of **August 25, 2023** or before the room block

is full. WSTDA's discounted room rate is available for up to one night prior to and following the Fall Meeting dates, based on availability. You can [book your reservation online](#) or call (864) 720-2950 and reference **WSTDA**. Your patronage of the official WSTDA meeting site makes it possible for WSTDA to secure meeting space needed for this event at a greatly reduced cost, thereby helping to keep registration fees low for attendees.

EDUCATIONAL SESSIONS

Opportunities And Challenges For Recycling Synthetics

- Bart Krulic, Palmetto Synthetic
- Alasdair Carmichael, Program Director, NAPCOR
- Bryce Krulic, Staco Energy Products



Two representatives of the Synthetic Yarn & Fabrics Association (SYFA) and an expert in industrial energy conservation will co-present in this timely look at the synthetic yarn and fabric industry. Bart Krulic, a Director serving on the SYFA Board, will introduce some of the technical topics that are top-of-mind. He'll then introduce Alasdair Carmichael, an SYFA Officer, for a presentation on synthetic fabric recycling efforts, followed by a look at manufacturing facilities' energy consumption and paths to industrial energy conservation by Bryce Krulic of Staco Energy Products.

Economics & Supply Chain Update

- Chris Kuehl, PhD, Managing Director, Armada Corporate Intelligence

Gain invaluable insights on the current state of the economy and how it is impacting you and your business today. Dr. Chris Kuehl, managing director for Armada Corporate Intelligence and Chief Economist for several national and international organizations, will share his expert analysis on the global economic landscape and provide practical advice for navigating through uncertain times. With his extensive experience as a professor of economics and finance in various countries, Dr. Kuehl will deliver a dynamic and engaging presentation that is both informative and entertaining. Don't miss this opportunity to learn from one of the top economists in the field and get a fresh perspective on today's economic challenges!



WSTDA AWARDS TWO \$3,000 EDUCATION GRANTS

16 applications were received from 11 WSTDA member companies.



Adam Distler, of Stacy, Minnesota, just completed his first year at University of Wisconsin-Madison, after graduating Valedictorian from Forest Lake Area High School in 2022. After transferring 80 credits to UW-Madison from high school and Century College, Distler plans to graduate in May of 2024 after two years of college. At UW-Madison he has taken classes such as Electromagnetic Fields and Real Analysis, Modern Algebra, Mechanics, and Modern Physics. He plans to graduate with a degree in mathematics and astrophysics, and go on to obtain a Ph.D. in astrophysics.

Distler is sponsored by **WSTDA Member Total Tool Supply's** Gary Distler, who is Manager based in St. Paul, Minnesota.

During his first year of college, Distler took a job at the Math Learning Center to help tutor other college students, even though many of his tutor peers were seniors and graduate students. In the summer of 2023, Distler is participating in the Materials Science Research Experience for Undergraduates program hosted at the University of Missouri Columbia.

After earning a Ph.D., Distler's goal is to become a university professor to conduct research, find insights into the universe, and inspire the coming generations to have the same passion for knowledge that he has.



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Mackenzie Losch, of Covington, Georgia, is a 2023 graduate of Eastside High School in Covington, earning straight As while completing over 11 Advanced Placement courses. She was very involved in her school and community through extracurricular activities and volunteering. Losch is sponsored by **WSTDA Member Hailide America, Inc.'s** Torry Losch, who is Chief Commercial Officer based in Alpharetta, Georgia.

Losch served in leadership roles in several school clubs, including the Junior Class League (President), ECO Eagles (Treasurer and Executive Board Member), and National Beta Club (Historian). In these roles, she helped facilitate and organize meetings and events, such as food and clothing drives, recycling projects, local river cleanups, and the sponsoring of foster children during Christmas. She also has been a member of the Covington Regional Ballet Company as an Elite Dancer for many years studying several styles of dance.

Losch has goals of becoming a licensed speech therapist and is attending the University of South Carolina in fall 2023 to pursue that goal.

Eleven WSTDA Member organizations sponsored the more than 16 Scholarship applicants. The program is funded by the WSTDA operating budget and through the generous donations from Members and supporters. Donations are welcome to ensure the Scholarship Program's continued success.

Support the WSTDA Scholarship Program

Supporting the WSTDA Scholarship Program is a fulfilling endeavor. Your contribution aids diligent and driven students in achieving their dreams and aspirations. Your donation might just play a role in nurturing the future visionaries and leaders of our world!

Please note that while donations to the WSTDA Scholarship Program are currently not eligible for tax deductions as charitable contributions, they may be potentially deductible as a business expense. We recommend seeking advice from your tax advisor for more information.



COMMITTEE REPORTS

Web Sling Technical Committee

Chair: Robert Hancuff & Co-Chair: Fred Ambli

We have completed review of terms and definitions in WB-1, and we are working on a “Summary of Substantive Changes” page. This page is being added to all WSTDA specifications as they are reviewed now. We are hoping to have WB-1 approved by the WSTC in our June meeting and pass it along to the Board for review. Our goal is to have it out for public comment in the 4th quarter of this year.

We are also close to completing review of WS-1. We are hoping to have the review and final changes finalized before the end of this year.

The WSTC has a monthly Zoom meeting scheduled and has only had to cancel a couple of them over the last two years. This has been beneficial in accelerating our reviews and updates to the standards.

Our work session during the Fall meeting is scheduled for Tuesday, September 19th at 1:00 PM. The agenda for the meeting is not complete yet but I will update as soon as possible.

The Web Sling Technical Committee welcomes and encourages all recommendations for discussion topics surrounding synthetic web slings and current projects of the Committee. Submit your questions or discussion topic suggestions at any time to:

Bob Hancuff bhancuff@carolinawebbing.com

Chairman, WSTC

Fred Ambli fred@liftpro.com

Co-Chair, WSTC

Roundsling Technical Committee

Chair: Gregory Babinchak & Co-Chair: John Ketchum

An updated draft to the RS-1HP Standard for High Performance Yarn Roundslings was released for submittal of public comment earlier this year and comments were received from 7 people.

Since the Spring meeting, the committee has held three online meetings and the priority for the committee has been in reviewing the comments and proposing further updates to the draft of the RS-1HP Standard. The committee now has drafted resolutions to a majority of the comments, and we are scheduling to hold one more online meeting prior to the Fall meeting in hope that we will have an available updated draft completed at that time.

A majority of the comments regarded basic changes including clarifications, or were grammatical in nature, such as for uniformity in language. Additionally, some other topics addressed in the comments included:

- General appropriateness of providing example applications within the standard
- The completion of additional destructive pull testing following the initial design verification testing.
- Suitable storage of roundslings when they are not in use, such as when in an elevated temperature environment.
- Staying clear of loads being handled

We did receive some comments related to the topic of multi-leg slings and we will look to address these at a later time, as we subsequently plan to again target completing recommendations for this topic following this RS-1HP update.

Lastly, we are also in the process of reviewing other topics to be presented at the fall meeting.

Testing Technical Committee

Chair: Sam Socolow & Co-Chair: Troy Raines, Jr.

We are excited to announce that the Testing Technical Committee has finished the redesign of the testing fixture and continues its work on the testing protocols. We hope to have a couple of before the fall meeting in Greenville to finalize the protocols. We're looking forward to feedback from the Sling and Tie Down Protection Committee. We will also have updated quotes for the redesign and hope to seek approval to fabricate the device and verify its viability for the sling protection testing project.

We have had one meeting with the Cordage Institute and hope to further our partnership. They will be able to provide us with Technical Support and crucial feedback as we develop additional protocols for testing sling protection for synthetic rope slings.

Have you recently learned a handy new tip that can also help your peers?

Share your tip using the QR code and help us promote knowledge sharing throughout the rigging and load securement industry. You may just find your tip featured in an upcoming issue of Lift & Secure!

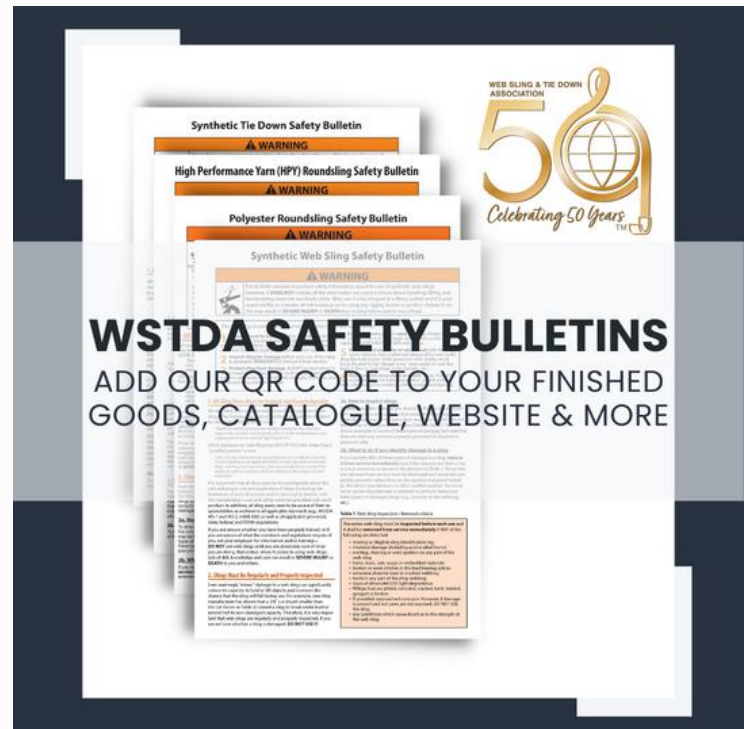
TECH TIPS



Technical Resource Committee

Chair: Jeff Iden & Co-Chair: Ralph Abato

The Technical Resource Committee (TRC) has been very busy over the past year but we are starting to see things quiet down. We have completed one of our major tasks which has been the "harmonizing" (to the degree practical) the Terms and their Definitions as published in WSTDA recommended standards, test methods, and manuals. Another project in which the committee has completed is the development of a Members-Only licensing program, for use of a QR code for the purpose of including in product warnings provided to users. The QR code will provide instant online access to the WSTDA Safety Bulletins and the user information provided therein. The implementation of this project was launched in Spring 2023. It is a great tool for our members and we highly recommend you take advantage of it. Please contact info@wstda.com for additional information. The TRC has invitation only meetings in conjunction with the spring and fall WSTDA meetings.



COMMITTEE REPORTS

Load Securement Technical Committee

Chair: Stephane Theriault & Co-Chair: Tim Sanders

The Committee held a Load Securement Technical Session during the 2023 Annual Meeting in Napa, California and is looking forward to interacting with the membership on issues of concern to the synthetic web load securement segment of the industry at its session planned for the 2023 Fall Meeting in Greenville, South Carolina.

Separate from the in-person sessions, the Committee has held a series of virtual meetings and is on track to publish new revisions in late 2023 and early 2024. Here's a recap of the Recommended Standards and Manuals that are actively being worked on by the Committee:

- WSTDA-T-6: (Load Binder Standard) the Committee is currently reviewing public comments received and plans to publish a revision in late 2023 or early 2024.
- WSTDA-T-2: (Web Tie Down Manual) this Care & Use manual is now under review, based on revisions made in 2022 to the T-1 standard on which T-2 is based.
- WSTDA-T-4: (Tie Down Webbing Standard) the Committee plans to review this starting in fall 2023 and a public comment period will be announced.

As it reviews the terms and definitions in the Recommended Standards, the Load Securement Technical Committee has been referencing the WSTDA's internal Global Definitions Directory, to align with other WSTDA Standards, and has been making notes in preparation for the review of other Recommended Standards under its area of responsibility so that similar content across various standards is consistent.

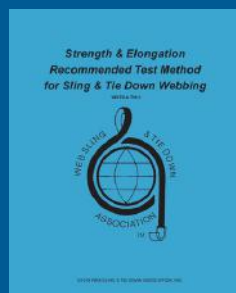
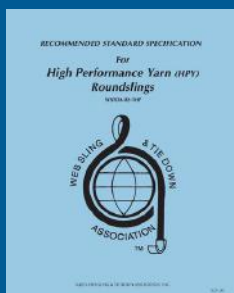
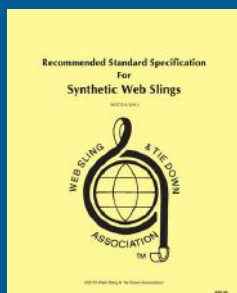
**Do you have a burning question? Perhaps a long standing debate?
Or an open inquiry from the field?**

Use the QR code to send us your question and we'll ask the experts serving on WSTDA's technical committees to chime in on your question. You may just find an answer in an upcoming issue of Lift & Secure!

ASK THE PROS



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TECHNICAL COORDINATOR'S REPORT

Robert Jasany

Are you and your company getting your money's worth from your WSTDA membership?

WSTDA is an internationally recognized manufacturer's trade association known for its dedication to the lifting and load securement industries, the user industry that it serves, its recommended standard product specifications and the scientifically produced care and use warning labels and safety bulletins that it publishes. Is your company following and using these WSTDA available featured products?

WSTDA is now licensing members to use a QR Code which when read will display the WSTDA copyrighted Product Safety Bulletins. This QR Code may be printed on WSTDA member's literature, packaging, product labels, etc. It is not meant or intended to replace a product warning label commonly affixed to the product but rather supplement it with further important safety information too lengthy to be included on a small warning label. This is a membership benefit and is available at no additional charge to WSTDA members. Has your company applied for this membership benefit?

Is your company represented on one or more of the WSTDA Technical Committees? Not only does WSTDA and the industry that it serves benefit from your input and knowledge during the standards writing and updating processes along with its other technical work, but you and your company will benefit by taking part and hearing other opinions, greater specific technical inputs and the all-important networking opportunities. Are you and your company already a member of the Web Sling, Roundsling, Load Securement or the newly formed Sling & Tiedown Protection technical committees?

Do you regularly attend in person the WSTDA spring and fall membership meetings? What better way can you and your company keep up to date on the activities, advancements and technical discussions of your Association not to mention the networking opportunities and educational presentations? Your company has a huge investment in its business and you in your future. Attending, taking part and being up-to-date on industry matters supports the common interest and goals of you and your company. Do you attend the membership meetings?

Are you or have you thought about a seat on the WSTDA Board of Directors? You could have direct input into the direction of your Association and as such see that your interests are being heard. Board members are voted in by the general membership attending at the annual meetings, so physically attending and taking part in the meetings, being an active Technical Committee member and showing a general interest in your Association matters and is important to being recognized and voted in on the Board.

Does your company advertise in the WSTDA *UpLifting News* and *Lift & Secure* publications? The rates are reasonable and gives your company public exposure directed at the industry you serve and helps support the goals and work of your Association.

Some companies are known to join the WSTDA mainly so that they have the right to display the copyrighted WSTDA member logo on their product, advertising or catalog materials, and their membership is welcome. The WSTDA logo is a sign broadly recognized, and membership by a supplier of products addressed within WSTDA standards is desired by many user industries. This may be the first or early step in membership by some WSTDA members and they are encouraged to avail themselves and companies of the many other membership benefits, a few as mentioned here.

If you and your company are already an active WSTDA member taking part in the benefits of membership, your Association thanks you for your efforts and contribution. Inactive members are already paying the same annual dues rate. Why not

MAXIMIZE YOUR MEMBERSHIP?

What You Need to Know about the New Pregnant Workers Fairness Act

The Pregnant Workers Fairness Act (42 USC §§2000gg- 2000gg(6)) went into effect on Jun 27 2023 and the U.S. Equal Employment Opportunity Commission (EEOC) has begun accepting charges of discrimination under this new statute for incidents that occurred on or after Jun 27, 2023. (According to the EEOC, eight in 10 first-time pregnant women work until their final month of pregnancy.)

What the law requires. The new law applies to employers with 15 or more employees and includes applicants as well as employees. The law prohibits an employer from doing seven things. It is unlawful to:

1. Not make reasonable accommodations (see definition below) to the known limitations (see definition below) related to the pregnancy, childbirth or related medical conditions of a qualified employee (see definition below) unless the employer can demonstrate that the accommodation would impose an undue hardship (see definition below) on its operations;
2. Require a qualified employee to accept an accommodation other than any reasonable accommodation arrived at through an interactive process (see definition below);
3. Deny employment opportunities to a qualified employee if the denial is based on the need of the employer to make reasonable accommodation to the known limitations related to the pregnancy;
4. Require a qualified employee to take leave, whether paid or unpaid, if another accommodation can be provided; or
5. Take adverse action in terms, conditions or privileges of employment against a qualified employee because the employee requested or used a reasonable accommodation.
6. Retaliate or discriminate against an employee because s/he has opposed any

act or practice made unlawful by this new law or has filed a charge, testified or participated in an investigation; or

7. Coerce, intimidate, threaten, or interfere with any person in the exercise or enjoyment of any right granted or protected by the law.

The law gives the EEOC one year to develop regulations implementing it, which of course the EEOC has not yet done. The Pregnant Workers Fairness Act amends Title VII of the Civil Rights Act of 1964, which, among other protected categories, prohibits discrimination on the basis of sex (gender) (see below for further information on Title VII).

To complicate matters further, this new law has to be read in conjunction with the Pregnancy Discrimination Act of 1978, the Americans with Disabilities Act (see below), the Family Medical Leave Act (protecting covered employees with unpaid, job-protected leave for certain family and medical reasons), the Fair Labor Standards Act (the “PUMP Act” (Providing Urgent Maternal Protections for Nursing Mothers), which broadens workplace protections for employees to express breast milk at work), and state, county and even city laws addressing pregnancy in the workplace (more than 30 states and cities have laws that provide accommodations for pregnant workers). As well, it is unlawful to harass a worker because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth or because of a pregnancy-related physical or mental disability.

With respect to Title VII, pregnancy discrimination can be based on past, current or potential pregnancy, medical conditions (e.g., breastfeeding, lactation), having or choosing not to have an abortion and birth control. Discrimination against working parents and others with caregiving responsibilities outside of work also

violates Title VII if it is based on sex (gender)

Definitions. *Reasonable accommodation.* Any change in the work environment or in the way things are customarily done that enables the employee to enjoy equal employment opportunities (same as definition in Americans with Disabilities Act (ADA)). There are three categories: (1) modifications or adjustments to the application process that enable the applicant to be considered for the position; (2) modifications or adjustments to the work environment or to the manner or circumstances under which the position is customarily performed; or (3) modifications or adjustments that enable the employee to enjoy equal benefits and privileges as are enjoyed by other similarly-situated employees. (Citing a poll, the EEOC states that 23% of mothers have thought about leaving a job due to lack of reasonable accommodation or fear of discrimination from an employer during pregnancy.)

Some examples of possible reasonable accommodations. Keep in mind these are examples only, not an exclusive list: offering additional, longer or more flexible breaks to sit, eat, drink water (e.g., have a water bottle), rest or use the restroom; receive closer parking; have flexible hours (e.g., changing a work schedule, such as having shorter hours, part-time work or a later start time); receive appropriately sized uniforms and safety apparel; take leave or time off to recover from childbirth or for medical appointments; and be excused from strenuous activities and/or activities that involve exposure to compounds not safe for pregnancy.

Known limitations. Physical or mental conditions related to, affected by, or arising out of, pregnancy, childbirth, or

related medical conditions that the employee has communicated to the employer (regardless of whether the condition meets the definition of “disability” in the ADA or not). It is important to know that the Pregnant Workers Fairness Act does not tie this definition of “known limitations” to the definition of a “disability” under the ADA, so “known limitations” applies to a broader range of conditions than those covered under the ADA (Ogletree Deakins, “Pregnant Workers Fairness Act Mandates Reasonable Accommodations”, Mar 09 2023 @ [Pregnant Workers Fairness Act Mandates Reasonable Accommodations - Ogletree Deakins](#))

Qualified employee. An employee or applicant who, with or without reasonable accommodation, can perform the essential functions of the job.

Undue hardship. Has the same meaning as in the ADA: an action requiring a significant difficulty or expense, when considered in light of these factors: (1) the nature and cost of the accommodation; (2) the overall financial resources of the facility; (3) the overall size of the business; and (4) the type of operations of the employer.

Interactive process. In plain language, this means discussing the accommodation with the employee. This “process” can potentially get quite complicated and contentious. It starts with the employee making a request (e.g., to be allowed to sit instead of stand) but the employer is not necessarily required to grant the request. The employer may choose among reasonable accommodations as long as the chosen one is effective; it may offer alternative suggestions for accommodations and discuss their effectiveness. If there are two possible accommodations and one costs more or is more burdensome than the other, the employer can choose the less expensive or burdensome one as long as it is effective. When there are two or more effective accommodations, the employer may choose the one that is easier to

provide. If more than one accommodation is effective, the employer should give the preference of the employee primary consideration. However, the employer has the ultimate discretion to choose between effective accommodations.

Advice for compliance. At this point, the only advice the EEOC is offering to employers is this: train supervisors about the PWFA so they are ready when they get reasonable accommodation requests. To that advice, I can add this:

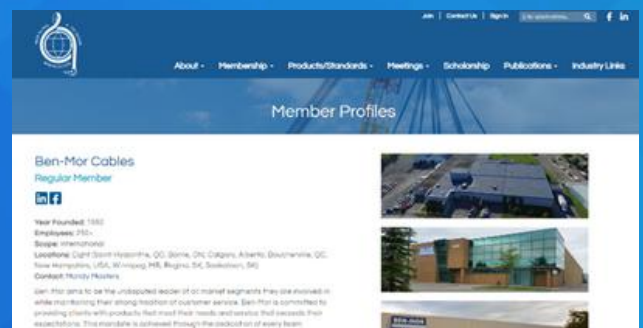
1. If an employee should ask for an accommodation due to pregnancy, do not reject or rule it out of hand. That is a terrible mistake because it is evidence that the employer has utterly failed to engage in the “interactive process” required between it and the employee to determine if the requested accommodation is “reasonable”; if there are other, effective accommodations that the employer could provide without creating an “undue hardship” and even if the condition prompting the request is a “known limitation” or “disability”. (This latest –

whether the employee in fact has a “known limitation” or “disability” – will seldom be an issue, but should be mentioned).

2. Consider granting the accommodation, if at all possible, even on an interim or experimental basis to see whether and how it works (or doesn’t work). You can hardly ever go wrong by giving the employee what she wants or even going beyond the strict requirements of the law.

3. Before taking any adverse action at all against an employee or changing her circumstances for the worse, consult knowledgeable legal counsel. Be prepared for conditional or even no or unsatisfying advice because the law is so new that no one – even a lawyer – may know exactly what to do and that uncertainty is compounded by the fact that as yet there are no regulations from the EEOC implementing the law.

WSTDA WEBSITE FEATURE: MEMBER PROFILES



WSTDA Member organizations are urged to create their own Member Profile at www.wstda.com. A Member Profile is a concise, informative piece with photos, outlining your business, customers, facilities, personnel, and special activities.

All Regular, Associate, and Affiliate Members are invited to fill out a short form, enabling WSTDA staff to craft a Member Profile for your company. Feel free to include photos. To secure a spot for your company's Member Profile feature, promptly complete and submit the form today.

[Check out existing profiles >>](#)

THE FUTURE OF SAFETY COMMUNICATION: *WSTDA's Innovative QR Code Member Benefit*

WSTDA recently introduced a new Members-Only benefit: **free use of a special QR code as a means of providing instant, electronic access to WSTDA Safety Bulletins.** The specially-designed QR code is designed to be placed on your finished goods, catalogue, website, and anywhere the product user might see it.

Including the WSTDA QR Code for Safety Bulletins on your product or packaging will provide your customers with instant access to WSTDA-copyrighted Safety Bulletins in English, Spanish and French, just by pulling their cell phone out, wherever they are.

Members Doleco USA and Certex, among dozens of others, are already using the WSTDA QR code in advertising and on product packaging and labeling (see examples).

The benefit is included FREE with annual WSTDA membership dues. There is **no fee for Members** to receive the QR code artwork, and **no cost to users** of your goods to view/download WSTDA Safety Bulletins.

Don't worry -- WSTDA will keep printed Safety Bulletins stocked on the shelves for purchasing, but now you have more options to make sure WSTDA Safety information is prominently displayed with your products.

Looking for the next step? Click the box below to complete an online form and review the Terms of Use for the QR code image, which must be accepted before receiving the Safety Bulletin QR code.

Once your form is submitted, you will receive a personalized Terms of Use document to review, sign, and submit, after which you will receive the QR code image in several digital formats.

[» COMPLETE ONLINE FORM](#)



MEMBER NEWS

Bally Ribbon Mills (BRM) fills a unique niche requirement for the WSTDA industry

Bally Ribbon Mills (BRM) fills a unique niche requirement for the WSTDA industry, providing engineered, custom design and manufactured, high quality specialty tapes and webbing. Our materials are used in applications down on the farm, deep in the sea, and high in the sky. From Earth to the moon and Mars, we specialize in supplying materials requiring high strength, limited elongation, thickness, flammability, weight, and special colors.

[Learn more >>](#)

Submitted by:
Bally Ribbon Mills
www.ballyribbon.com



Bishop Lifting Acquires General Work Products, Expanding into California and Extending Their Reach In New York, Louisiana, and Texas

Bishop Lifting, a portfolio company of Altamont Capital Partners, announced the acquisition of General Work Products, which provides customers across the country with timely and cost-competitive access to safety-critical cordage, rope, and fall protection products.

[Learn more >>](#)

Submitted by:
Bishop Lifting Products
www.lifting.com



Chant Engineering introduces an innovative Reel Flipping and Payout Machine to improve safety in rigging shops

Chant Engineering Co. Inc. is proud to announce the launch of its new combination Reel Flipping and Payout Machine for rigging shops. Designed for operator safety and shop efficiency during the reel handling and rope payout

process, this unique machine comes in three capacities: 5,000 lb., 10,000 lb. and 20,000 lb. Custom machine sizes are also available.

[Learn more >>](#)

Submitted by:
Chant Engineering
www.chantengineering.com



Matt Mazzella and Adam Mazzella Named Presidents of Mazzella Companies

Tony Mazzella, CEO of Mazzella Companies, is proud to announce that his sons, Matt Mazzella and Adam Mazzella, have been named Presidents of Mazzella Companies.

[Learn more >>](#)

Submitted by:
Mazzella Companies
www.mazzellacompanies.com



High-quality yarn producer TP Industrial Yarns acquires Yarn converter Technotex

TP Industrial Yarns (or TPI Group) has taken over the complete production of Technotex Ankum as of 1 March, 2023. With the acquisition of production activities in Germany, TP Industrial Yarns is expanding its processing capacity from approx. 2,000 MT per year to a capacity of 6,000 MT. As a consequence, we are now one of the largest producer of technical and high-performance yarns in Europe.

[Learn more >>](#)

Submitted by:
TP Industrial Yarns
www.tp-industrial.com



WiscoLift Has Forty-Nine Years Experience

WiscoLift has forty-nine years experience designing custom cranes and installing large overhead crane systems, single and

double girder cranes, top running cranes, underrunning cranes, I-beam cranes, gantry cranes, jib cranes and workstation cranes for companies across the United States. Our primary area for crane installation is WI, IL, MI, MN and the UP, however, if our customer has more than one facility, we will travel out of state to install equipment according to their specifications.

[Learn more >>](#)

Submitted by: **WISCOLIFT**
Working Safe is Working Smart.
WiscoLift, Inc.
www.wiscolift.com



WELCOME TO OUR NEW MEMBERS



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Regular Member



Associate Member



Regular Member

YOUR NEWS CAN BE IN OUR SPRING ISSUE

The Member News section focuses on timely updates on WSTDA-Member organizations: company announcements, new employees/promotions, awards given or received, acquisitions/mergers, and the like. Member News is not meant for commercial/ product/service/sales announcements.

Submission Guidelines:

- Limit one submission per company
- Press release/announcement must be in Word format
- Word count limit is 200 words and WSTDA retains the right to edit
- May include a hyperlink to member's website/press release, etc.
- Company logos and photo(s) may also be submitted, but are limited to space availability

Keep an eye on your mailbox on how to submit your news in early 2024!

WSTDA WARNING LABELS IN THE WILD

We've just uncovered a jaw-dropping moment in episode of **The Secret of Skinwalker Ranch**. Guess what we spotted? It's none other than a powerful Roundsling with the unmistakable **WSTDA Warning Label** stitched right into it!

It seems even the mysterious Skinwalker Ranch knows the importance of safety! WSTDA aims to enhance safety and reliability in the industry while ensuring consistency and quality across these essential products, and to see this WSTDA labeled roundsling in action on this mind-boggling show has left us buzzing with excitement!



WSTDA MEMBERSHIP

Every day around the globe, goods and materials are hoisted, lowered and carried by slings made from synthetic web. Synthetic web is also used for tie downs used to restrain cargo.

The Web Sling & Tie Down Association (WSTDA) is the largest non-profit technical organization dedicated to the safe operation of all synthetic web slings and tie downs. Comprised primarily of sling and tie down manufacturers, WSTDA membership also includes fiber suppliers, weavers, testing companies, government enforcement agencies and other interested parties from countries around the world. WSTDA is recognized internationally, with members from the United States, Canada, Mexico, Europe, Asia and the Middle East.

The WSTDA's core mission is the development and promotion of voluntary Recommended Standard Specifications covering the most common synthetic web lifting and tie down products. The current Standards cover construction, selection, use and maintenance of Synthetic Webbing, Thread, Web Slings, Round Slings, Tie Downs and Chain Binders.

If you manufacture or distribute synthetic web products to hoist, lower, carry or restrain cargo, membership in the Web Sling & Tie Down Association is vital to your business.

KEY BENEFITS

- Active participation in technical committees
- A forum for education & networking
- Access to all WSTDA products & services at deeply-discounted member pricing
- WSTDA Scholarship Program
- WSTDA Lift & Secure Magazine
- Participation in LinkedIn Group
- WSTDA Meetings
- Industry Standard/Publications

Visit our [membership section](#) of our website to learn more and join today!



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