



EDWARD J. PALEY, JR.

FOREMAN, COMPETENT PERSON & SAFETY ADVOCATE

# SPOTLIGHT

On Ed Paley:

**Title** Foreman for Reilly Glass & Glazing (Norristown, PA)

**Hometown** Abington, PA

**Family** Wife Maggie and daughter Jessica (age 20)

**Hobbies** Avid shooter and participant in International Defensive Pistol Association (IDPA) competitive matches



## ABOUT ED

Marine Corps veteran Ed Paley found glazing when he left the military. With a combined 20 years of glazing experience, Ed has worked for both non-union and union companies and has a unique perspective on the industry. "It's far, far better working for the union. The brotherhood is great. I can only compare it to the brotherhood I had in the Marines. It's that kind of strong bond," he says. Ed explains it was an incredible transformation, joining the union a decade ago. He cites the pay and benefits, such as the pension and annuity plans, as major improvements over non-union work, but also appreciates the camaraderie with the guys. They balance having fun with taking their work very seriously.

## DIVERSE WORK

Ed has risen in the ranks over his tenure as a glazier and currently serves as a foreman for Reilly Glass & Glazing. Although he worked on the first Comcast Tower earlier in his career, Reilly's variety of smaller projects appeals to Ed. He works frequently on mall storefront glass and other specialized interior glazing projects. "It's pretty diverse," he explains. "We get to see a lot that other glaziers don't do on a daily basis. I prefer doing the smaller work because every day is something different."

*Below: Ed instructing at Architectural Glass Boot Camp, on the jobsite at Temple University's McGonigle Hall, and controlling the glass manipulator*



Right: Ed appearing in the AFL/CIO video in 2014; Ed with his wife Maggie and daughter Jessica



Currently, Ed is working at the former GSK building in Center City, Philadelphia. Ironically, the window replacement will not last a few days or weeks but much longer. However, the project is giving Ed the opportunity to man the controls of a robotic glass manipulator. Powered by remote control, the device lifts and carries the glass panes and positions them into place. The manipulator can be extended out window openings to install exterior glass. The crew – and their backs – are spared the heavy lifting and dangers of installation on high lifts.

## SAFETY FIRST

In addition to his foreman responsibilities, Ed serves as the Competent Person at Reilly. This safety role puts him in charge of the safety program, including making recommendations for safety equipment and coordinating toolbox talks. "I'm all about safety," Ed says. Working on the non-union side showed him just how unsafe some companies' practices can be. He describes being pressured by employers to do unsafe things. In the union, it's the complete opposite. "We're doing safety first before anything else. I think that's fantastic." Ed has proactively advocated safety practices and stepped up to the leadership involved in the Competent Person role. "It's something I have a passion for. I want to see our guys go home at the end of the day."

## FOSTERING DIALOGUE

Ed's passion for safety continues with his role as an FTI instructor. He teaches many of the health and safety courses, including fall protection. Ed also teaches fourth-year apprentices leadership and communication and building control layout. Recently, he has also participated as an instructor in AGI's Architectural Boot Camp program. Ed enjoys fostering dialogue with the architectural community and demonstrating the level of complexity involved in

glazing. "They seem to be genuinely interested," Ed describes of the architect participants. "They don't actually realize how much experience you need to install glass packages until they see for themselves what's involved."

Ed presently serves as a representative on the executive board, a role he has held for the past three years. For four years before that, he was a union delegate. In 2014, Ed's leadership and background earned him a spot in an AFL/CIO video interview about his glazing experiences with IUPAT Local 252.

## TAKE ADVANTAGE

In 2014, Ed won a scholarship from the Mid Atlantic Construction Safety Council. He used the money to attend the Red Cross instructor's program. He's now a Red Cross CPR/First Aid and AED certified instructor. He advocates to apprentices and seasoned glaziers alike that they should take advantage of every opportunity through Local 252. Ed has attained certifications in welding, curtain wall installation, rigging, and signals. He's also LEED Green Advantage certified. Ed sings the praises of the training center, encouraging others to take as many classes and earn as many certifications as possible. "It will only make you a better glazier."

## APPRECIATE EVERY MOMENT

Ed and his family have had a rough few years. Maggie, Ed's wife of 21 years, was diagnosed with breast cancer. A year later, Ed was diagnosed with non-Hodgkin's lymphoma. Both went through chemo and are now cancer free. They make a point to have a date night each Thursday, often trying new restaurants or craft breweries. And they take pride in their 20-year-old daughter Jessica, now in her second year at Kutztown University.