



2018 Puget Sound ASSE Professional Development Conference

May 4, 2018

Central Washington University, Student Union Building
Ellensburg, WA

8:00 AM – 9:00 AM

Welcome / Introductions / Opening Keynote Speaker

Safety Advocacy: Roles, Responsibilities and Techniques

Joe Estey

Learning Objectives:

1. Learning practical techniques to manage yellow light moments
2. Recognize the specific yellow light traps present in their policies, procedures and work practices
3. Learn how to eliminate these traps to improve safety and performance



Joe Estey

Starting as a chemical utility operator for Westinghouse Electric Corporation in 1978, Joe Estey served as a foreman, manager and director of operations for three chemical manufacturing facilities prior to leaving in 1993 to form Prolepsis Training. From 1993 to 2013, he routinely assisted businesses throughout North America by providing leadership/supervision training and mentoring, Operational Excellence, Human Performance Improvement and Cause Analysis training and consulting to a variety of industries. In 2014, he served as the National Learning and Development Manager for Advanced Technologies, until joining Lucas Engineering and Management Services in 2016. His primary responsibility continues to be working with a diverse clientele

including forest products and construction contractors, fossil generation and nuclear power utilities, R&D laboratories and public agencies, assisting them with the elimination of undesirable events through the management of human error. Some of the recent facilities and projects Estey has assisted include:

- Chelan Public Utility District (CCPUD)
- KapStone Container Corporation (ten mills, five corrugation facilities)
- CH2Mhill Environmental Remediation Projects
- Hilcorp Oil and Gas Exploration (Kenai Gas Fields and Anchorage)
- Department of Energy National Training Center
- Weyerhaeuser Logging and Road Maintenance Crews (OR and WA)
- Association of Oregon Loggers
- Hazardous Materials and Management of Emergency Response (HAMMER)
- Luminant Power/Energy Future Holdings (Texas)
- Laser Fusion Project/National Ignition Test Facility Livermore Laboratories CA
- Oak Ridge National Laboratories and Operations—Facility Operations and Maintenance, Knoxville TN

He has been elected to two consecutive terms as a member of the National Board of Directors for the Human Performance Root Cause and Trending Organization (HPRCT.org). As the recipient of three National Awards from the White House Executive Leadership council for his work in public outreach and education, he frequently speaks to public agencies, corporate and small business managers and front-line workers across the United States.

11:45 AM - 1:15 PM

Lunch & Keynote Speaker

Today Is The First Day Of The Rest Of Your Life

Gary Higbee, EMBA, CSP

Macro data shows we have had very little improvement in our recordable level performance in the last 23 years. (Less than a 1.4 percent annual reduction) Our performance in the serious injuries and fatalities area has gone up. I can make a case that with all the technology improvements and the elimination of high risk work we are getting worse, much worse. High risk jobs have been replaced by low risk jobs in the millions. We have close to the same number of workers employed as in in the late 1980's so the rates have not improved.

Command control and discipline are not going to help us perform better because that is what we have been doing for over 60 years. We must learn to catch, mentor, model and lead safety. We must all start looking out for brother and sister even if that brother and sister doesn't want the help. The action must start today – top to bottom and bottom to top, "Today really is the first day of the rest of your career".

Learning Objectives:

1. You will learn how to identify if your current safety performance is unacceptable
2. You will identify cultural issues that prevent improvement
3. Today is important – It is the first day of the rest of your career



Gary Higbee, EMBA, CSP

In 1996 Gary founded Higbee & Associates (then called Industrial Safety Consultants) a full-service safety training and consulting firm. He managed the consultation firm even though he had full time management position with John Deere and Maytag until his early retirement in 1998. The firm was incorporated in Michigan in 2002 and is now headquartered in (Johnston) Des Moines, Iowa. Higbee and Associates, Inc. serves companies in the United States, Canada and South America. Gary is also the Senior U.S. Safety Consultant for SafeStart and SafeTrack North America.

Gary has an MBA from the University of Iowa and is a board-certified safety professional. Gary is a past recipient of the Safety Professional of the Year award for region IV of the American Society of Safety Engineers. He is considered an expert in Traditional and Behavior Based Safety Technologies as well as Organizational Change.

In addition to his consulting Gary has published many articles. His 2004 releases included "Guaranteeing the Success of Safety Committees", "Nine Steps for Changing your Safety Culture", "Breaking the Cycles of Risky Behavior" and "Frustration in Safety". His 2005 releases include "Five Stages to World Class Safety", "Visionary Leadership" and "Managing Complex Change". In 2006 he published four articles on safety committees, two on "Breaking the Cycle of Risky Behavior" and "3 Attributes to World Class Safety".

Using his over 40 years of experience and a sense of humor, Gary has become an internationally known speaker on safety, health, environmental and business issues.

Breakout Session #1A 9:15 AM - 10:15 AM

Regulatory / Legal Track

What's Happening At OSHA? New Standards, Initiatives & Developments

Rosemarie Olney, CIH, CSP & Edward Delach

Learning Objectives:

1. New information related to implementing and enforcing the new silica in construction standard.
2. Recap of Fiscal Year 2017 Enforcement Statistics in Washington and Nationally.
3. Developments in New Initiatives - Cranes, Derricks, Record keeping, VPP and more.



Rosemarie A. Olney, CIH, CSP

Assistant Reg Administrator,
Office of Enforcement Programs
U.S. Department of Labor
Occupational Safety and Health Administration

Rosemarie has worked for OSHA the past 18 years and is currently serving as the Assistant Regional Administrator for the Office of Enforcement Programs, Region 10, in Seattle. She manages the federal enforcement activities in Region 10 which includes, Alaska, Idaho, Oregon and Washington. She began her OSHA career as a compliance

officer in Boise, Idaho where she worked 16 years. Prior to OSHA, Rosemarie worked seven years as an industrial hygienist with the Department of Defense at Fort Hood, Texas. She served three years on active duty as a combat medic with the U.S. Army's 2nd Armored Division.

Rosemarie holds an MS degree in industrial hygiene from Montana Tech (Montana College of Mineral Science and Technology) in Butte, Montana and BA in dental hygiene from Carroll College in Helena, Montana. Rosemarie's home town is beautiful Butte, Montana.



Edward J DeLach

Safety and Occupational Health Manager
OSHA Region 10

In 1976 Edward joined the Coast Guard with tours of duty including USCG Polar Star, Ice Breaker Support Facility Seattle, WA, CGC Woodrush (2 tours) Sitka, AK, Aids to Navigation Team So. Portland, ME, Port Security Station Seattle, Field Construction Force (FCF) Sand Island HI, Base Ketchikan, AK (2 tours), Coast Guard Safety Office (KSE) Alameda, CA and Naval Engineering Support Unit (NESU) Seattle, WA Edward retired in November 2007 as a Senior Chief Damage Controlman.

My Coast Guard experience gave me a variety of skills that came with being a Damage Controlman, such as carpenter, plumber, welder, shipboard firefighting, project manager and a few extra skills from special assignments such as asbestos abatement.

My post Coast Guard life includes being hired in 2008 by the Dept. of Labor Occupational Safety and Health Administration (OSHA). As a compliance officer in the Bellevue Area Office I performed approximately 40 safety and health compliance inspections per year in various industries such as shipyards, commercial diving, construction, longshoring, and federal agencies just to name a few. In 2014 I became the Safety and Occupational health manager in OSHA's Regional office where I assist OSHA's Area Offices in Washington, Oregon, Idaho, and Alaska with enforcement issues about contested and significant cases. I answer question for the general public, and industry representatives, regarding OSHA interpretations and standards. Other duties include Federal Agency Program Officer, Emergency Management/COOP, Labor Liaison, Indian Affairs, Construction, Fall Protection, and Recordkeeping Coordinator. In 2016 I took a temporary promotion as Acting Area Director in Anchorage, AK, where I over saw Federal OSHA's enforcement activities.

Breakout Session #1B 9:15 AM - 10:15 AM
Leadership & Culture Track
Series Of Yellow Lights: Situational Thinking
Joe Estey

Learning Objectives:

1. Non-verbal cues that trigger the need for advocacy
2. How to advocate on someone else's behalf
3. how to communicate and manage conflicts to achieve the mutual best interest of the individual and the organization



Joe Estey

Starting as a chemical utility operator for Westinghouse Electric Corporation in 1978, Joe Estey served as a foreman, manager and director of operations for three chemical manufacturing facilities prior to leaving in 1993 to form Prolepsis Training. From 1993 to 2013, he routinely assisted businesses throughout North America by providing leadership/supervision training and mentoring, Operational Excellence, Human Performance Improvement and Cause Analysis training and consulting to a variety of industries. In 2014, he served as the National Learning and Development Manager for Advanced Technologies, until joining Lucas

Engineering and Management Services in 2016. His primary responsibility continues to be working with a diverse clientele including forest products and construction contractors, fossil generation and nuclear power utilities, R&D laboratories and public agencies, assisting them with the elimination of undesirable events through the management of human error. Some of the recent facilities and projects Estey has assisted include:

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Breakout Session #1C 9:15 AM - 10:15 AM

Health & Risk Management Track

Workplace Violence Reduction Awareness, Prediction and Prevention

Marcus Mann

Workplace violence is 100% preventable through awareness; however, one act of violence may wipe out confidence and profit. This session presents tangible solutions in predicting and reducing the risk of workplace violence by arming employees with knowledge. The session captures the clues and pre-attack warnings frequently missed by employees. The team is left with powerful tools of prediction, communication and prevention.

Learning Objectives:

1. Find and use updated tools used for reducing the risk of workplace violence in the field and office
2. Discuss the terror threat as it relates to industry
3. Understand the basics of predictability
4. Understanding pre-attack indicators and other lifesaving cues of potential violence and effective intervention



Marcus Mann is a team trainer & performance coach for the Financial Sector, Educational Community, Aerospace, Construction, Engineering, and Legal Community.

Marcus has a solid history of team-training, complex problem-solving and executive level leadership. He assists clients in rapid employee and safety development, high impact team training, maximizing business partnerships, and with difficult projects and clients. Private & public success includes work in

Eastern Europe, Mexico, Columbia, and the UK.

His work experience includes Team Assessments / Conflict Reduction Manager, Operations and Community Training Chief, Media Spokesperson, Hostage Negotiations Team Leader. He assisted the public/private learning communities in re-engineering human development and community training from ineffective lecture-based to a sustainable and inclusive problem-solving approach. Marcus led a large teaching cadre in training 2000+ Peace Officers, Managers and Executives.

Marcus was also the recipient of the Arts & Entertainment (A&E Channel) Educational Excellence Award. His publications include; Risk: Profiles, Predictions, and Prevention (Prentice-Pearson, 2005), and Compelling Change; The Missing Element is You! (Oct. 2010, Amazon).

Breakout Session #1D 9:15 AM - 10:15 AM
Training & Technology Track
Making Your EH&S Training Come To Life! (And Change Behaviors)
David A. Casavant, CFM, LEED, AP

Do you provide training on difficult EH&S compliance subjects to your employees, contractors or clients?

In a recent survey of those who provide technical training, we found that the #1 problem was "How to make the training interesting". In fact, four of the top five issues for trainers involved not technical issues, but how to be a better, more polished speaker (and without getting so nervous).

Well this sixty-minute presentation was designed for you! Whether a new trainer or a seasoned veteran, you'll find this training presentation helpful.

We share cutting edge ideas that will help you easily explain difficult ideas and help you get your message across to your audience.

Here's a sampling of what we'll cover:

- How to use Participatory Based Training (PTE) to make an impact
- Simply technology that is fun for the audience and makes your job easier.
- Bring Your PowerPoint's to Life (But don't rely on them)
- How to have fun (you and the audience) when training those difficult subjects

So, if you want to be more comfortable as a trainer, really reach your audience and change their behaviors, this class is for you!

Learning Objectives

1. How to use "think, pair, share" to encourage participation
2. Creative ways to use technology to drive home your message
3. Why your current PowerPoints discourage learning and how to improve them



David Casavant is the Executive Director at the Sustainable Workplace Alliance, a non-profit adult training organization. He is a member of the Central Florida ASSE Chapter in Orlando.

The Sustainable Workplace Alliance supports the health & safety community by conducting no-cost outreach training sponsored by Federal grants from OSHA and DOT.

In the last 15 years David has personally trained over 10,000 EH&S professionals in such difficult topics as OSHA & DOT regulatory compliance. David is an Authorized OSHA Trainer in both Construction and General Industry

programs. He is a regular presenter and keynote speaker at dozens of industry conferences and trade shows, including dozens of ASSE Chapters and PDC's across the U.S.

You'll read his articles in your favorite trade magazines and he was awarded the Distinguished Author designation for his book Emergency Preparedness – A Guide to Safety Planning & Business Continuity.

David's latest book, *Surviving the OSHA Audit - Common Sense Solutions to Your Most Feared OSHA Compliance Issues* will be released in May 2017 and is helping organizations achieve compliance while better protecting the organizations most valuable asset - its employees.

Breakout Session #2A 10:45 AM - 11:45 AM
Regulatory / Legal Track
Workplace Safety And Injury Prevention Reduction
Michael Graham

The session will cover required workplace safety regulations, employer and employee responsibilities, penalties, and sanctions. We will also address applicable case law updates, and provide opportunity to share best practices for compliance and injury prevention.

Learning Objectives:

1. Safe workplace requirements - employer responsibilities
2. Employee responsibilities
3. Accident Prevention; Investigation



Michael Graham is a partner at Eims Graham whose practice is focused on representing employers in workers' compensation and employment law-related matters. An experienced and assertive litigator, Michael provides strategic, effective counsel with the goal of obtaining the best possible results for his clients in all cases.

Michael has extensive experience advising clients on complex liability and employment issues and regulations from claims management through trial and appellate litigation. A frequent speaker, Michael has presented on employment law-related legal issues and legislation at industry events, conferences, and employer-sponsored workshops.

Michael is a member of the Washington and Oregon State Bar Associations. He is also a member of the Washington Self-Insurers Association, where he served as Co-Chair of the Legal Subcommittee. Michael has also served on the Board of Washington Lawyers for the Arts, where he was President for two years, and provides pro bono legal services to artists and arts organizations. He has also been an adjunct lecturer at Seattle Central Community College's film and media law program.

Breakout Session #2B 10:45 AM - 11:45 AM
Leadership & Culture Track
Keeping It Positive: Creating A Positive Safety Culture
Ashlee Conner

Through this presentation the audience will be able to identify what is a positive or negative safety culture, how to cultivate a positive safety culture, and how to foster its growth throughout the organization. Ms. Conner will guide the group through team building activities and link real world examples of safety cultures and how to positively emulate them.

Learning Objectives:

1. What is a positive safety culture
2. How to develop a positive safety culture
3. Sustaining a positive safety culture



Ms. Conner is a CWU Alumni and brings to BSI EHS Services and Solutions a focus on construction safety as an Associate Consultant. She is a Certified Safety Professional (CSP) and Construction Health and Safety Technician (CHST) with over 7 years of construction safety experience. She specializes in general industry manufacturing, general contractor support, and heavy civil and mechanical construction. Her manufacturing and general industry facilities experience includes enforcing OSHA 1926 and 1910 regulations, delivering site-specific trainings, and performing various health and safety assessments. Ms. Conner's specialized training in construction consists of EM385, OSHA 30, OSHA 10, OSHA 500, OSHA 510, and OSHA 40-Hour HAZWOPER trainings.

Breakout Session #2C 10:45 AM - 11:45 AM
Health & Risk Management Track
Workplace Photography: A Safety Professional's Challenge
Richard Zimmerman

We live in a world with a variety of ways to capture the moment. Images can be a powerful aid to Safety Professionals.

The four-part presentation will include discussion on:

- Storytelling with workplace photos
- Internal use (training, documentation: inspections & investigations, and challenges [Image sources, Safety while taking photos])
- External use (Approvals/Releases for use, litigation, etc.)
- Technique (Impact of equipment capability and familiarity of the user with the equipment)

Learning Objectives:

1. Photographs for storytelling - Reaching across all generations
2. Internal and external use challenges - Ownerships, Compliance, Litigation, etc.
3. Techniques to know - Cell phone, Tablet, Camera, Drones, 360, etc.



Rick Zimmerman joined ASSE as a Student member 42 years ago. His safety career began at a meat slaughter and processing facility where a good week had only one ambulance run to the hospital. The majority of his career was at the Hanford Site where he supported a variety of contractors that went years without a Days Away From Work injury. Along the way, he completed his Doctoral degree from Washington State University, obtained the

Certified Safety Professional designation, and has been his ASSE Chapter's Safety Professional of the Year three times. Rick's love for photography began in High School and continues to this day. He retired from Hanford in 2016 and formed Great Home Images, a Real Estate Photography business. Rick joined Columbia Basin College last month as their Career & Technical Education Programs Director. He is responsible for the Nuclear Technology and newly formed Industrial Health and Safety Technology degree programs.

Breakout Session #2D 10:45 AM - 11:45 AM
Training & Technology Track
Technology: Using Apps to Engage Employees
- Free Download
John W. Shervey

Employee engagement is the key to improving safety, increasing production and reducing turnover. WA HSEQ is a free app developed by Mellora and funded by the L&I SHIP program. Participants will receive instruction on downloading and go through tutorials to bring this technology to your workplace enabling employees to record and distribute observations, near-miss and accidents in minutes, document training and perform audits.

Learning Objectives:

1. What discourages safety engagement; especially with younger employees?
2. How you can document compliance/ participation in less time.
3. Methods of increasing productivity to reduce accidents.



John Shervey began working in workers compensation and safety in WA as well as throughout US in 1979. He's a member of the Washington Self-Insurers Board of Directors since 2009. WA HSEQ is a free app funded through an L&I SHIP grant. Employers can download and operate the app from smart devices throughout WA and the US. WA HSEQ allows individuals to record observations, near-miss and accidents on the spot and forward PDF reports including pictorial representation of the issues. Employer self-branded and custom versions are available. Programs are able to store data in a secure database/Management Information System for analysis and documentation.

Breakout Session #3A 1:45 PM - 2:45 PM
Regulatory / Legal Track
DOSH - START Program For Small Business
Teri Neely

Safety Through Achieving Recognition Together (START)

If you believe that safety and health are essential to a successful business, then START may be the program for you. START can give you the boost and the recognition benefits for safety and health excellence.

The START program is open to employers operating non-construction work sites in Washington State and is administered by the Department of Labor & Industries.

Employers with fewer than 50 workers at a specific work site and not more than 250 at all work sites within Washington State are the primary focus for this program.

Benefits include working with L&I Safety, Health and Risk Management Consultants to identify and implement best practices to protect your workers, create a better working environment free of safety and health hazards, attract skilled workers looking to join a business that is at the forefront of its industry in providing a safe and healthy workplace, lower your worker compensation premiums, improve your worker retention and reduce costly turnover, and reduce worker days away from work to keep operations and production running smoothly.

Learning Objectives:

1. Learn how START can give you the boost and the recognition benefits for safety and health excellence.
2. Create a better working environment free of safety and health hazards.
3. Improve communication among workers and management.



Teri Neely

Teri has been with the Department of Labor & Industries for 28 years. She currently serves as the Consultation Operations Manager. In addition to managing the Safety Through Achieving Recognition Together (START) program, she is responsible for communication to Federal OSHA on the day-to-day operations of the Consultation program and is the primary source for providing Consultation policy guidance for the statewide program to those who carry out the mission of promoting safe workplaces in Washington State.

Breakout Session #3B 1:45 PM - 2:45 PM
Leadership & Culture Track
Leadership, Emotional Intelligence And Safety Culture
Cheri Zehner, MPH

The OSH profession has been historically built on a compliance, retrospective analysis, and management of safety performance. We now have the knowledge from evidence-based studies demonstrating that safety is really the presence of resilience, which is about positive capacities, capabilities and competencies that make operations go right. In this model, humans are not regarded as a source of weakness or unreliability, but a source of flexibility and knowledge. In order to be resilient, an organization needs to understand the messy details of how workers get the job done, despite conflicting goals, design flaws, and communication difficulties.

In this presentation we will examine how leaders have the power to impact the emotional states of people around them and how the leadership styles, as defined by Daniel Goleman, PhD, author of *Primal Leadership: Learning to Lead with Emotional Intelligence*, can create resonance in a group. Resonant leaders use their emotional intelligence to direct human emotions and behaviors to help a group meet its goals.

This presentation offers insight into creating an environment of social resonance where resilience can be implemented. These strategies are based on the basic constant of human biology and how to generate trust and cooperation (resonance) which is necessary for an organization to gain the institutional knowledge to be resilient.

Learning Objectives:

1. Become familiar with how our interactions affect us physiologically, creating either happy or fear hormones.
2. Be cognizant of the fact that we must first generate relationships of “social safety”, or resonance, before we can create physical safety and resilience in the workplace.
3. Identify and characterize the six leadership styles as described by Daniel Goleman, PhD that create resonance within a group



Cheri Zehner, MPH

Cheri Zehner has over 30 years of experience in public health and occupational safety and health services. She is the senior loss control consultant for Intuitive Safety Solutions. She has worked as a consultant for 18 years providing occupational health, industrial hygiene, and indoor air quality management services to a wide variety of clients. She was recently the safety consultant for over 2,000 members of the agents on indoor air quality. Additionally, she has presented to the North American Hazardous Materials Management Association, Washington Association of Code

Enforcement, EPA Region 10 Sustainable Communities Conference, The Sustainability Foundation, Edmonds Community College Energy Management Program and Master Builders Association. She has a Master's Degree in Public Health and Bachelor's Degree in Environmental Health, both from the University of Washington. She holds a 30-Hour OSHA Hazard Recognition for General Industry certificate and an OSHA 511 certificate for general industry. Association of Washington businesses and has a broad experience with many types of industries. She was the occupational safety and health manager for an environmental consulting firm in Washington and authored their accident prevention program. As an environmental consultant she performed several human health risk assessments for state and federal Superfund sites. Ms. Zehner has extensive experience as a trainer and public speaker, recently providing hundreds of online safety training classes for the Association of Washington Businesses. She authored a four-hour, state-certified, continuing education course for real estate.

Breakout Session #3C 1:45 PM - 2:45 PM
Health & Risk Management Track
Cracking The Code On Workplace Sprains And Strains
Kevin Rindal

Sprains and strains account for 36% of all injuries in today's workforce. Learn simple steps that you can implement to reduce back, shoulder, neck and other sprain/strain injuries amongst your workforce. Increase the longevity, safety and quality of life for your team.

Did you know that the average sprain costs a company \$70,000 in medical treatment and productivity losses? Attend this lecture to discover how you can apply an innovative approach to MSD reduction within your workforce and have a positive impact on engagement and productivity.

With the increasing incidence of musculoskeletal disorders (MSD) and rising cost of health care, now, more than ever, there is a pressing need for a new model to address workplace injuries. Unlike the traditional "stretch and flex" programs which are based on outdated principles, the Vimocity approach is derived from innovative best practices utilized by elite athletes. Although often thought of as two separate entities, elite athletes and "Workforce Athletes" perform strikingly similar movements and experience comparable levels of strain on their bodies. Both groups deserve access to injury prevention best practices.

Approaching MSD reduction from an athletic perspective means using data-driven practices to create a culture that embraces "self-care" and quality of movement by improving mobility, strength, and empowering employees to expand their boundaries of what is possible. Being stiff and sore at retirement does not have to be the end story for the "Workforce Athlete."

Learning Objectives:

1. How to reduce workplace injuries and improve employee performance using preventative best-practices derived from elite athletes
2. How mobility affects injury risk and how to create a data-driven approach to addressing areas of limited mobility among a workforce
3. Engagement: How an innovative community approach fosters buy-in among employees and creates a sustainable culture of safety



Dr. Kevin Rindal
President/CEO, Vimocity

Breakout Session #3D 1:45 PM - 2:45 PM
Training & Technology Track
ANSI/ASSE Z490.2 And Online Safety Training Tips
Morgan Bliss & Jeff Dalto

Environmental health and safety (EHS) training is a key part of the EHS efforts at any organization. In the modern, digital, online age, online EHS training is an increasingly important aspect of EHS training as a whole. Yet many people are unfamiliar with online EHS training and how to design, develop, and/or use it effectively within the larger EHS training effort. This basic level presentation will provide a status update on ANSI/ASSE Z490.2, the upcoming standard on “virtual” or online environmental health and safety training. The presentation will explain the overall structure of sections of the new standard; will explain how the upcoming Z490.2 standard is related to the existing Z490.1 standard on environmental health and safety training; will give some tips for implementing the Z490.2 standard in workplaces; and will provide guidance on developing or revising online safety training.

Learning Objectives:

1. Explain what ANSI/ASSE standard Z490.2 is and how it is related to Z490.1
2. Explore a training needs analysis and learner analysis for online safety training
3. Identify ideas and challenges with implementing Z490.2 in your organization



Jeff Dalto

Jeff Dalto is a learning experience designer at Convergence Training. He's on the committee writing the upcoming ANSI/ASSE Z490.2 national standard on online EHS training, he has written many “Training Tips” articles in the ASSE's Professional Safety Magazine, he's presented on issues related to safety training at the ASSE Puget Sound PDC, MSHA TRAM, Oregon GOSH, Washington Governor's Safety and Health Conference, and elsewhere, and he writes the Convergence Training blog. You can reach him at jdalto@convergencetraining.com



Morgan Bliss

Morgan M. Bliss, CIH, CSP, is an Assistant Professor in the Safety and Health Management Program at Central Washington University. She has more than 10 years' experience as an industrial hygiene, occupational safety, environmental management, and emergency management consultant. She is pursuing an Ed.D. in Health Professions from A.T. Still University, and has completed a M.S. in Technology – Environmental Management from Arizona State University. Bliss serves as the Assistant Administrator of the Training & Communications Practice Specialty and Executive Secretary of the Industrial Hygiene Practice Specialty of ASSE. She can be reached at Morgan.Bliss@cwu.edu.

Breakout Session #4A 3:00 PM - 4:00 PM
Regulatory / Legal Track
Before And After A WISHA/DOSH Safety Inspection:
BPs For Employers
Karen Galipeau Forner

Learning Objectives:

1. The best practice for any employer is to have a plan and protocol in place for a DOSH Safety inspection.
2. What should this plan include and how should your company respond if a citation is issued?
3. Learn how the appeals process works at Re-assumptions Hearings and Board of Industrial Insurance Appeals hearings, and learn about employer defenses to a WISHA citation.



Karen Galipeau Forner is the founder and managing member of K-Solutions Law in Bellevue, Washington. Karen represents employers in the areas of workplace safety, workers' compensation, administrative appeals and employment law. She is a frequent presenter at continuing legal education seminars and to employer groups. Karen has over 25 years of experience defending and resolving a wide range of workers' compensation, WISHA and employment law matters. Prior to starting K-Solutions Law, Karen worked as senior attorney at a law firm in Seattle and for the Washington State Attorney General's Office where she litigated complex WISHA, Industrial Insurance, and discrimination cases.

Breakout Session #4B 3:00 PM - 4:00 PM

Leadership & Culture Track

Safety (mis)Communications: How To Avoid The "Safety Soundbyte" Trap And Create A Positive, Sustainable Safety Culture

Jim Tarpinian

Learning Objectives:

1. Learn traditional approaches to safety communications and how it works against our efforts to create a healthy safety culture
2. How to avoid misunderstanding as illustrated through commonly used motivational safety messages
3. How to avoid pitfalls of safety soundbites, significantly increases your ability to create positive sustainable change in safety cultures by learning how to send the right messages and avoid sending ineffective ones.



James E. (Jim) Tarpinian, M.S., CHP

Mr. Tarpinian has over 37 years of Environment, Safety, Health and Quality (ESH&Q) leadership and management experience principally for world class U.S. government contractors. He is specialized in ESH&Q program development, management and assessment; contractor assurance; quality audit and assessment; research laboratory operations; environmental remediation and waste management.

Mr. Tarpinian's previous positions include Director of ESH&Q for SLAC National Accelerator Laboratory, Director of ESH&Q for Brookhaven National Laboratory and Vice President ESH&Q for Battelle Memorial Institute. Prior to entering the national laboratory system, Mr. Tarpinian had a 23-year career with Bechtel National, Inc. specializing in ESH&Q management for the decontamination and decommissioning of nuclear facilities including the Hanford Environmental Restoration Contract and the recovery and decontamination of the post-accident Three Mile Island Unit-2.

Mr. Tarpinian's work experience spans many diverse environments including heavy manufacturing, building construction, operating nuclear power plants, research reactors, decontamination and decommissioning of nuclear facilities, high energy particle accelerators, government sponsored research laboratories, and deep underground laboratory operations.

Mr. Tarpinian is a Professional Member of American Society of Safety Engineers and a Plenary Member of the Health Physics Society. He is certified by the American Board of Health Physics and a Fellow of the Health Physics Society. Mr. Tarpinian is also a co-author of the DOE-EFCOG Safety Culture Task Force Report.