Tim Page-Bottorff wants you to know that safety doesn’t have to be boring. The best way to increase employee engagement is through humor. Stories are the best way to get started. He suggests injecting funny stories, videos and images into safety conversations, training and meetings to increase employee engagement and retention.

Tim will prepare attendees to find the fun in safety by avoiding all the negativity behind it. Safety is a topic most employees are not fond of. Simple because safety is usually enforced or “forced.” Tim will discuss how complacency causes employees to force decisions in addition to organizations also forcing decisions which employees are the target of. Humor can bring not just employees and management together, but bring people together.

Incorporating the most important things in our messages often serves as building a bridge between people. Tim will show what’s important to him and give a glimpse at how we can achieve a better work-life balance. There will be messages of laughter, despair and ultimately an everlasting message of safety doesn’t have to be boring. Sweeping the emotion in safety brings hearts and minds together.

Learning Objectives:

1. Evaluate retention rates in students
2. Summarize other than lecture activities
3. Identify engagement strategies

Tim Page-Bottorff, CSP, CIT
Senior Consultant/Lecturer
SafeStart and CWU

- 2018 ASSP Safety Professional of the Year
- Top 10 Speaker and Keynote for the National Safety Council
- 2018 NSC Distinguished Service to Safety Award
- Lecturer; Central Washington University
- Adjunct Instructor; University California San Diego
- Board of Certified Safety Professionals Ambassador
- ASSP Vice President, Region II
- SafeStart Senior Consultant 15 Years
- Author: The Core of Four: Tools for Human Performance
For years, safety leaders have been challenged with hitting the goal of zero injuries. Millions of dollars have been spent by leading firms in search of Zero, the "Holy Grail" of safety. Many of these efforts have proved beneficial, and yet many others must be questioned. Some of the finest safety cultures meet the goal of Zero Injuries, only to find that a tragic event shatters Zero, leaving it a hollow memory of what was, but no longer is. Why does this happen?

Is Zero Injuries really the right goal or is there a better one that will drive continuous safety improvement? Learn what lies Beyond Zero, and how this is the goal your culture must strive for to not only survive, but thrive in today's competitive landscape.

Learning Objectives:

1. Learn about the OSHA position on employee incentive programs
2. Learn how to comply with OSHA rules and still have an effective reward program
3. Learn the difference between lagging and leading indicator systems
4. Learn what builds up and what tears down a workplace safety culture

Bill Sims, Jr.
President
The Bill Sims Company

Bill Sims Jr. is the President of The Bill Sims Company. Since 1959 The Bill Sims Company has been helping companies improve performance and increase bottom line profits. The Bill Sims Company designs and administers awareness and reward systems using leading indicators in safety, quality and production. Proven methods equip front line supervisors with the tools they need to achieve lasting behavior change.

Bill Sims, Jr. is a world renowned Keynote speaker and also conducts Leadership Workshops globally.

Bill's first book, entitled Green Beans & Ice Cream—The Remarkable Power of Positive Reinforcement, has garnered rave reviews. He has built more than 1,000 recognition programs for satisfied clients including Coca Cola, Disney, Marathon Oil, and other major service, manufacturing, construction and shipping companies. Bill speaks worldwide to safety professionals at NSC-National Safety Council, ASSP-American Association of Safety Professionals, ASSP Mid East Chapter, VPPPA, Georgia SHE Conference, AGC-Associated General Contractors of America, Alaska Governor's Safety Conference, AGA-American Gas Association, RILA-Retail Industry Leaders Association, and many others. See Bill speak at his primary website: [https://greenbeanleadership.com/](https://greenbeanleadership.com/)
Every day in construction, the work force faces hazards inherent to construction. An effective Pre-Task Planning process will not only help identify and mitigate hazards during the work, but will also utilize planning and forethought that helps work go right the first time, making it not only safer, but also more efficient.

Through real life examples Ms. Conner will guide the participants through a hands-on exercise explaining key components of a Pre-Task Plan.

Learning Objectives:

1. Basic Components of a Pre Task Plan
2. Understanding the challenges of Pre Task Planning execution
3. Basics on How to write and audit a Pre Task Plan

Ashlee R. Conner, CSP, CHST
Consultant
BSI EHS Services and Solutions

Ms. Conner is a Certified Safety Professional (CSP) and Construction Health and Safety Technician (CHST) with almost ten years of construction and general industry safety experience. She specializes in general industry manufacturing and construction industry continuous improvement in EHS. At the heart of Ms. Conner’s efforts are building relationships with workers and helping them and their supervisors learn to plan work that identifies and mitigates hazards ahead of time – Pre Task Planning.
1B - 9:15 AM - 10:15 AM
Regulations / Legal Track
Slope It, Shore It, Shield It - OSHA's Approach To Trench Safety
Ed DeLach & Blake Skogland

This session will cover OSHA’s revised approach to trench safety.

Learning Objectives:

1. Better understanding of OSHA’s National Emphasis program
2. What to expect when a compliance officer shows up on site
3. Better understanding of trench hazards

Edward J DeLach
Safety and Occupational Health Manager
OSHA Region 10

Home Town: Aurora IL

Military Life:
1976 – Joined Coast Guard tours of duty included:
USCG Polar Star,
Ice Breaker Support Facility Seattle, WA
Port Security Station Seattle
Field Construction Force (FCF) Sand Island HI
CGC Woodrush (2 tours) Sitka, AK
Aids to Navigation Team So. Portland, ME
Base Ketchikan, AK (2 tours)
Coast Guard Safety Office (KSE) Alameda, CA
Naval Engineering Support Unit (NESU) Seattle, WA
NOV 2007 - Retired as a Senior Chief Damage Controlman.
Outcome: All the previous stations 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.

Post Military Life:
2008 – Hired by the Dept. of Labor Occupational Safety and Health Administration (OSHA). Began work in the Directorate of Construction in Washington, DC as a Technical Writer and OSHA Law Specialist. Was principally responsible for and served as an expert regulatory analyst to provide analytical support for the development, writing, and review of drafts of new and revised construction safety standards and regulations and related documents, compliance directives, interpretation letters, and policy option papers.
2014 – Hired as a 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 significate cases. I answer question for the general public, and industry representatives, about how to interpret OSHA 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.

Blake Skogland
Safety and Health Manager
OSHA

Work Experience
2007 – Hired by the U.S. Department of Labor, Occupational Safety and Health Administration. Began work in the Directorate of Construction in Washington, DC as a Technical Writer and OSHA Law Specialist. Was principally responsible for and served as an expert regulatory analyst to provide analytical support for the development, writing, and review of drafts of new and revised construction safety standards and regulations and related documents, compliance directives, interpretation letters, and policy option papers.
2019 – Transferred to the Seattle Regional Office as a Safety and Health Manager. Assigned to the Cooperative and State Program Office. Responsible for managing the OSHA Alliance, Partnership, compliance assistance/outreach programs in Regions 9 and 10.
1C - 9:15 AM - 10:15 AM  
Management / Leadership Track  
Four Life Lessons From A Traveling Zombie  
Tim Page-Bottorff, CSP, CIT  

Zombies are usually portrayed as mindless robotic beings that walk around aimlessly. When you take a look around, it may feel like you are surrounded by them. Preoccupation, distraction, fatigue and specifically, the phone have resulted in people walking or driving around without focus or attention. Tim will discuss the lessons he has learned on more than 60 trips he makes each year. He will also provide four tools to increase human performance, preventing people from going into zombie mode.

Learning Objectives:

1. Navigation of the most common roadblocks
2. 4 tools to increase human performance.
3. Understand the psychological aspects of human factors decision making.

Tim Page-Bottorff, CSP, CIT  
Senior Consultant/Lecturer  
SafeStart and CWU  

- 2018 ASSP Safety Professional of the Year  
- Top 10 Speaker and Keynote for the National Safety Council  
- 2018 NSC Distinguished Service to Safety Award  
- Lecturer; Central Washington University  
- Adjunct Instructor; University California San Diego  
- Board of Certified Safety Professionals Ambassador  
- ASSP Vice President, Region II  
- SafeStart Senior Consultant 15 Years  
- Author: The Core of Four: Tools for Human Performance
There are approximately 5,000 workplace deaths each year in the United States alone. We have made great strides in reducing this toll since the enactment of the Federal Occupational Safety and Health Act in the early 1970’s, but have yet to reduce this to zero deaths. The National Safety Council (NSC) has developed an initiative, Work-to-Zero, to eliminate these fatalities through the use of technology. NSC found high frequency combinations of hazardous workplace situational risks and associated risks for the focus of the work. Each of these risks were investigated for their potential to be controlled using a variety of technological solutions. A white paper and report detailing the process and results have been developed. Future work will focus on researching the effectiveness of potential solutions, educating employers and employees to increase their interest and use of safety technology, and developing partnerships to spread the word.

Learning Objectives:

1. Participants will be able to identify high risk situations.
2. Participants will be able to categorize their own hazards with appropriate control technologies.
3. Participants will be able to summarize how different technologies can be applied.

Martin Cohen, ScD, CIH, CSP
Principal Lecturer
University of Washington

Marty Cohen is a certified industrial hygienist and certified safety professional and has more than 25 years of experience in the varied fields of occupational and environmental health and safety sciences. He earned his Doctorate of Science in exposure assessment from the Harvard School of Public Health. Marty worked with the State of Washington’s Department of Labor and Industries, Safety and Health Assessment and Research for Prevention (SHARP) Program for a number of years where he conducted applied occupational health and safety research and surveillance, and ran the State’s NIOSH-funded Fatality Assessment and Control Evaluation (FACE) Program. In 2008, Marty joined the Field Research and Consultation Group at the University of Washington, where he conducted occupational health and safety research and service projects. He is currently a Principal Lecturer in the UW’s Department of Environmental and Occupational Health Sciences, is the Director of the Field Group, and the Department’s Assistant Chair for Stakeholder Engagement.
This presentation will discuss how to get the most out of being a safety professional. As the name implies it involves, work, research, ethical behaviors and professional responses. The flip side is to simply be a safety placeholder that perpetuates the spread of incorrect information which can lead to dangerous behaviors, poor decisions and increase costs not to mention damage our overall industry by hurting credibility of other safety professionals. A discussion of overall challenges within the HSE industry such as “word of mouth” safety and the rumor mill associated with bad information will occur. This discussion will cover “on the job safety training” and the challenges involved. Additionally, a discussion involving regulatory interpretation will be held. Where can a safety professional go for assistance with regulatory interpretation? How can you best convey information that is accurate to others? What do professional standards/codes of conduct say regarding a safety professional’s need to share information that is technically accurate? Lastly the presentation will conclude with what safety professionals must do to perpetuate a technically accurate & professional culture with maximum impact such as “inspiring a vision”.

Learning Objectives:

1. Contrast the difference between a Safety Professional vs. a Safety Placeholder.
2. Identify behaviors and attitudes for a Safety Professional and Safety Placeholder.
3. Know where to go for assistance on regulatory interpretations.
4. Examine the need to communicate technically accurate information and how that relates to professional codes of conduct.
5. Gain strategies for Safety Professionals to use moving forward such as challenging the process, modeling the way and inspiring a vision.

Brian N. Polis, CSP, CIT, CHST, CRIS
Regional HSE Manager, USA, Buildings Division
Graham Group

With over 20 years of management experience in occupational safety and risk management fields in varying market segments, Brian has worked across numerous states within the US as well as Canada. He has successful experience at implementing and directing regional safety programs in at-risk construction business environments directly overseeing annual revenues reaching $500 million. Brian has proven success in fast paced, dynamic environments spanning various geographic locations and diverse populations where safe operations are critical. Strengths include a solid understanding of the construction process and how to successfully integrate safety and risk management seamlessly within it. Brian holds certifications from the Board of Certified Safety Professionals as a Certified Safety Professional; Certified Instructional Trainer; and Construction Health & Safety Technician. In addition, Brian is a Construction Risk and Insurance Specialist as designated by the International Risk Management Institute. Brian is a long-standing member of the AGC, ASSP and BCSP. Brian is proud to say he has been selected multiple times to assist the BCSP help evaluate and create/update exam questions and overall blueprints for the CSP, CHST, and CIT exams.
This presentation will discuss the reasons why DOSH decided to move forward with developing a unified fall protection rule, the work that went into both developing the rule and working with stakeholders to clarify language and provide attendees with information on the actual rule and how to implement at their worksite.

Learning Objectives:

1. Identify the reasons why a unified set of fall protection requirements was developed
2. Correctly identify and implement the unified fall protection requirements that apply to your worksite
3. Describe any new fall protection requirements that apply to your industry or worksite

Alan Lundeen
Senior Manager
Department of Labor and Industries

Alan Lundeen has over 30 years of experience in the occupational safety and health field. Before coming to the Department of Labor and Industries he was a Marine officer, pilot and senior investigator on three aviation mishap investigations. He started with the Department of Labor and Industries in 1995 working as a safety inspector in the Kennewick service location conducting over 300 safety and health inspections in central and eastern Washington State. In his current position as the Senior Program Manager for the DOSH Standards, Technical and Laboratory Services Program, Alan sets the direction of Washington’s occupational safety and health rules by overseeing research, development, promulgation and updating of occupational safety and health rules that are enforced in Washington State. Alan received his BA in psychology from Eastern Washington University, completed the Aviation Safety Officers Course at the Naval Post Graduate School and has an MA in organizational development from Saybrook University.
Compliance with state and federal regulations is the absolute minimum and does not ensure the safety and health of workers. Safety and health, in today’s dynamic industry space, must no longer be defined as the absence of harm and death. But how do you turn safety into competitive advantage and what does the future hold for the profession entrusted with employee and customer well-being? This presentation highlights how professional development through accredited certification can change organizational culture and drive results through SH&E leadership.

Learning Objectives:

1. Identify the competitive advantage of safety
2. Examine the key advantages of safety to the organization
3. Apply continual improvement techniques to the safety and health professional’s journey

Joshua Franklin, MBA, CSP SMS, CIT, CPCU, ARM
Senior Director, Strategic Advancement
Board of Certified Safety Professionals

Joshua Franklin is a safety and professional development expert and serves as the Senior Director, Strategic Advancement at the Board of Certified Safety Professionals. Josh is a military veteran who culminated a 21-year career as the Air Force’s Safety career field manager, where he oversaw the training and development of 781 military safety professionals across the globe. Josh had the honor of deploying to Afghanistan, Kyrgyzstan, Qatar, Rwanda, and many other less-than-safe locations to further advance the safety and health of both military and civilian workers.

Josh currently resides in Indianapolis, Indiana with his wife Karen and their two children. Josh is here today to discuss why safety is a real competitive advantage, why compliance is a false goal, and the future of the profession.
2D - 10:45 AM - 11:45 AM
Training & Communication Track
Agile Problem-Solving In The Age Of Complexity
Brian Hughes

Our grandparents grew up with wood stoves during the time when the radio was a man-made form of magic. My childhood technical magic included video games, the Macintosh, and the internet. Our children and grandchildren now play with mini super-computers, each of which is thousands of times more powerful than 1960’s NASA computers.

The pace of change is not only frenetic, it is accelerating. Each year changes more than the year before. As time passes we will experience a greater number of novel problems of greater complexity.

Surviving the acceleration of change requires us to collaborate to solve problems quickly at every level of the organization. We need to do much more than simply react to problems. We need an effective, universal, and scalable (read “agile”) toolset to help us systematically solve problems together.

Learning Objectives:

1. Recognize how technology is driving an exponential increase in complexity that impacts every one of us.
2. Understand how complexity spawns an increasing number of problems that have never been seen before.
3. Learn how an “agile” problem-solving methodology can help stay in front of an increasing number of novel problems, no matter where you work.

Brian Hughes
Sr. Vice President, Co-Founder
Sologic, LLC

Brian has 20 years’ experience developing and implementing enterprise-wide RCA programs, Brian also leads significant root cause incident investigations, including explosions, loss of primary containment, consumer product contamination, failures of critical aircraft components/systems, supply chain process problems, and inventory optimization problems. Brian continues to research the application of causal analysis methods to problem solving. His articles have been published in multiple industry periodicals as well as online, including Quality Digest, Professional Safety, and Occupational Health and Safety. He also has presented at various industry conferences, including ASQ, ASSE, NSC, APICS, and multiple client events.

Brian earned a Bachelor of Arts in Business Administration (Finance) from Western Washington University.
3A - 1:45 PM - 2:45 PM
Construction Track
Plan Your Work And Work Your Plan:
A Case Study At Sound Transits East Link Extension
Craig McDonald, CHST & Joe Wittman, CHST, CSP

Travel on a journey of lessons learned, best practices, and shortcomings from one of the nation’s largest light rail extension projects. At the end of a multi-contractor project, you will discover incident investigation techniques, unique lessons learned and leading indicator safety programs from some of the largest general contractors on the west coast. How can such a diverse heavy civil contract deliver a project with safety remaining at the forefront for all entities? Results and lessons learned will be shared from the construction safety management team.

Learning Objectives:

1. We will examine unusual incidents in detail.
2. Share lessons learned from a multi-employer site.
3. Identify areas that required change in the system to achieve common goals.

Craig McDonald, CHST
East Link Safety Manager
HDR Engineering Inc.

Craig McDonald has over 25+ years of construction safety experience in heavy civil, tunnel and rail operations, Craig has been an integral role of the numerous projects he has overseen. He believes that safety and management must work together to truly make a project successful.

Joe Wittman, CHST, CSP
Joe Wittman is a Certified Safety Professional from Central Washington University combining 7 years of industry experience with an educational background in safety. Joe has an emphasis in heavy civil construction with project experiences in light rail and accelerated bridge construction.
Today’s workplace is a melting pot of people, cultures, religions and abilities. It is important to know what forms harassment and discrimination can take. What’s the definition of harassment? What laws protect employees from discrimination in the workplace? When and how should accommodation discussions occur? Learn the policies and procedures you should implement in order to keep a harassment or discrimination claim at bay.

Learning Objectives:

1. Identify and evaluate harassment. Categorize harassment as verbal, visual and physical.
2. Examine specific liabilities. Evaluate who is liable, employer responsibility, and guidelines for managers.
3. Identify discrimination and laws that protect employees.
4. Apply accommodations for disabilities. Identify workplace protection, rights and violation of rights.
5. Arrange workplace policies and procedures employers should have in place.

Karen Galipeau Forner
Founder and Partner
Employer Solutions Law

Karen Galipeau Forner is the founder of and partner at Employer Solutions Law (formerly K-Solutions Law) in Bellevue, Washington. Karen advises and represents employers statewide on Labor and Industries matters including workers' compensation, workplace safety (WISHA/DOSH/OSHA,) wage and hour, prevailing wage, etc. and employment law issues. She is a frequent presenter and trainer at continuing legal education seminars, local and national conferences, industry groups and to employers directly.
3C - 1:45 PM - 2:45 PM
Management / Leadership Track
Embracing Total Worker Health - Home Healthy, Home Safe
Lisa Hill, MS, CIH, CSP, Health Coach & Monica Moreno

In this presentation we will discuss fundamental concepts of Total Worker Health. We will explain the safety basis and economics for incorporating wellness under the occupational safety and health umbrella. We will discuss Apollo’s first year initiatives to shift our safety culture to a health and safety culture that helps workers make healthier lifestyle choices at home and at work.

Learning Objectives:

1. Define Total Worker Health and how it is connected to a larger healthcare transformation
2. Examine reasons why Total Worker Health initiatives are necessary for construction
3. Summarize Apollo Mechanicals first year Home Healthy Home Safe initiatives and long term vision

Lisa Hill, MS, CIH, CSP, Health Coach
Industrial Health Manager
Apollo Mechanical

Lisa Hill is a Health and Safety professional with experience working for OSHA, private industry and the Department of Energy. Her life-long journey of personal wellness led her to spend the last year working towards a Functional Medicine Health Coach Certificate. Currently, she is passionate about being a part of the Apollo team putting the “Health” back in “Safety and Health”. She believes that Total Worker Health is an exciting movement that can have profound positive impacts not only on our workers, but their families and our communities too.

Monica P. Moreno
Human Resources Manager
Apollo Mechanical Contractors

Monica Moreno is the Human Resource Manager with Apollo Mechanical Contractors. She started working at Apollo in 2014 as a Summer Intern in the HR department. Following her graduation from Gonzaga University in 2015 Monica joined Apollo, working in the HR and Safety departments. Most recently, Monica’s focus has been in the HR Department where she is able to work alongside the Health and Safety team to improve workplace health. As the construction industry one of the most at-risk industries with the highest number of suicides, Monica very much wants to work toward improving mental health in and out of the workplace.
Ever wonder if there is another way to design your safety training? In this presentation, we’ll be learning about backward design (also called Understanding by Design®) and how it can be applied to safety training topics. We will demonstrate the use of the backward design process for a safety training topic and also discuss how to select and design active learning and evaluation techniques that are suitable for in-person training.

Learning Objectives:

1. Apply backward design principles to safety training topics.
2. Demonstrate the backward design process for a safety training topic.
3. Select active learning and evaluation techniques that are suitable for in-person safety training.

Morgan M. Bliss, CIH, CSP
Assistant Professor
Central Washington University

Morgan M. Bliss, CIH, CSP is an Assistant Professor in the Safety and Health Management Program at Central Washington University. She has more than 12 years of 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 currently serves as the Administrator of the Training & Communications Practice Specialty and Professional Development Chair of the Industrial Hygiene Practice Specialty of ASSP. She can be reached at Morgan.Bliss@cwu.edu.

Jeff Dalto
Senior Learning & Customer Advocacy Manager
Convergence Training | Vector Solutions

Jeff Dalto is an instructional designer and workplace performance improvement professional with 20 years of experience in L&D and 15 in safety and/or safety training. He’s a frequent presenter at safety conferences on issues related to safety and safety training, including ASSP district PDCs, the national ASSP safety conference, state conferences in WA and OR, and elsewhere. He’s a member of the ASSP Z490 committee, helped to create the new ASSP Z490.2 standard on online EHS training. He often writes for the ASSP’s Professional Safety Journal and writes the Convergence Training blog. Email Jeff at jeff.dalto@vectorsolutions or connect with him on LinkedIn.
Safety Committee Success stories and how to maintain accountability and passion. Are your Committees passionate about being committee members? Do they make a difference in the Safety of your Organization? Steps on how to keep members engaged and future members interested in participating.

Are you Married? Have Children? A Significant Other? Taking care of a Parent or Parents? Pets? Maintaining a leadership position at work? A member of a work crew or team? If so, then your health is no longer about you alone. “I Need You, We Need You for many reasons. How to become or remain an example of Health & Wellness and why it is so important to so many starting with you.

Learning Objectives:

1. Identify areas of need within the Safety Committees and Produce Ideas
2. Examine behavior within the Organizations centered around Health & Wellness and it’s relation to attendance, work focus, and the retention of valuable resources at work and home.
3. Produce Safety Committee Ideas that can be measured and Summarized annually.

Allen Taylor
Senior Safety & Health Specialist
City Of Seattle / Seattle Public Utilities

Employed by SPU Safety Office in 2005, Completed the Safety Specialist Certification in 2004, the Safety Technician Certification 2006, recipient of 4 World Class Awards-1 individual, 3 as a member of teams, Facilitator of 10 Health & Wellness Fairs, PM for the Safety Committee Policy and Procedure revision.
4B - 3:00 PM - 4:00 PM
Regulations / Legal Track
Energy Control (Lockout) For Complex Systems
Troy Woodard

This presentation will discuss how to identify and evaluate complex systems that may present hazards from multiple energy sources. We will look at several examples from industry, and discuss options for control and verification. Written procedures will be examined to determine required content and information. Additional information will be presented on audits and training.

Learning Objectives:

1. Review Lockout regulations and requirements
2. Identify complex systems and potential energy sources
3. Examine complex procedures for describing Lockout steps

Troy Woodard
Safety Consultant
Dept of Labor & Industries

Troy has spent the last 8 years working for the Department of Labor & Industries as a compliance officer and safety consultant. He has conducted hundreds of on-site inspections and consultations, providing employers with information about job place hazards and recommendations for improvement. Troy previously spent 20 years in the Pulp and Paper industry, working in all capacities including equipment operator, journeyman electrician, and safety specialist.