



St. Louis Chapter Newsletter September 2018



Next Meeting

Monday, September 10th

How a Solid Safety Culture Drives Performance

ASSE Member & Presenter Dennis Pivin will share his story of developing a strong Safety Culture at his company, Aegion Corp.

- Syberg's at 2430 Dorsett Road
- We open at 11:00am for networking, followed by lunch and chapter business at 11:30am and our presentation at noon.
- **Please register and pay at**
<https://stl.assp.org/events/september-lunch-meeting/>
- Pre-registering will ensure we have enough food and seating for everyone.

Coming Up

Monday, October 10th - Worker's Compensation. Speaker J Bradley Young of Harris Dowell Fisher & Young L.C. will provide us with the latest information on what is happening in the legal circles that affect worker's compensation.

Thursday, September 20th – Women in Safety and Health Event – McCormick and Schmick's @4:30pm
See flyer below.

Monday, November 12th - Joint Meeting with the Gateway Society of Hazardous Material Managers (GSHMM). Effective Communication - Working through the Generations. Presenter Erin Mutert, VP, Loss Control Coordinator, JW Terrill

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Scholarships and Professional Development Awards

Our chapter is proud to be able to provide student scholarships and professional development awards. If you know of a Safety/Health student or life-long learner that could benefit, please let them know and help them apply!

Student Scholarship Info: <https://stl.assp.org/encounters-news/assp-scholarships-its-time-to-apply/>

Scholarship and Professional Development Guidelines: <https://stl.assp.org/download/332/>

Professional Development Award application: <https://stl.assp.org/download/330/>

All Chapter Documents: <https://stl.assp.org/files/>



W.I.S.H. MEETING

Thursday, September 20th, 2018

4:30 pm to 6:30 pm

McCormick & Schmick's

17 West County Center

Des Peres, MO 63131

YOU are invited to join the
Women in Safety & Health for
a networking happy hour!

Please RSVP to Patte or JaNola below!

Looking forward
to seeing you!

Patte Ackermann, PT
(314) 346-3079
ackermapp@ssm-select.com



Women in
Safety &
Health



JaNola Rigsby
(314) 267-2624
jrigsby@qualsafesolutions.com



Government Affairs Update

Comments by Tom Lawrence, STL ASSP Government Affairs Chairman

In early August 2018, OSHA issued a proposed rulemaking revision to the Electronic Injury/Illness Tracking regulation originally issued by the previous administration. Comments are being received for 60 days, which probably extends to October 1, because of the weekend.

The proposed revision focuses only on two things:

- (1) Establishes the reporting requirements to be for the 300A form instead of both the 300 and 301 forms for establishments with 250 or more employees, as originally included in the regulation. And
- (2) Requires employers to include an Employer Identification Number (EIN) to their submissions.

OSHA proposed the revision to include only the 300A form to protect employee identifiable information that the 300/301 forms include and the risk that this information could be subject to Freedom of Information requests. It is also viewed by the current OSHA that the 300/301 form information would be significantly expensive to collect, and has apparently concluded that the costs of collecting those forms significantly outweigh the benefits. OSHA does not acknowledge comments about this regulation earlier that these forms can provide confidential information about hours worked and number of employees at sites.

The notice of proposed rulemaking states that “OSHA has reevaluated the utility of the Form 300 and 301 data for OSHA enforcement efforts and has preliminarily concluded that the uncertain enforcement value of the 300/301 form data does not justify the reporting burden on employers as well as the burden on OSHA to collect, process, analyze, distribute and programmatically apply the data, and—especially—the risks posed to worker privacy. OSHA questions the value of gathering mass amounts of granular data on workplace injuries that will require analysis from OSHA’s limited resources on hundreds of thousands of forms. The cost will be significant to OSHA as well as to employers.”

The concern by many is that the proposed revision does not address any of the potential problems with the anti-retaliation provisions, which are a very vague requirement for employers to post a policy on how employees are to report their injuries and any safety violations that they note. OSHA continues to regard employer policies on drug testing and safety incentive programs as unreasonable and prohibited. Industry and employer association commenters are urging employers and others to submit comments to OSHA on the proposed regulation that OSHA defining post incident drug testing as not permitted is a formidable barrier to effective safety management.

---Tom Lawrence

The opinions expressed in this column are solely those of the author. They do not necessarily represent the views of the leadership or membership of the St. Louis Chapter of ASSP.

Cut Resistant Gloves for Food Service and Elsewhere

by William Kincaid, P.E., CSP, CET

Lockton Companies of St. Louis

Although the advertising in workplace safety & health trade publications and websites gives the impression every single employee wears safety glasses, gloves, a high-viz vest and a hardhat, we find the personal protective equipment requirements for most jobs are much lighter. This is certainly true for the many thousands of people employed in food preparation jobs, where many employees are exposed to hand injuries and should at least be using cut-resistant gloves part of the time but are neither provided these gloves nor expected to wear them. That's a PPE assessment problem, easy enough to resolve.

Cut-resistant gloves should at least be worn on the "free" hand when doing repetitive hand cutting, when washing sharp tools such as knives, and when handling sharp items such as the blades of food slicers. Like all tear-resistant gloves, they should not be worn when operating rotating machines or bandsaws, or when running any machine whose manufacturer indicates gloves should not be worn.

But what about the workplaces where we see cut-resistant gloves provided but not actually used? In many restaurants and grocery stores, the management has duly spent the money to buy cut-resistant gloves, yet it's highly unlikely anybody ever wears the gloves.

How to get the gloves onto the hands of the people most likely to cut themselves is a good question. Luckily, there is a good answer which we will discuss in this column. The same methods will work similarly well in other trades where cut-resistant gloves are necessary, such as metal processing, handling cut sheet glass, and scrap processing.

Let's touch on the common problems we see in food prep using cut-resistant gloves, then circle back to how to address each of them.

First, we know food prep requires clean vinyl, nitrile or other single-use gloves whether a cut-resistant glove is used or not. When repetitively cutting or cleaning sharp edged tools, we commonly see a vinyl glove worn over a thick 5 level cut-resistant glove, or in some instances a stainless-steel glove. This makes for a clumsy combination which impedes the employee's dexterity. The problem is compounded when we offer a limited supply of sizes and some employees are not wearing gloves that fit well as a result.

Second, we know the productive work we expect from a busy food service employee tends to compete against safety requirements. The use of cut-resistant gloves requires the employee to know where the gloves are, to find a pair in their size which is clean, undamaged and ready to wear, and to put on the glove correctly under the single-use protective cover gloves. All these steps take time away from the many necessary duties of food service. Here's where the "train and release" process often relied on in safety does a belly flop. Employees figure out quickly what their managers care about, and what they don't. Anything not seen as important to the management gets ignored. If our managers haven't done their safety supervision jobs, employees will conclude the cut-resistant gloves are not that important, and will skip wearing them.

Third, there's a language issue common to food service. The BLS says there are about 2,300,000 Hispanic employees in restaurants alone, and many more in other areas of food service and production. These Hispanic employees are generally concentrated in "back of the house" jobs. Given Pew Research says about 40% of the Hispanic workers are primarily Spanish speakers with little to no English skills, we know our training and visual cues must be in Spanish as well as in English. Otherwise, we can't expect acceptable comprehension from a large part of our workforce, even if they sign off on the training sheets and nod their heads "yes" when we ask them if they understood the English-only training video. Yet, in many establishments, little has been done to guarantee Spanish-speaking employees are given safety training and instruction equal to that provided to native-born English speakers.

Knowing all the preceding, it puzzles me when people who are much closer to this industry than I am have paid little attention to any of these easily observable issues and choose to ask me the simplest questions, such as what brand of gloves are best and cheapest. I tell them it's not so much the specific brand of glove which matters, because if the employees aren't wearing them, who cares what brand the gloves are? Success with cut-resistant gloves is about getting the gloves onto the hands of the employees who need them, which depends on the overall program.

I've had big successes with restaurant chains and groceries with substantial food prep operations by doing the following:

1. Where it looked like the protection level was maxed out without consideration of the bulk and thickness of the gloves, we looked at "downsizing" the protection factors a little to allow thinner, better fitting gloves. Where it was deemed appropriate to lower the protection level, cut-resistance was reduced to allow gloves with less bulk. In one kitchen, we found the gloves nobody liked or ever wore were practically mittens, so we replaced them with lighter, more flexible gloves. What we looked for was the right protection level PLUS the necessary dexterity. I know, to us safety people, supplying a lower protection factor seems like heresy. The reasoning behind it is an employee wearing a 2 Level glove is better protected than an employee NOT wearing a 5-level glove.
2. Putting up a hand size/glove size chart so the employees could measure their hands and see what size they needed for a good fit. This is a simple chart showing various sized outlines of hands with corresponding glove sizes XS, S, M, L, XL and so on. I personally made the charts for the companies I work with, but I suspect some of the better glove manufacturers have these available for their customers.
3. Making sure we had an assortment of gloves that fit. This means knowing about how many people wear each size, and paying attention to the inventory so we always have extra. We lose gloves, employees take them home and never return them, we throw them away by mistake, damage them and so on, so this is a moving target. However, I'd rather see some cash invested in a small stockpile of gloves than put the wrong size gloves on an employee, or, even worse, run out so an employee must go without gloves.

4. Making sure everybody always knows where to find a clean pair when they need them. Given there are no markings on any of the drawers or shelves in many kitchens, and labels greatly simplify our training efforts, it helps to label the glove drawer. Consider languages when using text labels. Even more used friendly, slap on a label with a graphic of a cut-resistant glove.
5. Making sure everyone knows what to do with dirty gloves. Do we drop them in with the aprons and uniforms, do we wash them in-house in some suitable way? If we're doing it right, we have this figured out and every employee is aware of the process. This takes a few minutes of training.
6. Putting up a bilingual, photo-heavy poster which explains the whole process in case somebody missed the training or didn't follow it. I made charts for the companies I work with, using photos we took in their facilities for each of the steps, so employees could easily recognize the glove drawer, the bin for used gloves in need of washing, etc.
7. Having the managers pay attention occasionally and make sure people are wearing their gloves! This is the most important item on this list. You can do a lot of stuff wrong, but if you master this one, people will wear their gloves. The opposite is also true. Neglect supervisory safety leadership and people will figure out very fast the gloves can just as easily stay in the drawer with zero consequences. That's what you get when you don't manage something important as if it's something important.

As you can see, there's a lot more to a successful glove program than just buying some cut-resistant gloves and tossing them into a drawer. Make sure employees have easy access to clean gloves that fit, make it easy for all employees to understand the game plan regardless of their primary languages, and make sure through supervision they do what they need to do. Those are the elements of a successful glove program.



American Society of Safety Engineers - St. Louis Chapter

Protecting people, property, and the environment since 1911

2018-19 Rolling Calendar of Meetings and Events

<u>Date</u>	<u>Meeting Topic & Presenter</u>	<u>Notes</u>
May 14 Monday Lunch	Fall Protection, Ladder Safety & Dropped Objects from heights Speaker Dave Barklage of Midwestern Safety Equipment	Beef Buffet
June 15 Friday	ASSE Scholarship Golf Tournament Fundraiser The Praires Golf Club in Cahokia, Illinois	Registration Required
July 9 Monday Lunch	"Head Injury in the Workplace: Evaluation and Management." Dr. Brandon Larkin will discuss multiple constellations of complaints in head injuries—the concussion, cervical injury, vestibular dysfunction, visual disturbances, etc. and the importance of quality therapy.	BBQ
August 13 Monday Lunch	Joint Meeting with the American Industrial Hygiene Association (AIHA) Silica Panel, Eric Olson-Western Construction Group; Daniel Stark- Asstnt Dir Mo Dept of Labor Consultation Service and Matt Orr-AmerenMO	Ball Park Buffet
September 10 Monday Lunch	How a Solid Safety Culture Drives Performance ASSE Member & Presenter Dennis Pivin will share his story of developing a strong Safety Culture at his company, Aegion Corp.	Dad's Meatloaf Special
October 8 Monday Lunch	Worker's Compensation Speaker J Bradley Young of Harris Dowell Fisher & Young L.C. will provide us with the latest information on what is happening in the legal circles that affect worker's compensation.	Mexican Buffet
November 12 Monday Lunch	Joint Meeting with the Gateway Society of Hazardous Material Managers (GSHMM) Effective Communication - Working through the Generations – Presenter Erin Mutert, VP, Loss Control Coordinator, JW Terrill	Taste of Italy
December 10 Monday Lunch	OSHA Update Speaker Bill McDonald, OSHA's Area Director in St Louis provides his annual OSHA fiscal year update and quick review of new/old initiatives.	Chicken Delight
January 10, 2019 Thursday, 5 pm	Membership Appreciation Night No luncheon meeting this month. Enjoy dinner at Bristol Seafood Grill on Olive and relax with others in your field at this event just for St Louis Chapter Members.	Heavy Appetizers
February 11 Monday Lunch	OSHA Defense Speaker Julie O'keefe of Armstrong Teasdale Law Firm Update on strategies to defend against OSHA citations	Deli Delight
March Monday All Day	Professional Development Conference Joint conference with the American Industrial Hygiene Association (AIHA) to bring you high quality training at the best price. CEU's awarded.	Registration required Ameren Hdqtrs
April 8 Monday Lunch	Defensive Communication Speaker Mary Sue Love Ph.D Associate Professor SIU-Edwardsville	Roasted Pork Buffet

Lunch will include house salad, bread and cookies in addition to the listed entree.

American Society of Safety Professionals

St. Louis Chapter Committees

Website – Dave Callies – dcallies@kelpe.com

Maintains website with updated news, chapter events, and job postings

Newsletter – Dan Bembower – dan.bembower@usi.biz

Publishes and distributes the chapter newsletter to all chapter members

PDC Chair – Paul Edler – paul_edler@yahoo.com

Coordinates logistics of professional development activities

Government Affairs – Tom Lawrence – twlawr@swbell.net

Provides input on federal laws and regulations on which ASSE is proposing to comment

Membership – Dianne Gibbs – dianne@ideasftp.com

Ensures new members are recognized & introduced at membership meetings

Public Relations – Steve Williams – swilliams@bellelectrical.com

Promotes chapter activities to the general public. Coordinates poster contest

Awards & Honors – Bill Kincaid – billkincaid@yahoo.com

Recognizes member achievement through awards like Safety Professional of the Year

Scholarship – Rob Miller – rmiller7@ameren.com

Promotes student scholarships & continuing education scholarships for members

Programs – Jim Latta – jlatta@nbwest.com

Plans the program time and needs for presentations & coordinates schedule

Social Media – JaNola Rigsby – jrigsby@qualsafesolutions.com

Maintains Face book & Twitter accounts promoting discussion with local membership

Please contact the committee chair with comments or if you would like to participate.

Mid Missouri Officers

Bret Derrick, Chairman

bderrick@broadwayergonomics.com

Mark Woodward, Vice Chair

mwoodwar@mem-ins.com

Bethany Watson, Membership Chair

bethany@365safetyervices.com

Job Opportunities

Job opportunities are posted frequently on the website:

<https://stl.assp.org/current-openings/>

The St. Louis Chapter would like to offer unemployed ASSE members with a free lunch at our monthly meeting! Just be ready to show your membership card for validation.

Membership Update

You belong to one of the largest ASSP chapters in the nation, with 602 current members. Our members are a diverse group working across industries but all work towards a goal of improving the health and safety of those around them. This last month we had two new members: **Breonia Batchman** and **Mark Wandersee II**. Please look out for them, or anyone you have not seen before, and greet them at an upcoming meeting.

St. Louis Chapter Board Members

Rick Reams – President, 618-670-6589 (rick@haydenwrecking.com)

Steve Williams – Vice President, 314-213-5859 (swilliams@frenchgerleman.com)

Rudy May – Secretary, 636-677-3421x362 (rudym@h-j.com)

Erica Heinssen – Treasurer, 314-941-4545 (heinssen.e.1@pg.com)

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