



St. Louis Chapter Newsletter November 2018



Next Meeting

Monday, November 12th

Effective Communication - Working through the Generations

Speaker Erin Mutert, Risk Manager for DJM Ecological Services and former ASSE Chapter President

- 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/>
- Pre-registering will ensure we have enough food and seating for everyone.

Coming Up

Tuesday, November 27th

Women In Safety & Health social meeting and networking from 4:30 to 6:30 at The Post in Creve Coeur

Monday, December 10th

OSHA Update with Speaker Bill McDonald, OSHA's Area Director in St. Louis. Mr. McDonald provides his annual OSHA fiscal year update and quick review of new and old initiatives. **NEW**
Location: Helen Fitzgerald's 3650 S. Lindbergh Blvd 63127

Tuesday, December 11th 10am to 11am

Take a tour of the AB Metal Container Corp in Arnold, MO. The tour is limited to 20 individuals, so sign up quickly if you are interested. Due to the 20 person limit, this tour is only open to ASSP members. Register here:
<https://stl.assp.org/events/ab-metal-container-corp-tour/>

In This Issue

Page: 2	ASSP Voting Results
Page: 3	WISH Event, Tuesday Nov 27 th at The Post
Page: 4	They're Back... OSHA Top 10, by Bill Kincaid, PE, CSP, CET
Page: 8	Legal Updates from Chris Archer's Newsletter
Page: 10	Member Spotlight: Maricell Frazier, by Patte Ackermann, PT
Page: 15	UPDATED Annual ASSP Meeting Calendar
Page: 16	Job Opportunities, Board Member Contacts

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/>



AMERICAN SOCIETY OF SAFETY PROFESSIONALS

Delegates,

The House of Delegates has voted to approve the proposed bylaws changes, including

1. Changing the title of Executive Director to Chief Executive Officer
2. Updates to the Nominations & Elections section
3. Remove the Bylaws committee as a standing committee

Voting began on August 30, 2018 and concluded on October 13, 2018. 49% of the delegates voted. The voting breakdown is as follows:

Motion 1: Changing the title of Executive Director to Chief Executive Officer

- In favor of the motion: 115
- Opposed the motion: 5

Motion 2: Updates to the Nominations & Elections section

- In favor of the motion: 118
- Opposed the motion: 3

Motion 3: Remove the Bylaws committee as a standing committee

- In favor of the motion: 115
- Opposed the motion: 6

We appreciate the time taken by delegates, community leaders and involved members to consider the motion and cast a vote on the future of this Society. Thank you for your leadership and commitment to your profession and its professional society.

Please direct any questions about these changes or the voting process to delegatefeedback@assp.org.

Sincerely,
Rixio E. Medina, CSP, CPP
President and Chair of the House of Delegates

cc: Area Directors, Chapter Presidents, Practice Specialty & Common Interest Group
Assistant Administrators



DATE: Tuesday, November 27th, 2018

TIME: 4:30 p.m. to 6:30 p.m.

WHERE: The Post

763 Old Ballas Road

Creve Coeur, Missouri 63141

(314) 878-8226

WHAT: Please join us for networking with other Ladies in safety! Looking forward to seeing you!

CALL OR EMAIL TO RSVP:

Patte Ackermann—(314) 346-3079

ackerm@ssm-select.com

or

JaNola Rigsby—(314) 267-2624

jrigsby@qualsafesolutions.com



They're Back... OSHA Top Ten

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

Lockton Companies of St. Louis

A few days ago at the National Safety Congress and Exposition, an OSHA representative announced the preliminary Top Ten OSHA violations cited for 2018. The preliminary Top Ten are as follows:

10. Eye and Face Protection: 1,536 citations
9. Machine Guarding: 1,972 citations
8. Fall Protection – Training Requirements: 1,982 citations
7. Powered Industrial Trucks: 2,294 citations
6. Ladders: 2,812 citations
5. Lockout/Tagout: 2,944 citations
4. Respiratory Protection: 3,118 citations
3. Scaffolding: 3,336 citations
2. Hazard Communication: 4,552 citations
1. Fall Protection – General Requirements: 7,270 citations

Back in the mid-1990's, President Clinton's employer-friendly version of OSHA took a worthy swing at trying to get paperwork violations off the Top Ten. In particular, Chemical Hazard Communication rubbed business owners the wrong way. We soon were under some pressure to not focus on paperwork citations.

In the OSHA office where I worked, the memos scolding "you need to cite more Hazard Communication violations!" soon dried up and were replaced by more reasoned instructions as to when and where such citations would be allowable. So we backed off, and Hazcom dropped off the Top Ten. That seemed right, because if you look at the top injury causes, chemicals, and thus a lack of information about chemicals, are way down the list.

That was 24 years ago. Eventually, Hazcom slithered back into the OSHA Top Ten. It's been sitting at #2 on the Top Ten since 2014, and here we are in the last couple months of 2018 with it still a strong #2. The rest of the Top Ten looks pretty familiar, too. Whoever said history repeats itself, or at least rhymes with the future, was right on the money. Unfortunately, when that money is in the form of whopping OSHA penalties, reliving the past hurts.

In the spirit of at least attempting to prevent our membership from such troubles, let's discuss some of the reasons citations have been written for these Top Ten items. Note there are so many ways to get cited for these violations we can only touch on a tiny sampling. To cover them all would fill a book, far more than an ASSP chapter newsletter can handle.

10. **Eye and Face Protection:** Often, the OSHA inspector either sees eye injuries on the OSHA logs or sees misuse/misapplication of eye protection, such as a face shield worn as corrosive chemical protection without chemical splash goggles. If there is something that could injure an eye, then the right PPE is needed. I suggest reading the packaging as a start at not using the wrong stuff.
9. **Machine Guarding:** Since there are so many thousands of machines out there that will take your finger off if you're not careful, citing this one is "shooting fish in a barrel". Machines should comply with the specific applicable OSHA rules for the type of machine, and if there is no specific rule, then the applicable standard is 1910.212. It basically says "no matter what the operators and other employees around a machine do, no matter how careless they may be, if guarded correctly there's no way they can ever get injured. Period." Note that modern machines look like a box - that's where you can end up when following 1910.212.
8. **Fall Protection – Training Requirements:** I think we can all assume employee safety training is necessary where it can make the difference between doing a job safely or doing that job at great peril. It's also necessary when there are OSHA rules which require it. Note that training is not a substitute for management. If OSHA observes safety-trained employees doing unsafe things, that's another citation in the making.

7. **Powered Industrial Trucks:** Not making operators wear their seat belts, not doing the three year driver evaluations, and allowing trucks to be used with any defect which could be related to safety (bad horn, misplaced LP tank locating pin, missing seat padding, etc.) have all led to some citations. Better management of employee safety, hopefully by full-time observation from supervisors, can help here.
6. **Ladders:** Sometimes the OSHA inspector finds an employee misusing a ladder by standing on the top plate, not tying off an extension ladder, or using a defective ladder. Again, better supervision helps here.
5. **Lockout/Tagout:** LO is often treated with disdain as if it's a regulatory burden, rather than the important injury prevention practice it is. Not having adequate procedures for each machine is pretty common. When done right, a new maintenance person should be able to pick up the lockout documentation and learn everything they need to know about how to safely lock out any particular machine. The often neglected annual "periodic inspections" of these procedures have also been a pitfall for many.
4. **Respiratory Protection:** This one's pretty complicated so there's lots of ways to get cited. It helps to have someone involved who knows what they're doing. The easy pickin's items seem to include poor storage practices; not doing air monitoring to support respirator choices; not having a sensible process for determining when cartridges are replaced; not keeping up with training, fit tests and evaluations; and using the wrong respirator for the job.
3. **Scaffolding:** A lot of different ways to get cited when you assemble a temporary structure to elevate people to dangerous heights, and inadequate guardrails seem to be high among them. Access ladders, training/competent person and incomplete planking have also been cited here and there.

2. **Hazard Communication:** Hazcom is a rule which requires intense diligence to comply with. If the compliance effort is less than 100%, there's always an unlabeled spray bottle, a missing SDS or an untrained employee to be found. Note the much-ignored "inventory list" has led to many citations.

Also, any container of anything which has even the slightest hazard should be labeled with the identity AND the hazards of the contents (for the hazards portion, HMIS labelling will do). You just can't have a Mountain Dew bottle full of isopropyl, even if everybody seems to know what's in it. Think about the overlooked chemicals which need SDS sheets, such as gasoline, welding gases, rods and wires, paints, grinding media and oils.

1. **Fall Protection – General Requirements:** A lot of people are unaware of the various trigger heights for fall protection depending on the type of work being done; OSHA's understandable lack of tolerance for part-time fall protection; the need to protect even those workers who "only need to be up there once in a while"; the existence of rules for rooftop maintenance, skylights, roof hatches and so on.

There's our Top Ten. Again, far from a comprehensive review, but rather a spot-examination of a sampling of the issues that made the Top Ten. Doing it right is never easy. Being better armed with information about what OSHA requires to keep employees safe is a step in the right direction.



MO Comp News

- Peter with brother, Dominic

November, 2018

The New Missouri Industrial Commission

Missouri Governor Michael Parsons has appointed a new Employer Representative to the Missouri Labor and Industrial Relations Commission a few months ago, **Reid Forrester**, but has now also appointed the critical Chairman of the Commission as well. Attorney **Robert Cornejo** was appointed as the public member, and Chair, of the Labor and Industrial Relations Commission (LIRC) in August 2018. A 2001 graduate of Hazelwood Central, Cornejo graduated from Washington University in St. Louis with a degree in Political Science with a second major in International Business. In 2008, Cornejo earned his J.D. from University of Missouri-School of Law. Prior to his appointment to the LIRC, Cornejo represented the 64th District (St. Charles and Lincoln Counties) as a state representative, from 2012-2018.

Chairman Cornejo would be the first to admit he has limited experience with the practice of workers' compensation. He is likely to be more conservative in his approach and philosophy when compared to how active the Commission has been the last few years under Chairman Larsen. Chairman Larsen was extremely active in his review and comments. Chairman Cornejo was approved by the Missouri Senate in special session a few weeks ago.

If I had the opportunity to give him some free advice, I would tell him to defer to the Administrative Law Judge's (ALJ's) on the credibility of live witnesses. Certainly, an ALJ's determination of credibility of a deposed witness would be the same as the Commission's; as both are simply reading a transcript in most cases. Most claims however are greatly influenced by the credibility of the Claimant testifying live, and/or other witnesses. It is simply the case that the ALJ has a better view of the witnesses and the attorneys than the Commission can get from reading a transcript. Impressions are provided by the parties, and their attorneys on and off the official record made by the court reporter.

On a policy basis, I would suggest maintaining broad liability for permanent total disability as against the Second Injury Fund (SIF). The supplemental 3% surcharge of section 287.715 RsMo is not set to be retired until December 2021. The SIF has caught up with paying the backlog of cases and will soon tackle past interest cases. They are likely to be fine with funding well before the surcharge ends. The Second Injury Fund serves an admirable purpose in spreading the risk for an Employer in hiring older workers or partially disabled ones. Although the SIF maintains that liability under the January 2014 changes, especially in light of *Gattenby* court opinion that extended the application of the pre-2014 statutory framework, I would nevertheless encourage a broad approach to finding liability against the SIF.

A last bit of advice would be to follow the statute and the law. I do not believe there was one penalty that was found applicable by the prior Commission in the 1,000 plus cases it reviewed. No intoxication penalty and no safety penalty. Anytime one was awarded, the Commission reversed it, finding a reason to do so, sometimes at great pain. In one case, there was testimony of a witness seeing the Claimant smoking pot on the job site on the day of the accident. A toxicologist reviewed lab result and concluded accident was caused by the intoxication. The ALJ denied the case outright, but on appeal, the Commission reversed, awarded benefits without the 50% penalty, including the original medical billing total to the Claimant. He is not likely to run out of pot now.

I am looking forward to the new Commission and a fresh start for my clients and for Missouri employers.

The Last Exposure Rule

The "Last Exposure Rule" touted as a "rule of convenience" determines liability for an occupation disease among multiple successive employers or multiple insurers.

The Missouri General Assembly codified the last exposure rule in 1959. The current version is contained in Section 287.063 (2005). It states:

287.063. 1. *An employee shall be conclusively deemed to have been exposed to the hazards of an occupational disease when for any length of time, however short, he is employed in an occupation or process in which the hazard of the disease exists, subject to the provisions relating to occupational disease due to repetitive motion, as is set forth in subsection 8 of section 287.067, RSMo.*

2. *The employer liable for the compensation in this section provided shall be the employer in whose employment the employee was last exposed to the hazard of the occupational disease prior to evidence of disability, regardless of the length of time of such last exposure, subject to the notice provision of section 287.420.*

Since 2005, there has been little case law interpreting this section that reestablished "disability" as being the critical factor to affix liability. For a 10 year period of time between 1995 to 2005, the Supreme Court had determined liability based upon when a formal claim for compensation got filed. Somewhat haphazard and arbitrary, the Legislature reestablished the "disability" standard that tries to affix liability as early as possible.

The court recently confused the potential application of the last exposure rule by its ruling in *Wickam v. Treas.-Cust. Of Second Injury Fund*, 499 S.W.3d 751 (Mo. Ct. App. W.D. 2016). The court was establishing the relevant date for the primary carpal tunnel syndrome case, in order to determine what medical conditions qualified as "pre-existing" for Second Injury Fund liability. The court stated:

"The first evidence that Mr. Wickam experienced any physical impairment referable to carpal tunnel syndrome that affected his ability to perform work tasks was his necessary inability to work during and following his first carpal tunnel release surgery on September 12, 2003. Mr. Wickam was not questioned at trial about whether and how much his carpal tunnel symptoms affected his work or ability to perform work-related tasks.

Because there was no evidence that Mr. Wickam's earning ability was impaired prior to September 12, 2003, and Mr. Wickam was capable of working without restriction until his first surgery on that date, Mr. Wickam did not suffer a compensable injury until that date."

We have had an ALJ suggest that the last exposure rule has been modified by the *Wickam* decision establishing a later date of "disability" and therefore liability. Do not be similarly fooled though. The key in establishing earlier evidence of disability in a last exposure rule cases, is presenting evidence or testimony of the symptoms and complaints and how they effected the claimant's work. Even the *Wickam* decision noted the lack of that evidence for its issue of Second Injury Fund liability.

Early liability being established is the best public policy.

Honorably Defending a Claim

I was retained to take over the defense of a claim for a client in December of 2016. We were the last Employer in 2007 where the Claimant worked before undergoing thoracic outlet surgery that resulted in the Claimant being totally disabled. The responsible Employer and Carrier in 2006 had received the claim and denied that this sheet metal worker, who had worked for them for a number of years, was exposed to the hazard of carpal tunnel syndrome, cubital tunnel syndrome or thoracic outlet syndrome. They based their defense that his condition was related to his beer drinking and cigarette smoking.

The prior Employer/Carrier proceeded to deny and delay the prosecution of the claim for the next 12 years until we finally tried the case a few weeks ago. 12 years of litigation expense. 12 years that benefits were denied this Claimant. I think I was more upset than anyone else in the room when we tried the claims over three days.

I want to thank my clients one and all who do not defend a claim because they have the right and power to do so. I like working with and for clients who pay the claims they owe; who appreciate our approach that sees our work as providing advice and counsel on how to minimize their exposure on the file including litigation expense: and appreciate a defense firm that does not see a file as an income stream.

In a better if not a perfect world, the Claimant in my case would be awarded the attorney's fees the prior Employer and Carrier paid to "defend" their liability. The benefits they are likely to be ordered to pay sadly might just be less than that amount.

Odds and Ends

- I was honored to be asked to author and edit the **Missouri Bar desk book on Workers' Compensation**. It is a reference book used by Attorneys through out the State.
- I have updated the **Kids' Chance Statute book** if interested in purchasing a copy. The charge is \$30.00 with proceeds going to the scholarship fund. It has all the changes made to the Act delineated since 2005.
- I was invited to speak on Fraud by the local **Sedgwick James** office in St Louis. Looking forward to that visit and seminar in November.
- Attorney **Keith Unger** is joining our firm as an associate. Keith brings 20 plus years of litigation experience. We are happy he joined us.
- Thank you for all the thoughts and prayers at the passing of my youngest brother **Matt Archer**, who died of a sudden heart attack this summer at 44 years of age.
- Thank you also for thoughts of prayers for our niece Madi, age 12, recovering from a brain tumor. It has been a rough couple months.

Member Spotlight

by Patte Ackermann, PT SSM Physical Therapy

The purpose of The Member spotlight is to learn a little bit about some of our members. If there is an ASSP member you would like to see featured, please contact Patte Ackermann at ackermapp@ssm-select.com

This month's member spotlight features **Maricell (Marci) Frazier**. She is the Director of Safety at Mississippi Lime Company in Ste. Genevieve, MO.

PA: How long have you worked at Mississippi Lime?

MF: Going on 3 years.

PA: Where are you from?

MF: That is not an easy answer. My father was in the US Navy so we moved around a lot. I was born in Japan. At one time we were stationed at Pearl Harbor, Hawaii. Then we were transferred to California when I was in 6th grade. As the "new girl" in school I was asked where I moved from. I responded "Hawaii". The teacher said "Oh, then you are Hawaiian". I said "No, I am Filipino". The teacher then asked "Does that mean you were born in the Philippines". I said "No, I was born in Japan". The conversation quickly ended (laughs). My parents are both Filipino. I was naturalized to the US when I was in grade school when I was in Hawaii. My family are all US Citizens now, except my mom who kept her Filipino citizenship. My dad enlisted in Navy and served as a cook on submarines and was naturalized in Chicago.

PA: Where did you go next?

MF: When my father retired in the early 1980's we packed up and moved to the Philippines. I did NOT know the language! Just a few words here and there. So suddenly in 7th grade I was in school and did not speak the language and we all had tutors to help us learn the language. I lived there and finished high school and took two years of college. At that time, President Marcos was deposed and the country was going through civil unrest. My professor gave us an extra credit assignment to go to a march and find him there and we could get bonus points. So I went and wrote my paper and got my extra credit! The protests were peaceful, though. Like the kinds you see on TV where the kid walks up to a uniformed military person with a flower. Peaceful or not, I did know then that I did not want to be there at that time. So, in order to make it more painless for my parents for me to leave I decided to enlist in the US Air Force. And they did agree with my proposal, to enlist.

PA: Where did you enlist?

MF: At Clark AFB in the Philippines. I served 4 years active and 4 years reserve duty. My Boot Camp was at Lackland Air Force base in San Antonio, TX. Then I was transferred to Keesler AFB in Biloxi, MS for 6 months. I received my first duty assignment in Incirlik AFB in Turkey at age 19. I didn't even know where Turkey was! I had to look it up on a map. It was exciting. The culture there was very different. There was a lot to see. To summarize, I met a guy, got married and we extended our time of service there so we could be assigned to the next place together. And our next place was Whiteman AFB in Knob Noster, MO. There wasn't even a stoplight there! My daughter was born at Whiteman. Before she was born I decided to not reenlist. I decided to enroll at Central Missouri State in Warrensburg. My credits from the Univ. of the Philippines transferred, fortunately. In the Philippines I was pursuing a broadcasting degree. At Warrensburg, my counselor asked me for my major. By then I realized that I would not be the next Connie Chung. I ended up taking a general safety class. My counselor asked me about the safety class. I had enjoyed the class and the counselor told me that it was an emerging field and there were not a lot of women in it and that it could be worthy of consideration. I ended up getting a Bachelor of Science in Safety Management with an emphasis in industrial safety. I also joined and became an officer with the dd student section while there. My daughter was born in May, 1991, and I graduated June, 1994. I was a non-traditional student.

PA: In many ways! What was your first safety job?

MF: I was hired by Burlington Northern Railroad in Ft. Worth, TX as a corporate management trainee in the safety department. It was a great program. They had me start in the occupational environmental health and wellness group for the corporate folks. We had 3 MDs, many nurses for work comp. management, a safety staff that all had different specialties like fall protection, Industrial Hygiene, etc. So I got to see all of that in play. Then they sent me into the field. I got to learn about the many work groups of the railroad. Those that repair the locomotives, the maintenance of way (the people that take care of the track), the yard master, the road master. I really learned about the industry. One of the cool things I was able to do there was go to Pueblo, Colorado Haz Mat Rail Emergency Response Training. We donned the gear, locomotives were on fire. It was very great! Sadly, I was let go when they had a work force reduction, as they merged with Santa Fe Railway.

PA: What happened next?

MF: The company set us all that had been laid off with career planning. While at the place where I was to receive this training I met someone who told me he had just been laid off from Motorola and that he knew the safety person there and would give me the contact information. Well, I contacted the person and he was indeed looking for someone. 2 weeks later I was working as a Safety Engineer at Fort Worth Texas Motorola. Motorola is a huge organization and have locations worldwide. I was on site at a manufacturing facility that had 1500 employees. It shared property with another location that had 1000 employees. We had onsite day care, recreational lakefront company. It was a very progressive company. My first overseas

trip I went to Israel with a couple others where we audited one of their facilities. It was a great experience. I am so indebted to Motorola for this and so many other experiences they offered me. I was with them for 5 years.

PA: What was next for you?

MF: An opportunity to be closer to family here in St. Louis came up, and I took it. It was to work at the Solutia Plant in South City. I was their Safety/Industrial Hygiene Unit Leader. That was a VPP Plant and it was in inorganics so it was fairly benign risks for my first chemical plant. I was really excited for this opportunity. It was also new challenges in that it was a union facility. I also had more people reporting to me. That plant went through several ownerships so it didn't stay Solutia. In 2004 I was promoted to a corporate position and moved to the corporate headquarters for North America and in 2005 the company was purchased by Israel Chemicals Limited (ICL). I was the Safety and Health Manager. In that role I did a great deal of auditing. Then my work changed from strictly safety and health to product regulatory. I have done a lot of SDS's. I became very familiar with the GHS System. I helped with product labeling and DOT Haz Mat labeling. I also facilitated the DOT audits at facilities because we had DOT Haz Mat materials. I also had the opportunity to work with international colleagues. I went to Germany 5 times, Israel 7 times. I went to surface mines in Israel. In Barcelona there was an underground potash mine I visited as well. So I have been working with mines long before I came to Mississippi Lime. I also went to Canada, Mexico and Brazil and throughout the US for various audits. I am forever grateful for those experiences. I know what best in class world experiences are. After 16 years I left for my current job at Mississippi Lime.

PA: What do you do for Mississippi Lime?

MF: We have about 8 facilities nationwide with our largest one in Ste. Genevieve with the underground mine employing about 500 people. It is a bargaining unit-combined contract. I lead a team of 8 people; 5 of us in St. Genevieve and 3 regional safety managers and we are responsible for safety and health for all of it. We develop a documented annual safety improvement plan and it is our job to work with the organization to achieve our goals. It's complicated because each of our facilities has their own leadership and their own culture and their own ways of doing things and personalities. It takes skilled people to make the adjustments necessary to ensure that we have effective communication with them. It can be a fun challenge.

PA: I think you like being a safety professional.

MF: Yes. How do we protect our people from suffering? What's not to like about that? (smiles)

PA: What do you like about safety?

MF: I like that there is a variety in what we can do and everyday isn't routine. We don't look at the same spreadsheet or crunch the same numbers. On any given day I may be speaking with any of the people from any of the locations about issues that concern them. I can have an hourly

Marci Frazier



person come to my desk and share something with me. We can work on emergency drills. We can participate in national conferences to talk about our journey in safety. The variety and diversity of the work is what I enjoy the most. That and working with an organization that is genuinely committed to safety and not just giving lip service is the reason that the diversity works. We have leadership and employees who truly care about each other and about not getting hurt. We couldn't accomplish anything without that caring attitude.

PA: Tell me about what gives you pride.

MF: There was one time that I was working at Solutia and there was an hourly employee who was hooking up hose lines to tanks. He got something mixed up and, long story short, he was covered in material. He was able to get to an emergency shower, get it activated and get the material off of him. He made it to the nurses' office and I met with him while he was being seen. He looked at me and said "Marci, I just remembered everything that you told me during the training. I made sure that I got under that shower and stayed there. I am glad I did because I am OK." This was years ago and it still chokes me up and makes me emotional.

PA: That is why you do what you do.

MF: It's just one person, but it made a difference.

PA: What frustrates you about the field?

MF: That there are still leadership that don't understand what safety means. That they still look at it as a cost of business and they don't have genuine concern. Also I get frustrated by the regulatory agencies. When their actions don't support the genuine concern for safety. In my role today I work with OSHA and MSHA. The skill sets that officers bring to the sites are sometimes very good and others, quite lacking. That is an inconsistent application. There is so much more that could be achieved if we could have quality inspections and follow up that would really address risk and not just conditions.

PA: What would you tell a new safety person getting in the field?

MF: I have interviewed many people applying for safety positions in my career. In that time I have seen individuals with various levels of technical abilities and various levels of communication ability. If you have all the technical skills in the world, that's fine. But if you are unable to communicate those in a meaningful manner to your customers, you are not going to go very far. We need people with the technical skills but they need to be able to translate them into meaningful ways for their customer needs. Their customer may be the CEO, the hourly guy working on a circuit, the interviewer, anyone. I have hired individuals with less technical skills and more communication skills because I knew we could teach them the technical. So, work on your technical writing and your oral communication skills! Those will take you far.

PA: You have recently joined the ASSP again.

MF: Yes! Only because prior to now I didn't think that I had the right amount of time to dedicate to it to make it to meetings, events, etc.

PA: What do you hope to gain from the ASSP?

MF: I think that there will be so much to learn from other members. Even if we are in different fields, best practices are typically the same and transferrable. To be able to network with safety professionals and learn what great things others are doing. Also because it is fun. It's good to have a social aspect and more balanced approach to safety. I think this group has that.

PA: In closing, tell me about Human Organizational Performance (HOP).

MF: It's safety differently. It's safety, the new view. It's about understanding that the traditional ways of safety management only get organizations so far. When I say "traditional" I am referring to "crime and punishment" mode, or the "name blame, shame and retrain" methods. Organizations that have plateaued are having trouble finding the next steps to their safety program until they hear about Human Organizational Performance or HOP. It's not a program of the flavor of the month. It is more of a culture change. In this perspective it acknowledges that you cannot expect perfect performance 100% of the time in the workplace. There will be errors made and errors are normal. Blame gets us nowhere. The systems we have created drive behavior. Learning about them and improving them is vital. Our response, whether you are in management or any other position, matters when something happens. At Mississippi Lime we are working to develop Safety Management Systems. We design into the systems the knowledge that errors will occur. We try to design systems that make it easy for the employees to do the right thing, that reduce their error rate but also reduce the impact of errors should they occur. When we think about improvement we focus on the struggles that employees may have with the systems. When we do all of that we are hopefully devise and design a safety management system that will be successful for all of us. What we tell our folks to do is now think about management systems and the whole thing about making it easier for the employee, design in error prevention, design in error impact reduction, focus on the struggle for improvement and think about it now in terms of your other systems. Quality, environmental, operations, maintenance. We can all rally around the same design points for systems.

PA: A company not currently utilizing this system: Where would they start? What should they do?

MF: It's as simple as initially googling it on line. There are many resources out there. Many large progressive companies start with specific locations or departments. We started with it company-wide. We dove right in. We are still on our ongoing journey that we started in 2015. It's proven to be effective. And if anyone would like to discuss this further, I am happy to talk about it.

Marci Frazier lives in St. Louis and has two grown children – Monica 27, and Duncan 21. She is passionate about traveling to new places and trying new foods. She also enjoys live music and going to movies/shows.



AMERICAN SOCIETY OF SAFETY PROFESSIONALS

2018-19 Rolling Calendar of Meetings and Events

<u>Date</u>	<u>Meeting Topic & Presenter</u>	<u>Notes</u>
May 14 Monday	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 Prairies Golf Club in Cahokia, Illinois	All Day
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.	BBQ
August 13 Monday Lunch	Joint Meeting with the 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 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 from DJM Ecological Services current member and Past President of ASSE.	Taste of Italy
December 10 Monday Lunch NEW LOCATION	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. This meeting to be held at Helen Fitzgerald's 3650 S. Lindbergh Sunset Hills, MO 63127	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.	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 Bemhower – dan.bemhower@usi.com

Publishes and distributes the chapter newsletter to all chapter members

PDC Chair – Paul Edler – paul_edler@yahoo.com

Coordinates logistics of professional development activities

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 – robertmiller91@yahoo.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.

Have a safe month!

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)

Mark Krieger – Past President, 314-435-3630 (mark.krieger2007@gmail.com)

Follow us on Facebook and Twitter:



<http://stl.assp.org/>