



St. Louis Chapter Newsletter February 2019



Next Meeting

OSHA Defense

Monday, February 11th

Speaker Julie O'Keefe of Armstrong Teasdale Law Firm will update us on OSHA defense strategies and developments with recent citations.

- 2430 Old Dorsett Rd, Maryland Heights, MO
- Lunch begins at 11:30, Chapter Business and Presentation at noon.
- **Please register at**
<https://stl.assp.org/events/february-lunch-meeting-osha-defense/>

Coming Up

Monday, March 4, 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 will be awarded.

<https://2019-pdc.eventbrite.com>

Monday, April 8, Lunch Meeting

Topic: Defensive Communication. Speaker Mary Sue Love, Ph.D, Associate Professor SIU-Edwardsville

In This Issue

Page: 2	Professional Development Conference Flyer and Agenda Register
Page: 4	Marijuana and OSHA in the workplace, Julie O'Keefe, Bradley M. Bakker and Katherine M. Ricks
Page: 6	Bloodborne Pathogens Applies? by Bill Kincaid, PE, CSP, CET
Page: 9	Safety Question
Page: 10	Annual ASSP Meeting Calendar
Page: 11	Job Opportunities Link, Board Member Contacts

OSHA Updates (from Maryanne Martin, OSHA Compliance Assistance Specialist):

Penalty adjustments: New penalty amounts went into effect on 01/23/19: [Penalty amounts adjusted for 2019.](#)

Recordkeeping Updates: OSHA has issued a final rule that eliminates the requirement for establishments with 250 or more employees to electronically submit information from OSHA Form 300 (Log of Work-Related Injuries and Illnesses) and OSHA Form 301 (Injury and Illness Incident Report) to OSHA each year. [These establishments are still required to electronically submit information from OSHA Form 300A \(Summary of Work-Related Injuries and Illnesses\).](#) The [public inspection version](#) has been posted. The rule was published in the Federal Register on Jan. 25, 2019.

Incident: A near-miss OHPL electrical arc incident was discussed during a recent partnership meeting. Insulated hoisting links and non-conductive tag line products were mentioned. One product of this type can be found at <https://www.insulatus.com> (OSHA does not test, approve, certify, or endorse any equipment, product, or procedure).

OSHA Cold Weather Resources: OSHA has resources available to help workers stay safe, including a [new pamphlet on snow removal](#), a cold stress QuickCard in [English](#) and [Spanish](#), and a [Winter Weather web page](#).



PROFESSIONAL DEVELOPMENT CONFERENCE MARCH 4th, 2019



Early Bird
Registration only
\$100
until Feb 4th!

Who should attend?

Safety Professionals, Industrial Hygienist, Loss Control Specialist, Emergency Responders, Public Health Professionals & Students.



AIHA & ASSE
Professional
Development
Conference

Register here:
2019-pdc.eventbrite.com



ABOUT THE PDC:

A cooperative effort between AIHA St. Louis Local Section and ASSE Saint Louis Chapter to provide great educational opportunities locally to stay on top of the ever changing geography of the EHS fields. We keep the cost low to allow as many to attend as possible.



Unemployed members of
ASSE or AIHA get free admission!

WHY CHOOSE THE PDC?

- ✓ Over 12 break out sessions in addition to the emerging topics panel discussion.
- ✓ Interact with local sponsors & vendors about cutting edge technology to make a professionals job easier.
- ✓ Continental Breakfast & lunch included with continued education documentation!



Contacts:
Dennis Pivin (ASSP) 636.530.8757
Rachael Phillips (AIHA) 314.349.9206
AIHAStLouis.org
stl.asse.org

Start	End	Monday, March 4th, 2019 Ameren HQ - 1901 Chateau, St. Louis MO 63101		
0700	0800	Registration & Continental Breakfast <i>Atrium</i>		
0800	0815	ICE BREAKER – TBD, facilitator		
0815	0915	Kick Off – ASSP / AIHA National Updates (ASSP) Update <u>(TBD)</u> Simultaneous or sequential ?? (AIHA) Update (TBD)		
0915	0930	Break with Sponsor/Vendors		
0930	1045	Topic Speaker Org <i>(Room 1)</i>	Post offer Employment Testing – Managing Risk in Hiring <i>Kevin Wilhite MPT, DMT, OCS, CEAS</i> <i>Work Strategies Coordinator</i> <i>SSM Health Physical Therapy</i> <i>(Room 2)</i>	Taking Action Against Cancer in the Fire Service <i>Shalom Shoaf, Captain/EMT-P</i> <i>Saint Charles Fire Department & Firefighter Cancer Support Network</i> <i>(Room 3)</i>
1045	1045	Transition		
1045	1200	E-Cigarettes, A Hazy Hazard <i>Cheri Marcham, PhD, CIH, CSP, CHMM, FAIHA</i> <i>Program Chair</i> <i>Embry-Riddle Aeronautical University</i> <i>(Room 1)</i>	Update on Safety Sciences & University of Central Missouri <i>Dr. Zay, Safety Sciences</i> <i>University of Central Missouri</i> <i>(Room 2)</i>	Safety in the Beer Production Industry <i>Mark Laogai</i> <i>Sabbhailteacht Solutions LLC</i> <i>(Room 3)</i>
1200	1245	Lunch with Sponsor/Vendors <i>(Location)</i>		
1245	1400	Topic Speaker Org <i>(Room 1)</i>	Safety & IH Professionals in Local Emergency Response <i>Panel – Ridenhower, Shoaf, Dr. Tan & Dr. (??), Siegel</i> <i>Various</i> <i>(Room 2)</i>	Topic Speaker Org <i>(Room 3)</i>
1400	1400	Transition		
1400	1515	OSHA Confined Space Case <i>Joe Dartt, CIH</i> <i>OSHA</i> <i>(Room 1)</i>	Motivational Safety <i>Mike Weibert</i> <i>Safety Manager</i> <i>Jacobs ESTS Group</i> <i>(Room 2)</i>	Track Speakers Org <i>(Room 3)</i>
1515	1530	Break with Sponsor/Vendors		
1530	1645	Marijuana in the Workplace <i>Kim Jones, Attorney</i> <i>Seyferth, Blumenthal & Harris LLC</i> <i>(Room 1)</i>	Topic Speaker Org <i>(Room 2)</i>	BCSP Ambassador Program <i>Cheri Marcham, PhD, CIH, CSP, CHMM, FAIHA</i> <i>Program Chair</i> <i>Embry-Riddle Aeronautical University</i> <i>(Room 3)</i>
1645	1700	Closing Remarks – Speaker Name <i>(Location – Room 1)</i> Certificates Available <i>(Location: Atrium)</i>		
		NOTE		

OSHA Issues for Marijuana and the Workplace

**Julie O’Keefe, Bradley M. Bakker
and Katherine M. Ricks**

2018 was an eventful year that may have left many employers scratching their heads, wondering: as marijuana becomes legal in many states, where does that leave me? Can employers take action against employees for marijuana use? What about workplace safety rules relating to drug use? Read on for an update on OSHA’s position on drug testing, and some practical “dos and don’ts” that may help you navigate the challenges posed by marijuana legalization.

New OSHA Position on Post-Accident Drug Testing

Employers should take note of an important recent OSHA guidance that loosens its position on post-accident drug testing. OSHA’s previous Obama-era position indicated that certain drug testing and safety incentive policies could be held to violate 29 C.F.R. § 1904.35(b)(1)(iv), which forbids employers from discharging or discriminating against employees for reporting work-related injuries or illnesses. The rationale was that such post-accident drug testing could deter employees from reporting work-related injuries and illnesses.

In October 2018, OSHA published a clarification of its 2016 position. This Trump-era clarification supersedes and loosens OSHA’s interpretation of the rule, and confirms that employers may perform reasonable post-accident drug testing without being deemed in violation of the regulation. The clarification explicitly states that the following types of post-accident drug screening are permissible:

- Random drug testing.
- Drug testing unrelated to the reporting of a work-related injury or illness.
- Drug testing under a state workers’ compensation law.
- Drug testing under other federal law, such as a U.S. Department of Transportation rule.
- Drug testing to evaluate the root cause of a workplace incident that harmed or could have harmed employees. If the employer chooses to use drug testing to investigate the incident, the employer should test all employees whose conduct could have contributed to the incident, not just employees who reported injuries.

The start of a new year is a good time for employers to review and update their employee handbooks and company policies. If you plan to update your post-incident drug screening policy, a sensible rule of thumb is to include simple language stating the purpose of the testing, such as “pursuant to [state’s] workers’ compensation law,” or “for the purpose of evaluating the root cause of a workplace incident.”

Dos and Don'ts: Practical Tips for Employers

In addition to changing OSHA guidance, employers also face challenges at the state level, where 33 states have legalized medical marijuana in some form. Although there is no protection for medical marijuana users under federal law, many state laws (such as New York, Arizona, and Illinois) provide varying protections for employees who are authorized to use medical marijuana under state law. In particular, many state laws either deem qualifying medical marijuana users as disabled under state human rights laws and/or prohibit discriminating against such individuals in their employment based solely on their status as medical marijuana patients. Many states have legalized recreational marijuana use.

Although many state laws provide these protections, most also still permit drug testing of employees (particularly post-accident drug testing) and prohibit employees from being impaired or under the influence of marijuana while on-the-job. Unfortunately, many states (with the notable exception of Arkansas) do not define the terms “impaired” or “under the influence.” As standard urinalysis drug testing only detects the metabolite which marijuana breaks down into, employees can potentially test positive for approximately four weeks after last using marijuana (if they previously used heavily). This means that employees who only use medical marijuana legally after work hours pursuant to state law might still test positive using standard employer drug testing methods.

Despite these new protections, there are still a number of areas where certain employers will maintain a great deal of flexibility in their drug testing policies. Specifically, employers should generally consider the following issues, particularly if they have employees in states where medical marijuana is legal, as the following approaches can generally be justified while operating under various federal and state laws:

- Delineate drug testing policies that only provide for pre-employment or random drug testing for employees in safety sensitive positions (jobs involving driving, dangerous situations, or other roles where any type of impairment could cause injuries to the employee or others);
- Switch their drug testing regime to test for marijuana only for employees in safety sensitive roles;
- Using saliva testing methods for marijuana rather than blood or urinalysis testing, as saliva testing detects more recent marijuana usage and will potentially provide better evidence of showing that an employee was impaired while at work;
- Maintaining strong anti-drug policies and testing regimens for all employees if the employer is a federal contractor (and thus subject to the federal Drug-Free Workplace Act);
- Making tailored and individualized decisions regarding employees (including analyzing under a particular state's laws) if the employee is a protected medical marijuana user who tests positive, so as to provide individualized assessments as necessary under state human rights laws for any possible disability of the employee that might be protected.

As noted above, recent changes in state law make this a good time to review existing substance abuse and drug testing policies with legal counsel to make sure that they are compliant and can adjust to new developments under state statutes and court decisions.

Does the Bloodborne Pathogens Regulation Apply – or NOT?

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

Lockton Companies of St. Louis

The 1910.1030 Bloodborne Pathogens regulation has done a lot of good, bringing safer practices to thousands of workplaces. This rule was written for hospitals, blood labs, dental offices, etc. where human blood or body fluids containing blood are handled. Other sorts of business establishments were included if they also had reasonably anticipated blood exposures, such as having designated first aid people on hand. Bloodborne Pathogens is among the most over-applied and incorrectly cited OSHA paperwork rules along with its heavily over-cited buddy, Chemical Hazard Communication. It's needlessly cost a lot of money and time, doing a lot of damage.

The scope of the BBP rule is vague enough we find lots of employers complying in the mistaken idea it applies to their companies, and their safety people earnestly making it happen. Even an occasional OSHA person has gotten a little tangled up in it, so don't hold it against anyone for getting confused. However, since compliance with rules that don't apply is a waste of resources which could have been applied to preventing accidents, it's good to know if the BBP rules are applicable before launching into compliance. Your first question should be who among the employees has "reasonably anticipated" occupational exposure to human blood or other potentially infectious materials?

That is actually a regulatory requirement. "1910.1030(c)(2)(i): Each employer who has an employee(s) with occupational exposure as defined by paragraph (b) of this section shall prepare an exposure determination..." And what does paragraph (b) say? "Occupational Exposure means reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee's duties."

Keep that phrase, "reasonably anticipated", in mind. It doesn't say "maybe under a set of uniquely strange circumstances", "once in a blue moon", "if a Rube Goldberg series of incredible mishaps occurs", or "if our break room is struck by a meteor". Nope, it just says "reasonably anticipated".

One place where we need to keep that in mind is our housekeepers, janitors and the like. The employer is supposed to evaluate the possible exposures, based on facts such as history in the facility, and the work they are expected to do. Plenty of companies have committed to BBP programs because they have janitors and housekeeping people on staff. They were thinking, hey, soiled linens in hotels, sanitary napkins, blood-stained band-aids in trash bags or swimming pool filters, used water glasses and drinking fountains and the like.

Those things were never intended to be part of the scope.

OSHA does not generally consider housekeeping staff in non-health care facilities to have reasonably anticipated occupational exposure. The rules also exclude most employees of hotels, restaurants, department stores, office buildings etc. unless they were designated to have first aid roles or will be called in for the occasional unexpected event, such as a kitchen accident, or a barfight resulting in blood spilled on a floor along with a few teeth. We could even say an industrial workplace is not one where blood or OPIM exposure is reasonably anticipated. A few cuts in a given year for which employees treat themselves through first aid doesn't make an industrial plant into an operating room, a medical clinic or a crime scene.

Note the "treat themselves". It is possible to have trained first aiders on hand, none of whom who are required to perform hands-on aid, and who act as advisors to employees for self-care. We tell our people, if first aid needs to get hands on, and there's plenty of time, have the employee wrap the injury with a gauze pad and take them to the doc. If it's a medical emergency call 911. But hands off. If there's something to clean up, we have a couple trained supervisors, or can call in someone.

I should point out the lack of clear definitions of "reasonably anticipated" from OSHA. It would help to have a definition and a few examples, but we don't have much to go on. I think they see the phrase as self-explanatory.

In that context, what else is reasonably anticipated? No mail or banks on Federal holidays? Reasonably anticipated, it's a sure thing. Paydays? Yes, every two weeks. The FedEx person arriving? Yep, every day about 10 am. When the TV weather person predicts snow, everyone running to Schnucks to buy milk, bread and eggs like we're about to be trapped in a frontier cabin for the winter? Several times every winter, reasonably anticipated. That's just how we do in St. Lou. Pandemonium rules a few weeks out of most every year, that's all.

The soda vending machine running out of Fanta Orange? Sure, it happens, but hardly ever, so nope, not reasonably anticipated. Diet Coke, maybe. ICE showing up one day and carting off eighteen employees with counterfeit papers? Not reasonably anticipated, quite an unpleasant surprise, actually. Getting put on the TSA terrorist watch list because your name is a match for some skinhead guy in Ohio who is a convicted gun-runner? Happened to me, TWICE, but it's still not reasonably anticipated. That was just weird. But I love his hairstyle choice.

What about somebody slashing their arm with a box cutter while opening packages and spraying blood everywhere in Receiving? Accidents will happen, but my default is to assume they are unpleasant, unanticipated events. If bloody laceration injuries are reasonably anticipated, we need to call a full stop and take a hard look at how we're doing things. I don't think the majority of industrial accidents involving occupational blood exposure are "reasonably anticipated" even if some appear on the OSHA log here and there. More of a rarity than "anticipated".

OSHA leaves it up to the employer to decide if there's reasonable anticipation of BBP occupational exposure. However, in general, we can assume most non-healthcare jobs do not involve a reasonable anticipation of BBP exposures. My non-healthcare clients generally give the bulk of their employees a quick BBP awareness training and do not attempt to comply with this complex regulation on a large scale. If there are occasional incidents such as a hotel employee finding wet blood on a bathroom floor from a shaving cut, they keep a few specialist employees trained to handle the cleanup, bagging, disposal etc. Note there is a duty to protect employees from blood exposure, even if it's not reasonably anticipated.

The trick is that many OSHA officers do not understand this standard, and their supervisors and office policies do not correct their errors but instead rubber-stamp the "go ahead" on their misapplied proposed citations. I've consulted with the National Office of OSHA on this. That's where I got everything in the preceding paragraphs. But it doesn't mean local offices can't be wrong and cite the beast incorrectly.

The local OSHA office is only allowed to carry one main tool in their fieldwork toolboxes, which is a hammer, and the compliance staff is charged to go out and find some nails. Even when the citations are dead wrong, when employers agree to them in exchange for a penalty reduction, it's a soft form of precedent. It leads to cementing an unwritten office policy: "if there's blood, ANY blood, any time, cite BBP first, ask questions later".

If basing the decision only on OSHA, I would consider how reasonably anticipated blood or other potentially infectious materials are in the workplace routine. If we have some blood or OPIM in the workplace from time to time AND potential for employee exposure to it, then, no question, I'd go full-on compliance.

If there has been no history of reasonably anticipated blood or OPIM, there's your sign, and it's overkill - you could implement some awareness and infection control measures voluntarily or go full compliance, either one. That includes some documented awareness training and planning as to who picks up the mess if blood is spilled, say, due to an accident. Good, responsible employers who don't mind prying open the company's safety wallet to go beyond the bare minimum may find a voluntary BBP program is a natural for them.

Clearly, the BBP rule has done a lot of good for the employees whose workplaces are under its scope. Follow the regulation and carefully evaluate whether there's the kind of exposure that triggers the rule. If there's no reasonably anticipated occupational exposure to human blood or other potentially infectious materials, compliance with these rules is optional - which doesn't mean you can't engage them to protect against the unanticipated exposures. If blood exposures are reasonably anticipated, you need to dig into the BBP rules.

SAFETY QUESTION

Last Month's Safety Question

Last month, we posed a question to you, and you responded. Here are a few of the answers and a reminder of the safety question. Thanks to everyone who responded!

Last month's question:

We recently hired an employee who is hearing-impaired. The employee does not have an interpreter with him at work, but we do have 2 staff that know ASL. He was hired for a seasonal daytime position, but wants to move to a fulltime overnight position, and we want to ensure we're providing all accommodations for him. What might be good resources that I can look into that will help us communicate with him effectively and efficiently? What else should we consider to protect this employee?

Your Answers:

- For employees who utilize hearing aids, there are assistive devices that can stream sound directly from a supervisor or co-worker to the individual. This makes it easier for the employee to hear and he/she does not have process complex instructions through environmental noises. This can be especially helpful in areas with equipment noise or meeting rooms.
- If the employee does not wear hearing aids and can only communicate through ASL, there are classes every 8 weeks at DeafWay Interpreting Services for anyone (such as HR) that would like to take the class. The chief audiologist here said that even the basic class provides information and signs that can be used in rudimentary conversations and it is \$100. There are other services they provide that might be beneficial for this employee or the staff member wanting to help this employee. If the employee communicates using American Sign Language (ASL), There are two organizations that offer classes for anyone seeking the knowledge on how to expand their communicative abilities. The classes will introduce a person the basics of ASL structure and some conversational language. The cost for the programs is \$30-\$100 per session. Links:
 - <https://www.deafinc.org/signclasses.html>
 - <https://www.paraquad.org/programs-and-services/deaf-way-interpreting-services/>
- The employer may want to hold a toolbox talk identifying the individual and telling other coworkers that he was hearing impaired to ensure that people onsite were aware that not everyone would be able to respond to a horn or yelled command. The employer may also make certain that there is a designated "buddy" he worked with that would make him aware of audible signals, like emergency horns, as needed.
- If the employee can read lips, whenever safety training is provided have the employee sit near the instructor and ensure that the instructor faced him during training classes so he does not miss out on the presentation. If needed, prepare to do one on one training with the employee.
- Consider organizations that offer online versions that mirrors every spoken word with on-screen text. Hearing is not required to successfully absorb the information nor to complete the examination. One such person/organization is Kathy Willis from Workforce Education, Solutions & Safety Training

This Month's Safety Question

Please take the time to read this question and share any advice you have with our chapter. We are hoping for many responses, so you do not need to answer every detail, so you can be as specific as you like and just provide your best advice. Please email your responses and/or questions you would like asked to updates@stl.assp.org.

This month's question:

When should a company hire a full-time safety person? Is it based on employees, work hours, revenue, or something else? How does this vary by industry?



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 Praires 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	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 NEW LOCATION 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 4 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 Bembower – dan.bembower@usi.com

Publishes and distributes the chapter newsletter to all chapter members

PDC Chair – Dennis Pivin – DPivin@aegion.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@365safety.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

We continue to grow! This month there were 12 new members, bringing us to a total of 618 members. Please look for these new members at an upcoming meeting and welcome them: **Erik Arthur; Santosh Kumar Bhaviriseti; Brian Crawley; Chris Decioccio; Jacob C Elder; Andrew Everding; Mark Griffin; Brad Hinkle; Raul Martinez; Richard Shoaf; Kristopher Shuda; and Sydney White.** New members are sent an invitation to attend an upcoming meeting for free.

St. Louis Chapter Board Members

Rick Reams – President, 618-670-6589 (ricky_reams@hotmail.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](#) or [Twitter @ASSESTL](#)

<http://stl.assp.org>