



St. Louis Chapter Newsletter



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Upcoming Events

August 10th - Virtual Chapter Meeting - 12pm

Please join us for our first Virtual Chapter Meeting! There is no cost to attend, but we do need you to register prior to the meeting. The St. Louis Chapter has purchased a Zoom subscription to allow a high quality experience.

Hello from ASSP St. Louis Chapter!
You are invited to a Zoom meeting.
When: Aug 10, 2020 12:00 PM Central Time (US and Canada)

Register in advance for this meeting:
https://zoom.us/join/zoom/register/tJUkdOCuqDkvHdWWJDYLVxbPH4HImZ0z_ZRE

After registering, you will receive a confirmation email containing information about joining the meeting.

This month's topic is **Workforce Preventative Maintenance** with speaker **Matt Weirich, Work Comp Program Manager with Athletico Physical Therapy.**

Subjects covered include:

- Muscular Skeletal Disorder Risk Management
- Proactive vs. Reactive Strategies
- Sports Medicine Meets Preventative Maintenance

September 14th - Virtual Chapter Meeting - 12pm

We will continue hosting our monthly chapter meetings via Zoom for the foreseeable future.

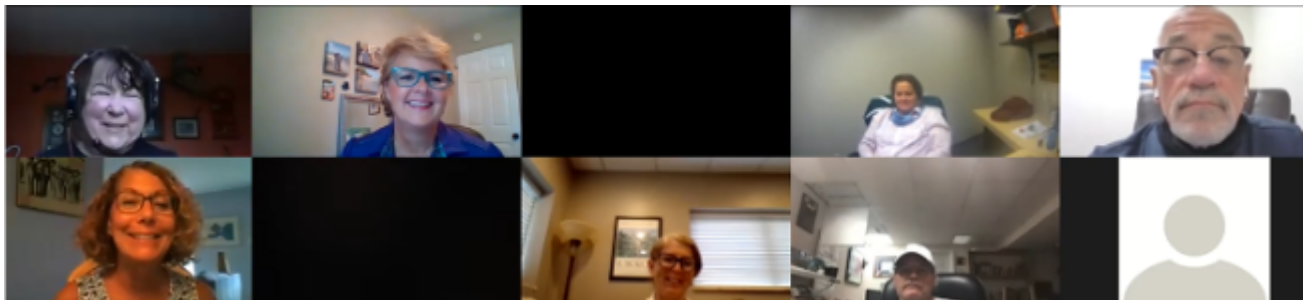
The 2020 Scholarship Fundraiser Golf Tournament has been cancelled.

The STL Chapter Board met in July and after very careful consideration we have decided to cancel this year's event. Holding any event that could potentially expose someone to a health risk would be in direct conflict with the ASSP mission. The golf committee has contacted those who had signed up and issued refunds.

The board is continuing to evaluate how to fund-raise for this scholarship and considering funding it out of chapter reserves in order to continue to support local safety education.



The WISE women of St. Louis (and firends) met last month with Kathi Dobson for a discussion on issues affecting women and PPE. Not everyone was able to join on video, but many were and it was a great discussion. Keep checking your email for more WISE safety opportunities.



Members also helped out at the St. Louis Alliance for Period Supplies (<https://www.stlaps.org/>) by packing hygiene products for distribution to community partners throughout the St. Louis region.



July 2020 Issue Just Released:
The Archives of Safety and Health, Volume 3, Number 3

The main publication of the Safety and Health Historical Society is a quarterly journal, *The Archives of Safety and Health*. The July 2020 issue (Volume 3, Number 3) contains articles for people engaged in and interested in safety and health history related to their practice. Here are summaries of key articles:

• **DO YOUR SHOES FIT PROPERLY?**

From the late 1920s to the 1950s, a machine called the Shoe Fitting Fluoroscope was the ultimate method to ensure that buyers and parents were fully satisfied with a proper fit. The machine used x-rays to create a display. Kids thought the machine was awesome because they could see toes wiggle!

• **TRIANGLE SHIRTWAIST FACTORY FIRE OF 1911**

This was a classic fire in the history of safety and health. Young women involved in the manufacture of blouses and other clothing became trapped in upper floors of the factory building. It was very sad as 47 jumped to their death and others died from the smoke and heat. Locked exits prevented normal escape. Overall, 146 perished.

• **1908-1912: BATTLING TO IMPROVE FIRE PROTECTION**

The Triangle Shirtwaist Fire was an event that provided publicity for a national effort to improve fire protection in the United States and reduce the huge level of “fire waste.” Many factors led to this challenge that put the U.S. at a huge disadvantage.

• **MEET FRANCES PERKINS**

As a witness to the Triangle Shirtwaist Fire, she became an advocate for workers and the poor and played many roles at local, state and federal levels. She was the first woman to serve in the cabinet of a U.S. President, Franklin D. Roosevelt, and created and implemented many workplace reforms found in the New Deal.

• **SPECIAL FEATURES**

Safety Poetry from 1918

1918 - Teaching English for Safety Campaign

Interested in the History of Your Profession?
Join SHHS as a Patron (individuals) or Contributor (organizations - including chapters)!
Visit the SHHS Web Site and click on “Join”!
<https://safetyandhealthhistory.org/joinus/>

Contact SHHS
You can contact SHHS at info@safetyandhealthhistory.org

OSHA-ASSP Leading and Lagging Indicators - August 13th - 12p

ASSP and OSHA are collaborating on a [joint complimentary webinar](#) addressing indicators. This live webinar aims to increase awareness of leading indicators as a valuable tool to help improve your safety and/or health program. OSHA's Lisa Long will review the guidelines that explore leading indicators as a safety and health metric and explain how they can help your organization improve performance and create an action plan. ASSP's Gary Lopez will review how you can develop, use and measure leading indicators and explain some of the key initiatives like the ANSI/ASSP Z16 standard being developed. It should be a great event and hope you consider [attending](#).

Thanks to Tim Fisher, CSP, CHMM, CPEA, CAE, ARM, STS, Director of Standards Development and Technical Services, for the notice.

If you need more now and want a good webinar on the same topic of leading/lagging indicators, here's a [link to an EHStoday webinar](#) featuring WISE member, Pam Walaski – live event was July 28 – this is the link to the pre-recorded version.

Thanks to Kathi Dobson for the heads-up on this one.

Newsletter Contributions



~Dan Bembower

We are always looking for additions to the newsletter. If you have something to share with the St. Louis safety community, please reach out and let me know at either updates@stl.assp.org or contact me directly at dan.bembower@usi.com. Thanks for reading!



REGISTRATION FORM

AUGUST 31, 2020

		
WHITMOOR COUNTRY CLUB 1100 Whitmoor Drive Weldon Spring, MO 63304 MEMBER RATE Single Player: \$250 Team: \$1,000 NON-MEMBER RATE Single Player: \$375 Team: \$1,500	DAY OF DETAILS 9:30 a.m. Registration/Driving Range Opens 10:00 a.m. Brunch & Bloody Mary's 11:00 a.m. Shotgun Start 18-Holes - Best Ball Scramble * Course Prizes* Adult Beverage Tents Food Tents *Attendance Prizes* 4:30 p.m. -7 p.m. Reception/Dinner/Awards	SPONSORSHIPS AVAILABLE ON BACK Brunch & Dinner Cocktails Coolers/Beverage Tents & Carts Cigar Cart Driving Range Closest to Pin Longest Drive Putting Green Tee or Hole Sponsor Attendance Prizes

REGISTRATION AVAILABLE ONLINE! JUST GO TO [EVENTS!](#)

Golfer 1 - Primary	Golfer 2	Golfer 3	Golfer 4
Provide Name/Organization/Address/Email/Phone	Name/Organization/Email	Name/Organization/Email	Name/Organization/Email
Golfer 1 - Primary	Golfer 2	Golfer 3	Golfer 4
Provide Name/Organization/Address/Email/Phone	Name/Organization/Email	Name/Organization/Email	Name/Organization/Email

Please mark course preference: Whitmoor North ☐ Whitmoor South ☐ Not guaranteed.

Yes, please register me for:

DEADLINE: 8/15/20

GOLFERS		Amount
Includes practice ranges, brunch, 18-Holes of golf, cocktails, and dinner. Plus, Flight Awards & Attendance prizes!		
Invoice Preferred?	Member (\$250 p/ golfer)	\$
Yes, please: _____	Non-Member (\$375 p/ golfer)	
Credit Card _____	Qty: _____	
NON-GOLFERS		Amount
Cocktails/Dinner Only		\$50 Member \$85 Non-Member
Name: _____		Total Amount:
Organization: _____		
Email/Phone: _____		
Note: Invoicing is available or Register Online		Invoice? Y or N

Billing: Charge to Credit Card

Name	Amt. \$
Acct No	CVC/CVV
Address	Exp/Date
Card	<input type="radio"/> American Express <input type="radio"/> Visa <input type="radio"/> Discover <input type="radio"/> MasterCard



St. Louis Council of Construction Consumers
 180 Weidman Road, Suite 127
 Manchester, MO 63021
 T// 636.394.6200 F// 636.394.9641
info@slccc.net
slccc.net



SPONSORSHIP

We have a number of great ways to gain visibility for your organization! Sponsorships available below:

Sponsorship benefits vary for off-course sponsorships:

BRUNCH /REGISTRATION (5 AVAILABLE)	EVENING COCKTAILS (EXCLUSIVE)	RECEPTION/DINNER
\$600 member/ \$900 non-member	\$1,000 member/ \$1,800 non-member	\$600 member/ \$1,200 non-member
SOLD	SOLD	
BENEFITS: Brunch sponsors will be on a banner at Brunch, in lunch boxes and in our program.	BENEFITS: There will be exclusive time before dinner for networking over cocktails. Two signs provided, recognition at dinner, and program.	BENEFITS: Dinner sponsor will be recognized at the tables, by our MC, and program.



WE NEED VOLUNTEERS

We are always looking for additional volunteers for the day of the Golf Tournament. It's fun to network too! If you wish to sign up to help with set up and registration, or on the course, please let us know when you can join us. Volunteers work on the day of the tournament, which includes helping with registration, packets, on the course, attendance prizes, and more! A digital sign up is available on our Golf event page or Email us at info@slccc.net if you wish to volunteer at the event. Completed the form below. We thank you!

Name	
Organization	
Email/Phone	
Duration (am/pm or all day)	

SPONSOR NOTICE: Please note we MUST have an .eps file and .png sent for signs/banners.



SLCCC
180 Weidman Road, Suite 127
Manchester, MO 63021
T//636.394.6200 F// 636.394.964
info@slccc.net
slccc.net

Includes signs - Note: (#) equals quantity of sponsorships available:

On the Course: (\$500 members /\$800 non-members)

Driving Range (1)	Closest to Pin (4)	Longest Drive (1)
<input type="radio"/>	<input type="radio"/>	SOLD

On the Course: (\$750 members /\$1,200 non-members)

Beverage Cart (12)	Beverage Tent (10)	Cigar Cart (2)	Putting Green (1)
6 REMAINING	5 REMAINING	<input type="radio"/>	SOLD

On the Course: (\$650 members /\$950 non-members)

Cooler Refreshments (6) - 6 LOGO signs on course
<input type="radio"/>

On the Course: (\$1,500 members /\$2,500 non-members)

FOOD TENTS (2) - MUST HAVE 2 REPS
SOLD <input type="radio"/> FOOD & TENT PROVIDED

On the Course: (\$150 members /\$300 non-members)

TEE/HOLE SPONSOR (72) - LOGO'D SIGNS (2 COURSES - BUY 2)
<input type="radio"/>

Billing: Charge to Credit Card

Acct No		CVC/ CVV	
Exp Date		Billing Zip	
Card	<input type="radio"/> American Express <input type="radio"/> Visa <input type="radio"/> Discover <input type="radio"/> MasterCard	Amt. \$	
Name			

Please Invoice ☐

Registrations/Sponsorship are only accepted once payment is received. All Sponsorships are first come first serve and must be paid prior to the tournament. Please contact Rebecca Hutchison at rhutchison@slccc.net for questions on payment for registrations and sponsorships. For other questions, please contact Kelly Jackson at 314.266.1956.

Membership Update

There are currently 600 members of the St. Louis ASSP chapter. There were no new members in July's membership report. If you know someone who should be a member of the world's largest safety association, please invite them to [join today!](#)

New members are sent an invitation to join our next monthly meeting for a free lunch. Members who are currently unemployed are also invited to join us free of charge.

Before Klecka and Lexow, there is Parker: Permanent Total Disability Exposure in Missouri Second Injury Fund

~Chris Archer, Archer and Lassa, LLC, chris@askarcher.com 7-20-2020

As I have highlighted before, the workers' compensation community is waiting the interpretation of section 287.220 for primary injuries that have occurred after the effective date of the changes made to the statute in January 2014. There are pending two cases at the court of appeals in the Eastern District that will weigh on how broad the SIF liability will be for these serious cases. Employers have a vested interest in broad SIF liability due to the simple fact that the court will likely find the Employer liable for lifetime indemnity payments if the SIF is not found liable. Here is language in the statute:

Section 287.220

(a) a. An employee has a medically documented preexisting disability equaling a minimum of fifty weeks of permanent partial disability compensation according to the medical standards that are used in determining such compensation which is:

- i. A direct result of active military duty in any branch of the United States armed forces; or
- ii. A direct result of a compensable injury as defined in section 287.020; or
- iii. Not a compensable injury, but such preexisting disability directly and significantly aggravates or accelerates the subsequent work-related injury and shall not include unrelated preexisting injuries or conditions that do not aggravate or accelerate the subsequent work-related injury; or
- iv. A preexisting permanent partial disability of an extremity, loss of eyesight in one eye, or loss of hearing in one ear, when there is a subsequent compensable work-related injury as set forth in subparagraph b of the opposite extremity, loss of eyesight in the other eye, or loss of hearing in the other ear; and

b. Such employee thereafter sustains a subsequent compensable work-related injury that, when combined with the preexisting disability, as set forth in items i, ii, iii, or iv of subparagraph a of this paragraph, results in a permanent total disability as defined under this chapter.

The current Industrial Commission has narrowly interpreted the language in the statute in a number of cases finding no SIF liability; although each of them have dealt with cases tried solely against the SIF with the Employer having settled their file. Their interpretation is that only the qualifying pre-existing disability can be considered with its resulting synergistic effect on the primary disability. If other disabilities are considered, the claim for permanent total disability against the SIF must be denied. Their interpretation suggests iii above should be read to be also in b. above.

The first case to reach the court of appeals was Parker decided by the Western District a few weeks ago. The Administrative Law Judge had provided for liability of the SIF for permanent total disability but the Commission had reversed and denied the claim. The court, in a 2-1 decision, reversed and held that if there is one qualifying pre-existing disability under i, ii, iii or iv, then the Commission can take into account the claimant as a whole including other medical conditions, along with the person's education, age etc.

The workers' compensation community is waiting to see if the Missouri Supreme Court will take the Parker case on transfer. Meanwhile, the Eastern District court of appeals is considering two similar cases I have been tracking: Klecka and Lexow. I hope the Supreme Court does not take Parker and that the Eastern District follows the precedent in Parker. This would be the best outcome for Employers in Missouri.

"Risk Assessment" and the Human Mind

~Bill Kincaid, P.E., CSP, CIT

Lately the term "risk assessment" has insinuated its way into safety. For example, ANSI machinery safety standards which were once clear and firm about what we needed to do to comply have added material on risk assessment. Now we're supposed to estimate the hazards of various machine parts, estimate the likelihood of an accident, estimate the likely severity of those accidents, and throw all those estimates into a calculation which gives us a result which we are supposed to take seriously.

In engineering school, we were taught a guess plus a guess times a guess divided by a guess is at best a guess, not a calculated result. Any errors in any of those guesses are compounded by using them in calculations. Even if you end up with a number like "3.23" that looks precise, the precision of the result is no better than that of the worst guess involved.

Therefore, I'm not convinced this type of assessment always tells us something useful or true. I also think there are many, many processes with well-known hazards which don't need a do-it-yourself risk assessment. When our senior management asks us to tell them what the standards require us to do, I prefer to give them clear answers, not to present a homemade risk matrix crafted of estimates and guesses. Sometimes these senior people went to engineering school too, and they aren't buying it. But I don't write the safety standards, so we have risk assessment now.

Happily, modern machine guarding practices now give us machines covered up so thoroughly they look like they're still in their shipping boxes, with safeguards for when the boxes are opened. No guesswork about whether the people are protected from the moving parts. But the biggest guess of all has always been what happens when we turn our people loose to run and maintain these machines.

The problem with people, myself included, is we have a deeply ingrained ability to ignore known risks if we want to accomplish a goal. It is an important survival instinct, oddly. Without that trait, a caveman would never be able leave his cave after seeing his fellow caveman dragged away by a dire-wolf. The caveman would stay inside the cave and starve if he didn't have the ability to ignore known risks to accomplish a goal. But he has that ability, so he looks around, doesn't see the wolf lurking anywhere nearby, puts his fears aside and makes a dash to the banana tree. Not that the caveman didn't think about the giant wolf. He must have had the wolf in mind, at least at first. Eventually he made so many dashes to the tree without incident he eventually stopped worrying about wolves. Note the danger was always there and was no better or worse after the caveman stopped thinking about it.

Now that human lives are far more complex we still ignore known risks to accomplish a goal, whether that goal is launching the Space Shuttle on an excessively cold day because the NASA management is anxious about pleasing the media audience (a mistake which ended the lives of six astronauts and a very nice schoolteacher), having a smoke (which we know currently slaughters about half a million US residents a year), driving a motor vehicle (which takes the lives of about 40,000 people annually) or simply going out in public (in the midst of a deadly world-wide pandemic which has killed 150,000 Americans in six months, and is far from over).

We're still ignoring known risks, often with disastrous results, because we have stuff we want to do. And we bring that same trait with us when we go to work.

I haven't seen this rather obvious trait factored into many risk assessments. What I see are mentions of a need to train employees on how to work safely, which is necessary but wholly separate from motivating safer behaviors or preventing riskier ones. That way of thinking ignores the human ability to ignore risk even if well-trained on that risk and how to avoid it. I haven't often seen it considered in risk assessments. I have seen it, though, in my investigations of fatal accidents. It's a sad way to find out our safety systems aren't working so well.

Often, a well-trained, productive employee will figure out quicker, more efficient ways to get a job done which defy their training and which also crank up the obvious, well-known risks.

Maybe it's bypassing a GFCI on a sewer pipe roofer to stop excessive tripping. Or leaving out trench shoring to save time because a job will only require a few minutes in a deep trench to connect some pipe joints. Possibly it's changing a lighting ballast with the power on to save time and avoid inconveniencing

others with a lighting blackout. Or taking off the guard on a plastics recycling grinder so it would accept bigger chunks of scrap Styrofoam. These are all examples from fatalities I've investigated, nothing made up.

When employees don't obey their training, we sometimes call it "employee carelessness". It's nothing of the sort. If you have an employee who truly doesn't care how safe they are, flitting like a carefree butterfly through their workdays without thinking, fire them immediately for their own good.

They're rotten employees, you can't fix them, and they're huge hiring mistakes you can only repair by un-hiring them. Luckily, the truly careless are rare to the point of being downright exotic. What is extraordinarily common is the garden-variety human being who can ignore known hazards to accomplish a desired goal.

It would be great if people were like robots, where once you train and activate them, you get the same output repeatedly, exactly what you programmed them to do. But we humans are smarter than robots. We challenge our programming.

So, risk assessment. The important part of the risk assessment process is figuring out how to reduce the risk, maybe eliminate it entirely. That's where we put our knowledge of human traits to work.

Can a human remove a guard and run a machine without the guard, possibly to speed up the work? If so, then how can we prevent that from leading to trouble? How about electronic supervision of the guard through interlocks? ANSI B11.19 has the specs for the safety devices, control system and so on. If that's too much for a particular application, how about a formal, accountable supervisory check of the machine before the shift and after shutdown for servicing or maintenance? Maybe throw in a daily or weekly observation by leads, also accountable and measurable through documentation? These measures can also be beneficial in assuring the lockout procedures are followed. I also suggest making guards as easy as possible to work with. Instead of attaching it with twenty bolts and requiring the employee to lift the detached guard, we side-hinge it and just use a couple bolts to hold it shut.

As with other areas of safety, the engineering controls are the first, best option, and where eliminating the human element through physical changes isn't feasible, we go to the less reliable measures of supervisory safety oversight and safety procedures. In business, if something is truly important, we must manage it like it's important, or else it doesn't happen. We obviously need to manage safety like it is important. Fortunately, from much experience, we already know how to manage important job duties. We clearly tell people what they need to accomplish, we make sure they know how to accomplish those important goals, and we put in place a disciplined system which requires our supervisors to supervise the employees' progress on their important assignments. We don't just train people, turn them loose and hope for the best. That doesn't really work, and we have a long history of workplace behavioral research and real-world failures to prove it.

The bottom line is humans bring an element of unpredictability to our best efforts to understand and assess risks. If we can completely engineer out the possibility of a well-intended but poor choice reducing the level of safety, that's our first and best option. Where there is an unavoidable human factor which can increase risk, we make sure it's at least as easy as possible to work safely and put our supervisors and leads to work keeping an eye on the most important aspects of the work. We use time-proven accountability methods and documentation to make sure it happens.

If we consider the human ability to ignore risk in our risk assessments, we can address those risks in our plans and reduce the chances of those risks causing us harm. Risk assessment is best when it doesn't exclude this major part of workplace risk.

St. Louis Chapter Executive Board Contacts

President - Steve Williams - swilliams@frenchgerleman.com

Vice President - Dennis Pivin - DPivin@aegion.com

Secretary - Nate Richardson - nate.richardson.safety@gmail.com

Treasurer - Mae Patrick - mpatrick@lockton.com

Past President - Rick Reams - ricky_reams@hotmail.com

Mid-Missouri Section Officers

President - Mark Woodward - mwoodwar@mem-ins.com

Vice President - Paul Krewson - paul@peakergo.com

Secretary/Treasurer - David Attebery - david.attebery@labor.mo.gov

Chapter Committee Chairs

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 chapter awards

Scholarship – Rob Miller – robertmiller91@yahoo.com

Promotes student scholarships & continuing education scholarships for members

Programs – Tim Michel – tmichel@keeleycompanies.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 a board member or committee chair with comments or if you would like to participate in any of the chapter activities.

If you do not wish to receive these emails, please [click here](#)
to unsubscribe from ASSP St. Louis Chapter messages.

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