



# St. Louis Chapter Newsletter



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## Upcoming Events

### **September 14th - Virtual Chapter Meeting - 12pm**

Please join us for our second 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.

When: September 14th, 2020 -  
from 12:00 PM Central Time (US and Canada) till 1:00 pm

Kindly register in advance for this meeting:  
[https://zoom.us/meeting/register/tJYkc--qpz4jEtSAIsAiH7BOUxyqUa7s3\\_9Z](https://zoom.us/meeting/register/tJYkc--qpz4jEtSAIsAiH7BOUxyqUa7s3_9Z)

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

This month's topic is **Work-Life Balance: Wellness & Well-being in the Construction Industry** with speaker **Dr John Gaal**.

#### Description:

Too often physical aspects of safety are the subject of research studies in the construction industry. Over the past decade, the concept that safety should focus on both physical and mental aspects of safety has been more widely accepted. This research-based pilot study examines 12 (mental and physical) stressors and related factors that are impacting workers' safety and productivity.

#### Objectives:

- \* Explain the difference between wellness and well-being
- \* Discuss a variety of factors impacting wellness and well-being
- \* Describe why employees may resist utilizing EAP/MAP services

### **October 12th - Virtual Chapter Meeting - 12pm**

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

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### **President's Note**

*~ Steve Williams*

Spinning your wheels?

Having worked in the safety industry for 14 years, I feel that I can walk into nearly any facility and assess the current safety culture and climate in as little as one hour. Safety Professionals can be the safety police, conduct new employee training, write safety policy, document bad behavior, etc. If a company's leaders do not set an example for safety, you will just be spinning your wheels

In the last 14 years in the safety industry, I have seen dramatic changes. As a Cintas employee in the 2000s, there was a death at a laundry facility in another state. Because of this accident, Cintas is still ranked in the top 10 for OSHA fines. This tragic event, sparked a fundamental change in how safety was viewed at Cintas. Regardless of your status in the company, if you were not on board with safety, it was made known that they would find someone who was. Today, Cintas has more VPPP locations than any other company. Although this is an extreme case, it clearly highlights the importance of safety buy in at all levels of a company. As they often say, an ounce of prevention is worth a pound of cure.

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# WISH/WISE

Presents...

## A Panel Discussion On:

"Suggestions for Avoiding, Combating & Overcoming Gender Disparity in the Workplace"

9/18/20 - 2:30pm to 4pm

### S P E A K E R S



Tiffany Slater



Amy Narishkin



Kathi Dobson



Samantha Wayant



Gold ChapterWISE Winner  
2020



This is a virtual zoom meeting please refer to the email for details to register.

Good day to you! St. Louis WISH/WISE is inviting you a Zoom meeting!

When: Sep 18, 2020

Time: 02:30 PM to 4:00 PM Central Time

Kindly register in advance for this meeting:

[https://zoom.us/meeting/register/tJcrfu-vqzsjE9byu9y3ho6d\\_dPerIJZSH](https://zoom.us/meeting/register/tJcrfu-vqzsjE9byu9y3ho6d_dPerIJZSH)

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

# SPEAKER BIOS

Tiffany E. Slater, PhD,  
CEO and Owner of HR TailorMade



HR TailorMade is a human resources consulting company specializing in HR solutions for small businesses and non-profit organizations. Tiffany has been an HR professional for over 20 years with experience in performance management, leadership development, recruiting, retention, benefits administration, conflict resolution, employee relations, labor relations, training development, training facilitation, risk management, and policy development and administration. She has experience in many sectors including union and non-union, PK-12 public education, property management, manufacturing, and casino industries. Her most recent role was as the Assistant Superintendent of Human Resources for the School District of University City.

Slater obtained a PhD in Organization Development in 2015 from Benedictine University in IL and a Masters of Human Resources from Washington University in St. Louis, MO in 2003. She is a certified SHRM-Senior Certified Professional, and Myers Briggs and True Colors trainer. She is a lifelong learner, and one of her greatest joys is sharing her experience to inspire others to push towards and reach their highest level of achievement.

Kathi Dobson, CSP  
Safety Director, Alberici

Kathleen Dobson, CSP is a 20+ year veteran of the construction industry. As Safety Director for Alberici Constructors, she has responsibility for and supports their automotive, heavy civil, mining and industrial processes divisions. Kathi is engaged in project start up and provides sites with ongoing evaluations, audits and training when needed.

Kathi is zealous regarding safety of workers and believes that everyone should be able to say they have the right PPE, the right training and the right environment in which to work. She is active on CURT's EHS Committee, AISC's Safety Committee and represents the industry on the TAUC EHS Committee, NAWIC's Alliance with OSHA, the national A10 subcommittee and ASSP, where she serves on the standards development committee and WISE (Women in Safety Excellence common interest group) Board of Directors.



# SPEAKER BIOS

Amy Narishkin, PhD - Chief Executive Officer  
Empowering Partners



In order to achieve true return on investment and an engaging place to work, leaders must create a culture of safety and belonging. With a PhD in Adult Education and 30 years' experience in teaching, consulting, managing and research, Dr. Amy Narishkin is a thought leader, strategist and consultant helping organizations make the shift to Cultural Intelligence. Amy works with CEOs, management teams and those who want to take the lead in organizations to effectively implement the tools for Cultural Intelligence, collaboration and innovation for growth. Amy is also a Certified Administrator for the Intercultural Development Inventory (IDI). As a cross-cultural talk leader and successful entrepreneur, Amy gets it, coaching both individuals and organizational teams. She has created and facilitated 100s of participant-driven workshops, spurring the growth of exciting, culturally intelligent, successful places to interact and work. For insight and how-to's checkout Dr. Amy's Blog, CI FAQs, and her book "Awoke in Progress."

Samantha Wayant, MSW  
Community Engagement Specialist

I received my MSW from Washington University, with a concentration in children, youth and families, and an emphasis in advocacy and child welfare. I have worked in the field of social work for over ten years, starting in child welfare, and bridging into domestic and sexual violence work. For the past four years, I have been a part of the team at the YWCA of Metro St. Louis, starting as an Advocate, moving forward to Program Manager, Director of Crisis Intervention, and now as a Community Engagement Specialist. Throughout my work, I have had the privilege to work on multiple committees on local and the state level, most recently working with the Attorney General's Office on the SAKI grant.



# 17<sup>th</sup> Annual Greater St. Louis Safety and Health Conference ~ Virtual



We are doing things a little differently this year ...

## EXHIBITOR OPTIONS

October 14<sup>th</sup> - 15<sup>th</sup>, 2020

A Virtual 2-Day Conference from 8 – 11:30 a.m. both days

The Greater St. Louis Safety & Health Conference is presented annually by the Safety Council of Greater St. Louis in partnership with Saint Louis University and the Occupational Safety and Health Administration (OSHA). The Conference has become the premier Environmental, Health, and Safety event for professionals in the greater St. Louis area for seventeen years.

This has been an exceptional year thus we will be offering our conference in a virtual setting. We will be using Zoom and all presentations will be live.

We have thought long and hard on how to make this advantageous for our exhibitors and have come up with the following options. We invite you to be an integral part of this years' conference and hope that one of the following options will be positive exposure for your business during this unprecedented time.

We invite you to be an integral part of this exciting event by contributing to the 17th Annual Greater St. Louis Safety & Health Conference.

Exhibitor Options and Benefits:

Virtual Exhibit Hall Exhibitor (\$200.00) REGISTRATION DEADLINE IS OCTOBER 1<sup>ST</sup>

- Online Logo Listing on our Virtual [Exhibit Hall](#)
- Online [Exhibitor Web Page](#) with options for up to 7 elements: contact information, link to the website, imbedded video opportunity, link to brochures, option for a raffle. All elements must be submitted by October 1<sup>st</sup>.
- The Exhibit Hall will be promoted before the conference sessions.
- The Exhibit Hall will remain active on our web site an additional 60 days after the conference, as attendees will have access to the web site to view recordings of the presentations and earn additional CEUs.
- You will receive a list of the conference attendees, companies, and email addresses, as well as a list of those that attended the session that featured your infomercial.

Session Infomercial Opportunity (\$500)

- Get your creativity on with pre-recorded infomercial (3-4 minutes).
- We will run your infomercial before one (1) conference session of your choice (provided there is not a conflict of interest).
- The Exhibit Hall will remain active on our web site an additional 60 days after the conference, as attendees will have access to the web site to view recordings of the presentations and earn additional CEUs.
- You will receive a list of the conference attendees, companies, and email addresses, as well as a list of those that attended the session that featured your infomercial.
- You will have a great infomercial to share with others!



Thank you for your generosity and support!



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## 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](mailto:updates@stl.assp.org) or contact me directly at [dan.bembower@usi.com](mailto:dan.bembower@usi.com). Thanks for reading!

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## Membership Update

There are currently 600 members of the St. Louis ASSP chapter. There were no new members in August'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.

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### An Adventure in the Slippery Business of (Avoiding) Floor Friction Testing

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

Floor friction is of interest because slipping incidents are a top cause of Workers Compensation claims in some large industries, such as food service, retail and healthcare. Ask employees to walk around on a slippery surface, and eventually, boom, someone's going to hit the floor. Injuries can be as slight as bruised dignity or as severe as death – yes, I have investigated same-level-fall fatalities, because they happen. Slip/trip/fall injuries also are one of the few types of worker injuries which crosses over to people who aren't employees – customers, visitors, patients and others who aren't covered by Workers Comp.

These are seen as “worse” for insurance people in dollar terms because, unlike state-regulated Workers Comp, there are usually no statutory limits on General Liability claims.

Having some evidence that floor friction is at an acceptable level helps us feel a little better about our efforts to prevent slips. It also might come in handy later if we are challenged to prove a slip claim is not valid. Slip and fall prevention is a huge subject, and floor testing is just a tiny slice of it. Kind of like those old TV commercials where Sugar Frosted Flakes were “part of a balanced breakfast”, we wouldn't want to rely too heavily on floor testing at the expense of the many STF prevention measures we can employ. The details of floor friction testing are well above my pay grade. We're going to confine this column to the ways some companies measure their floor friction and save the STF prevention for a future column. *(Which, I'm sure, should be just as thrilling as this one, packed with sizzling floor-level excitement – but no spoilers for you today!)*

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Not so long ago a grocery chain built a new store with beautiful, glossy terrazzo floors throughout the retail area. These floors were so shiny the Risk Manager was concerned they must also be slippery. He asked me to check them so he could get some assurance whether it would be safe to open the store as-is. Being aware that measuring just about anything in our profession requires expertise, and credentials don't hurt either, I did the following:

1. I suggested we investigate what sort of shiny sealer had been put on the floor to see if it was one which had anti-slip properties, because shiny doesn't have to mean slippery. There are some amazing products out there for just this purpose;
2. I suggested we contact a local floor friction measurement expert so we could get good, trustworthy measurements which would have some validity;
3. Once I told the Risk Manager what it would cost to hire someone who knew something about floors and he recovered from what appeared to be a minor stroke, I said I could look into a way to test on the cheap, but even if I could do some testing, I wouldn't guarantee the results would have any sort of credibility or even accuracy.
4. I regretted saying I might be able to do tests, just about a nanosecond after he snapped up my offer. Long ago, I learned anything worth doing, is worth doing right. In this case, I had no experience, training or knowledge which told me how to do floor friction testing right.

Venturing into friction testing raises some questions. What are some commonly used friction tests? What are the best methods of testing to give us useful quantified measurements? What types of test equipment

are available? More importantly, what tests tell us how likely a person is to slip on our floor? Is there a best practice we can follow? Are there standards we can compare our findings with?

First, I investigated the new floor and the sealing materials. The flooring contractor was still working in the store, luckily, so the Risk Manager and I stopped by and had a good conversation about the floor sealing methodology. We also had the containers of leftover sealer and the technical data sheets for the chemicals to look at. Technical data sheets, unlike Safety Data Sheets, are intended to provide information about qualities of a substance applicable to functionality, durability and other aspects you'd never seen touched on in an SDS. They're useful to engineers and designers.

Next, I looked into the available types of floor tests. We sometimes see EHS people test their own companies' floors using makeshift methods. For example, tying a fish scale onto a piece of weighted rubber and dragging it around on the floor. Dragging tests can provide comparisons if the same pad and weight are used on multiple floor areas. Having used that method previously to compare slip-resistant shoes, I'm not opposed to it as long as we understand what it's telling us, and what it's not. Thing is, what this informal floor testing method tells us isn't necessarily directly relevant to walking. The dynamics going on at floor level while walking are very complicated, involving factors such as heel impact, both static and kinetic friction, and force vectors in three dimensions, not simply downward. Most people slip while walking, remember, so the more like walking the test is the more relevant it should be. That's where the simple, informal tests come up a little short.

- You can do a simple calculation with numbers from dragging the rubber piece around and get more numbers, yes. You can even do a measurement from a dead stop to breakaway for static friction, and one for continuous dragging for dynamic friction, just like we did in Physics class – my most beloved subject – but if you can't compare them to a standard the usefulness of the numbers is limited to simply comparing one of your floors with another. I'm not sure knowing your "best" floor from your "worst" floor is all that useful, if your "best" is just the best slippery floor you have. That kind of testing is in the same class with mold testing – the "okay, we tested, now what?" class.

Another catch is an improvised rubber pad might not be much like a shoe sole and might conform more to the floor. This could cause it to have more static friction on floors with surfaces that it catches on such as floors with surface porosity (the tiny holes left by air bubbles in the concrete or pits from contact with acidic chemicals, for example). These surface irregularities wouldn't necessarily help a person avoid slipping but they could affect the test. A piece of a typical work shoe sole or a heel would have properties more like the real world. **And testing should tell us more than one of our floors is better than another. It should tell us if someone walking on that floor is likely to walk safely or to slip.**

To that goal we should look for a valid floor friction standard to compare our results with and a testing device which provides the kinds of numbers the standard references.

Turns out there are a handful of types of testing devices which are accepted at some level as valid. The intention of the various devices is to get a realistic perspective of the floor friction because there's more to how our shoes interact with the floor than simply horizontal sliding. Not only are these devices attempting to consider impacts of the heels and soles from various angles on wet and dry surfaces, but there are also efforts to gather data on both static and kinetic friction. Also, the test devices use rubber or leather pads of the same materials as common shoes. You can choose pads similar to the shoes worn by the people walking on your floor. The materials used to contact the floors in testing make a difference because in the real world our shoe soles are what contacts the floor. No wonder the results are more valid than our homemade tests.

There are industry standards for floor testing and floor friction, such as IBC's floor friction references, as well as ASTM and ANSI standards for various aspects of floor testing and friction. Some standards are closely aligned with specific types of test equipment, and there seems to be a little ongoing discussion of the merits of various standards and devices. For example, ANSI A137.1 and A326.3 are apparently directed towards the BOT-3000E digital tribometer. The ASTM E303 slip resistance test standard defines the British Pendulum Tester. In my case, I had available to me an "English XL Variable Incidence Tribometer" which was related to an older ASTM standard. *But should I borrow the English XL and, with the instruction manual in my trembling, inexperienced hand, fire off a bunch of floor tests?*

Standing on the verge of borrowing the testing device, I felt my knowledge was not up to the job. I'd heard of some of these pieces of equipment at some point, and in my effort to update what I knew, I saw the complex testing field had continued to evolve, making what I thought I knew partially useless. It literally would take an expert just to know which machine to use and which standard to reference. Not to overlook that if a once-in-a-blue-moon floor tester is eventually called to the witness stand to testify to their findings, one would not be happy to see the opposition had a genuine expert sitting there armed with his P.E. and years of experience. Nope.

Another way to look at it would be this: **If your client was getting sued for a slip incident, would you instantly propose yourself to serve as their expert witness on floor friction, eagerly looking forward to facing off with the opposition attorneys at the first deposition?** Definitely nope on being deposed.

And that's when I decided to reel back what I had in mind. I would do a little light Google research as an overview, write up a summary of what I'd read for the grocery Risk Manager, restrict my onsite activities to reading the slip ratings listed on the floor sealer's technical data sheet, and hold out for a legit expert to do the testing.

Yes, the expert would charge some appropriate fee for his expertise, as any engineer should. Experts aren't cheap. Unlike what the adage says, you may not always get what you pay for in this world, but you do pay for what you get. And as my wise brother Doug sums it up, "when you pay peanuts, you get monkeys." In this case my work for the grocery chain was free. I wasn't even charging a peanut. Less than a monkey, so what quality of results would I be providing? I bailed out of the floor testing business before I ever started.

The Risk Manager didn't have the budget for a floor expert, so we never brought in the engineer I had in mind. Instead, I spoke with the chosen expert and got his advice. We talked about the type of floor, the operations in the area, and the sealer used on the floor surface. In this case, he didn't think floor testing would accomplish much, thus turning down a paycheck – and that, people, is a sign of an honest contractor. So, it never happened.

This story has a happy storybook ending, despite the lack of a quantifiable floor test. After I shared the results of my work with the Risk Manager, including a pile of documents on the excellent floor sealer the contractor had applied, we went out to let the contractor show us around and to tread on the shiny new floor in our leather-soled dress shoes. The documents and the excellent grip we were feeling as we wandered the aisles made us feel better, at least. The floor sealer delivered what felt like a very good level of floor friction on the terrazzo. We made multiple attempts to slide our shoes on the floor and every time it grabbed on very well. It was even good walking through a few little test puddles we made.

**The grocery store chain decided to let the wise choice of floor finishes and good quality contractors be the basis for not fretting too much more about the shiny floor finish.** And knowing I hadn't personally wandered out of my area into dangerous territory made me feel better as well. Before the store was opened, they put in place an excellent floor maintenance system and an industry-leading floor surveillance program designed to catch problems before anyone had a chance to fall, or at least to show a reasonable effort to do so. They provided slip-resistant shoes for employees who had to mop or work on wet floors.

Compared to the previous claims history in their other stores, the new program paid for itself very quickly in prevented claims. We all lived happily ever after.

Along with the usual STF prevention measures we have at our disposal, floor friction testing could be a part of a good floor safety program. If it has a purpose in your program, consider this - if anything is worth doing, it's worth doing right. That certainly is true for floor friction testing which is better left in the hands of experts.

Save the Date!

# IMPACT

## SUICIDE

*Resources & Conversations for Change*

**September 10, 2020**  
8:00 am – 12:30 pm

**Location:** Conference presented through Zoom; hosted by Southern Illinois University Edwardsville

**Keynote Speaker:** Dr. John Gaal, EdD, CPS, CWP Consultant, HBR&D  
Former Director of Training and Workforce Development (retired) STLKC Carpenter's Council

**Research Based Speaker:** Dr. Alex Karydi, PhD, LMFT  
Project 2025 Director, American Foundation for Suicide Prevention

**Local Resources Panel**

**Breakout Sessions:** Business & Labor, Clinical Professionals, Students, Veterans, Autism, Community

**Registration:** <https://www.enrole.com/siue/jsp/index.jsp?categoryId=668074B0>

**Conference funding provided by:**



**American  
Foundation  
for Suicide  
Prevention**



Illinois

If you have questions regarding registration, please contact Cindy Cobetto, [ccorsag@siue.edu](mailto:ccorsag@siue.edu), 618-650-2164  
For questions regarding CEUs, please contact Susanne Ringhausen, [susanne.m.ringhausen@osfhealthcare.org](mailto:susanne.m.ringhausen@osfhealthcare.org)

**CEUs:** CEUs will be applied for: LCSW/LSW; LCPC/LPC; RN, APP

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## St. Louis Chapter Executive Board Contacts

**President** - Steve Williams - [swilliams@frenchgerleman.com](mailto:swilliams@frenchgerleman.com)

**Vice President** - Dennis Pivin - [DPivin@aegion.com](mailto:DPivin@aegion.com)

**Secretary** - Nate Richardson - [nate.richardson.safety@gmail.com](mailto:nate.richardson.safety@gmail.com)

**Treasurer** - Mae Patrick - [stlassptreas20@att.net](mailto:stlassptreas20@att.net)

**Past President** - Rick Reams - [ricky\\_reams@hotmail.com](mailto: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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