



# St. Louis Chapter Newsletter



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## Upcoming Events

### **October 12th - 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: **Oct 12, 2020 12:00 PM Central Time**

Topic: **Ray Boehm on Human and Organizational Performance**

Kindly register in advance for this meeting:

[https://zoom.us/meeting/register/tJAqdu2hqT0sG919\\_9P5qLRHUTCm0qu5SyP2](https://zoom.us/meeting/register/tJAqdu2hqT0sG919_9P5qLRHUTCm0qu5SyP2)

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



**ASSP Speaker – Ray Boehm  
Sr. VP Risk Management,  
Keeley Companies**

## Human and Organizational Performance



This is a different way of looking at developing the Culture of Safety. It is a long term change within an organization to move away from viewing the worker as the problem, to using the teams as a solution to problems. To understand this concept, one must understand that hazards are always present, it is when variances in task performance, fueled by lack of understanding, improper tools, lack of control elements, culminates into a loss producing event. Based on Todd Conklin's HOP approach, we discuss the basis of creating this "New Age Thinking".

### ABOUT RAY:

Ray has been involved in Occupational Safety and Health for the past 30 years. His expertise is in the areas of Ergonomics, Construction Safety, Large Event Safety, and safety program development. He began his career in 1981, with a large insurance carrier as a commercial property/casualty underwriter after graduating from Central Missouri State University. Since then, he is Sr. VP, Risk Management for Keeley Companies in St. Louis, MO, has been the Safety Director for a large, nationwide contractor, Safety Director for St. Louis Children's Hospital, Large Account Manager in Loss Control for a nationwide insurer, and Loss Control Consultant for a Nationwide Insurance Brokerage. In 1993, he founded Safety Education Consultants, Ltd., which specializes in all areas of employee safety worldwide. His client base includes ESPN, Food and Wine Magazine Classic at Aspen, Red Bull North America and associated events.

His educational background includes a bachelor's degree in Industrial Safety, and a master's degree in Safety Management. He is a certified OSHA instructor in the Construction Standards and maintains OSHA certificates in Ergonomics and Back Injury Prevention. Also, he holds a certificate from George Mason University for Total Quality Management.

Ray also provides safety education and client consulting for the Mechanical Contractors Association of Eastern Missouri, the Plumbing Industry Council, the Painting and Decorating Foundation and Painters District Council #2. He has been guest speaker for the Missouri Safety, Health, Hygiene, and Environmental Conference, the Annual Ergonomics Symposium, American Society of Safety Professionals, The Council of Construction Employees, The Risk and Insurance Managers Society, and the St. Louis Council of Construction Consumers. Additionally, he was an adjunct professor at Jefferson College for undergraduate studies and taught graduate level Ergonomics for Central Missouri State University.

### Some Questions on COVID-19 Protections

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

All of us are very tired of the pandemic. Some of us so tired of it we've decided to act as if it's over, causing a resurgence which will make it last EVEN LONGER. I'm certainly tired of reading about it and now tend to flinch when I see something in print related to COVID-19. That's why I've stayed out of the topic in our newsletters, leaving it up to the many hundreds of people who still have something to say. My thought was to write about everything but the pandemic and give everybody a little break. However, I recently had some interesting questions come in which I thought would make a good basis for an article.

The first question: **Do state laws protect us from liability for what we do to protect our workers from the coronavirus?**

I must leave the legal nuances up to the attorneys, but in reviewing the various state laws which limit liabilities it is evident the state governments can't shield an employer from their many obligations under EEOC, ADA, OSHA etc. Knowing sometimes people get a little carried away when they hear about an exemption, we should be realistic about the limits of these liability

protections.

Another unknown is how long these state protections will last, given there could be a day when COVID-19 shifts from being a pandemic to simply being one of the many illnesses we humans must deal with routinely. Certainly, as long as this sometimes-fatal disease is a threat we need to be diligent about protecting our people from catching or spreading it at work. Bottom line – some state laws may offer some protections from certain liabilities, but as usual you still need to do it right for other important reasons.

Second question: **Should we use CDC, state and/or local guidelines as a guide for our prevention effort?**

Following only the CDC guidelines may not be appropriate for all employers. States may have specific enough rules to cause trouble if the employer ignores them, because they might address issues the CDC has not fully covered. Since state laws might be more specific or more comprehensive than CDC, we have to look at both CDC and the rules for the states we're operating in. One of the many places to investigate these laws can be found here:

<https://www.jdsupra.com/legalnews/bouncing-back-a-list-of-statewide-76229/>

In addition to state rules, there also may be safety guidelines issued by trade organizations. Take dental offices as an example: the American Dental Association's instructions for its members were issued at least a month ahead of the CDC's. Since the instructions from a trade organization or licensing body could be more specific and cover more details than CDC's, we should be mindful of their existence. OSHA is likely to consider a trade organization's guidance similar to accepted industry practice and perhaps equivalent to a regulation, depending on the circumstances. It wouldn't surprise me if other agencies would also see the issuances of trade organizations similarly.

Third question. **There seem to be hundreds of new products and brands out there trying to supply products and equipment directed at COVID-19 protections. Are there protections for us regarding the equipment we give to employees?**

Again, I'm no attorney, so I can't address the legal aspects, but I can at least speculate as to how an OSHA inspector might see this. An employer should be mindful of the specific purpose and effectiveness of any product distributed to employees. For example, a company I'm working with is distributing 3rd party cloth face masks to its employees. I told this company to make sure employees understand these masks are not personal protective equipment and will not protect them from catching COVID-19, but are only for reducing the spread of the disease by reducing the amount of droplets expelled when they talk, cough, etc. Therefore, even with a mask on they should comply with their company's physical distancing rules.

Plus, the life cycle of the mask should be considered – how do we clean it, how often do we clean it, where do we keep it when we're not using it, how do we get a new one if we "lose" it (in quotes because we could end up supplying the employees' families, friends and neighbors with masks if we're not careful how we distribute them), what level of wear or defects makes it unusable? Are we keeping an eye out for product safety recalls such as the ones recently issued for imported hand sanitizers? Finally, simply putting masks, hand sanitizer and sanitizing chemicals out in the workplace doesn't help much if employees aren't using them correctly, so some means of information should be used rather than expecting employees to read the labels.

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## How to Maximize Group Participation

~ Amy Nariskin, PHD (reposted from March 2019)



# EMPOWERING PARTNERS

*"I want to facilitate a discussion where everyone feels included and we all learn from one another. But instead of sharing their experiences and perspectives, people keep turning it to a political discussion and no one is listening to anyone,"* an exasperated professional facilitator told me.

As a leader of any kind – including a discussion leader – we can intentionally set and compassionately enforce guidelines for cross-cultural conversations. Communication, innovation, productivity and profit all get dinged when conversations take a bad turn, leaving some feeling sidelined or silenced and others pridefully superior. I've developed a series of practical guidelines based on my experience and several lists I've seen over the years. Feel free to try them out.

## **Communication guidelines**

1. Affirm another's experience, whether or not it's our own
2. Listen actively – hear the person out
3. Check on our impact we're having rather than only focusing on our intent
4. Honor confidentiality
5. Share airtime and let someone finish talking
6. Speak from your own experience – use "I" statements
7. Say "Ouch" if we've been hurt
8. Say "Oops" if we mess up
9. Be curious – wonder aloud and ask questions

## **Why they work**

These Communication Guidelines suggest behaviors and words that build community and encourage relationships. They are the first step in building Cultural Intelligence. They work because we have a nearly universal tendency to react instinctively to differences as bad. Even when people are conscious about cultural or other differences, our unconscious assumptions kick in even before we realize it.(1) For example, studies show men and women are more likely to interrupt and talk over girls and women than they are boys and men. Since this is true in even scripted television shows and movies, we all need to be more alert in group settings.(2)

Being alert is especially important for those of us that are part of the dominant culture. We inadvertently make ourselves the center of the conversation, interrupt others and offer unsolicited solutions. We can come across as the knowers rather than the learners, and speakers rather than the listeners to the detriment of the whole group. To counter these dominant culture tendencies, so everyone has the opportunity to speak up, we need to intentionally set in motion new guidelines for speech and behavior. As a result, we won't miss valuable frontline input because of one-sided communication habits.

## **How to get started**

As the leader, you'll want to explain that because everyone's ideas are important to an innovative team, we're putting in place new Communication Guidelines. Because the new rules are counter cultural, it may be initially uncomfortable for some participants to speak and act this way. However, with practice the awkwardness will pass. As the guidelines become the new norm, everyone will feel heard and valued. An authenticity among the group members will show up, along with greater collaboration and innovation.

## **The steps for implementation include:**

1. Post the Communication Guidelines and ensure everyone has their own copy.
2. Ask someone to read them aloud.

3. Review each guideline and ask for example of what each one might sound like.
4. Begin your discussion by asking an open-ended question.
5. Express appreciation aloud regularly (especially at first) when someone uses a guideline.
6. Close by asking: What did we do well? Where can we do better next time?

### **How to maximize participation**

Because individuals and teams that communicate and collaborate with cultural intelligence increase profit lines for organizations by as much as 43%, a leader will want to ensure equal participation.(3) Considering cultural differences can show up between ethnic, national, gender, generational or even departmental groups, here are two ways to maximize participation.

1. To allow a leader to focus on content in a meeting, another group member can be assigned the role of Process Leader. Using the Communication Guidelines as a foundation, the Process Leader is given explicit license to compassionately curb the dominance of any individual, interrupt those talking freely on behalf of more reserved members and invite participation from members who are more silent.(1)
2. Also, if diverse types and talents, including introverts or people from other countries are not accustomed to U.S.-style meetings, the leader can solicit detailed e-mails about the topic before the meeting. The leader can ask, "What are your ideas?" One leader discovered that, "to his surprise, he received very thoughtful responses from those who had been most quiet during the past meetings. He tried to deliberately bump into team members in the hall or cafeteria, and chat with them about the issues. He also encouraged them to do the same with each other, and to share the outcomes of their discussions with him. He kept in frequent contact with the team members over the phone, and again encouraged them to do the same with each other." (1)

After we talked about everything I've shared here, a week later, the facilitator whose discussion kept dissolving into politics called back to tell me how well her next meeting went. She was thrilled that as she introduced and gently enforced the guidelines, no one railroaded the conversation. Everyone stayed on topic. Participants allowed each other to finish their ideas and affirmed other's experiences – even if they didn't agree. Now, rather than dreading the next meeting, she couldn't wait to get back to the group and keep the conversation rolling.

To change workplace diversity drama and factions forming into collaboration and productivity, we can set in motion a new norm, a new system for communication. Compassionate leadership along with Cultural Intelligence allows leaders to gain the full strengths of their diverse workforce and build organic collaboration and retention because people feel valued, heard and engaged. How people feel is important as a means to greater productivity, innovation and profit.

-Amy Narishkin, PhD



### **References:**

1. Distefano, J. & Mazevski, M. (2012). "Creating Value with Diverse Teams in Global Management." Organizational Dynamics.
2. Chemaly, S. (2018). Rage Becomes Her. New York: Atria Books
3. Hunt, V., Prince, S., Dixon-Fyle, S. & Yee, L (2017) Delivering Through Diversity. New York: McKinsey & Co.

*Dr. Amy Narishkin, CEO and Cultural Intelligence strategist at Empowering Partners. Drawing on her years of experience teaching Cultural Intelligence and working with leaders and executives to build more inclusive and diverse work environments, Dr. Amy provides the context and offers specific tools while engaging participants in thoughtful dialogues to build the skills for Culturally Intelligent conversation with colleagues and clients. You can find out more at [www.EmpoweringPartners.com](http://www.EmpoweringPartners.com)*

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## **Opioid Research Group**

*~ shared by Bary Stelzer*

Hi all, I am research coordinator at Washington University and we seeking research participants who are:

- Currently or previously employed in construction
- Have been prescribed opioids
- Have a diagnosis of opioid use disorder (OUD) or are in recovery from OUD

The purpose of this research is to develop workplace guidelines for employers and organizations to help them develop policies and procedures to reduce opioid use and misuse among their employees and members.

**Participation includes a one hour phone interview.** The interview questions will address the individual's pathway to OUD, employment experiences while using opioids, and re-employment experiences including attempts, failures, and successes. The purpose of these interviews is to incorporate insights from employees' experiences into guidelines to improve employers' policies, programs, and practices. Interviews will be audio-recorded and transcribed. Audio files will be destroyed after transcription and all identifiers will be removed from the text.

Participants will be paid \$40 for completing an interview. Payments will be made by either an electronic Amazon gift card or mailed check. The participant may need to provide their social security number in order to be paid. Your social security number is obtained for payment purposes only, it will not be retained for research purposes. Participants will also need to provide their name and address for a check to be mailed to them.

Participation in this study is completely voluntary. If an individual decides to participate in the study they may stop participating at any time. Any data that was collected as part of this study will remain as part of the study records and cannot be removed. If an individual decides not to take part in the study or if they stop participating at any time, they will not be penalized.

To learn more about the study, please contact Sam Biver at (314) 325-4386 or email [sbiver@wustl.edu](mailto:sbiver@wustl.edu), Research Coordinator for Washington University School of Medicine.

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## **WISH WISE Notes**

*~ WISH Team*

Panel Discussion Replay

In case you missed it, the panel discussion on Suggestions for Avoiding, Combating, and Overcoming Gender Disparity in the Workplace is being replayed for you.

When: November 12th, 2:30 to 4pm

Kindly register in advance for this meeting:

<https://zoom.us/meeting/register/tJUkdOyupzIjGtQyE2NwaXn9PwGpJFwYk0Zx>

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

# WISH/WISE

*Presents...A REPLAY*

## A Panel Discussion On:

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

11/12/20 - 2:30pm to 4pm

### S P E A K E R S



Tiffany Slater



Amy Narishkin



Kathi Dobson



Samantha Wayant



Gold ChapterWISE Winner  
2020



Register in advance for this meeting:

<https://zoom.us/meeting/register/tJukd0yupzljGtQyE2NwaXnSPwGpJFwYkOZx>

# WISH/WISE

The WISH Chapter of WISE held a virtual meeting which was a panel discussion on Suggestions for Avoiding, Combating, and Overcoming Gender Disparity in the Workforce. The discussion, was meaningful, educational, and powerful. The panel was full of highly skilled speakers. They included:



## Kathi Dobson

Kathi Dobson, CSP Safety Director, Alberici Constructors, Inc. ([kdobson@alberici.com](mailto:kdobson@alberici.com)) is an ASSP, WISH and WISE member. She serves on the ASSP's Standard Development Committee and the WISE Common Interest Group Advisory Committee and was their Member of the Month in July 2019. Kathi is zealous regarding the safety of all workers and believes that everyone should be able to say they have the right equipment, the right training and the right environment in which to work. Her message is one of equality and equity across the construction industry. She advocates for women in field and management positions.



## Amy Narishkin

Amy Narishkin, PHD is CEO of Empowering Partners, LLC. She is a thought leader, strategist, and consultant helping organizations implement the tools for Cultural Intelligence and Belonging. If you're ready to jumpstart safe conversations across cultural and departmental differences, and increase collaboration, innovation and profit in your organization visit: [www.EmpoweringPartners.com](http://www.EmpoweringPartners.com) or email [Amy@EmpoweringPartners.com](mailto:Amy@EmpoweringPartners.com)



## Tiffany Slater

Dr. Tiffany E. Slater is the CEO and Sr. Human Resources Consultant for HR TailorMade—a human resources consulting company specializing in helping small businesses and non-profit organizations manage and retain their best talent. Tiffany E. Slater, PhD, SHRM-SCP [tiffany@hrtailormade.com](mailto:tiffany@hrtailormade.com) [www.hrtailormade.com](http://www.hrtailormade.com)



## Samantha Wayant

Samantha Wayant, MSW is the Community Engagement Specialist for the YWCA of Metro St. Louis. YWCA Metro St. Louis is the region's leading advocate for the safety, security, and stability of women and girls. Our mission is eliminating racism and empowering women. The services provided remove barriers and build lives, whether violence against women, creating safe places to live, expanding educational opportunities or advocating for social justice. [www.ywcastl.org](http://www.ywcastl.org) or email [swayant@ywcastlouis.org](mailto:swayant@ywcastlouis.org)



Gold ChapterWISE Winner  
2020





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## Greater St. Louis Safety and Health Conference

# 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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## 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 - stlassptreas20@att.net  
**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.