

St. Louis Chapter Newsletter



In This Issue

- Monthly Meeting Invite
- WISH WISE Event Sept 9th
- ASSP Governance & a note from the STL Board
- Calendar
- "Carelessness?" Bill Kincaid
- Reduce The Risk of Spreading Infectious Diseases in Your Facility Rick Reams
- Save the Date for Safety and Health Conference Oct 14th
- ASSP St. Louis PDC November 15th Agenda
- Chapter Board Contacts
- Committee Chairs

Important Links

- Chapter Website
- Chapter Documents
- Current Job Postings
- Like Us on Facebook
- Follow us on Twitter
- Connect on LinkedIn

Monthly Meeting



Please join us either in person or over zoom at our next monthly meeting on Sept 13th, 2021

Register for In-Person: https://stl.assp.org/events/september-lunch-meeting-virtual/?

Register for Zoom: https://us06web.zoom.us/meeting/register/tZUpdOGhrT8pH9z6bNwOsX-FMJWrYZuSlSr6

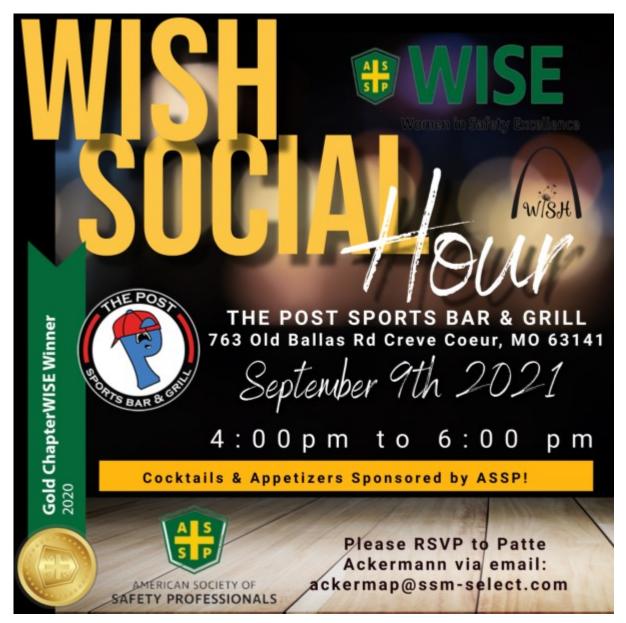
Registration and Networking begin at 11:15 Lunch begins at 11:30am Zoom meeting and presentation begin at 12:00

In person location: Sybergs on Dorsett 2430 Old Dorsett Road, Maryland Heights, MO 63043

Hello WISH friends and Allies! We hope you can join us for an IN PERSON event as we celebrate our Platinum Recognition Award we received from ASSP!

Should you be interested, we have also included a WISH list from the <u>Missouri Wildlife Rescue</u> <u>Center</u> who we are choosing to support at our event. Feel free to bring your donation(s) to the social event, and Mary Beth Proost has offered to bring them to the wonderful center.

RSVP to Patte Ackermann at ackermap@ssm-select.com



The Missouri Wildlife Rescue Center frequently uses much needed supplies to continue our work. Our work wouldn't be possible without your help! **Here is a list**

of our most needed items:

- Unscented bleach
- Unscented laundry detergent
- Liquid hand soap (mild scent, not antibacterial)
- · Toilet paper
- Hand Sanitizer
- Cotton swabs

- Cotton balls
- Unscented trash bags, 39-gallon and larger
- Unflavored Pedialyte (generic OK)
- Spring/Nursery water
- Multi-use paper, 8.5 x 11 inches
- Sheets, pillowcases, baby blankets, towels (used, good condition is acceptable)
- Newspaper
- Gift Cards to Grocery Stores, Hardware Stores and Pet Stores



ASSP Governance Proposal 2021

~from the St. Louis Chapter Board

Your Chapter Delegates are being asked to vote on a critical issue at the 9/28/2021 House of Delegates (HOD) meeting. The Governance Task Force has recommended the HOD be eliminated and replaced by an Advisory Committee and Oversight Committee. For additional information, including the Task Force recommendation report, fact sheet and FAQs click on the following link: https://www.assp.org/about/assp-governance

The House of Delegates (HOD) was created over 100 years ago as a check and balance of the Executive Board. Currently, each Chapter is entitled to delegates based on membership count.

- 1. 249 members or less = 1 Delegate;
- For each additional 250 members or portion thereof, a chapter is granted one additional delegate. (Our St Louis Chapter currently has three delegates).

Delegates have the following roles:

- Receive the annual report of the President and the annual financial report.
- Ratify amendment of these Bylaws as set forth in Article XXIII.
- · Adopt or amend the Code of Professional Conduct.
- Approve the broad fiscal policy of the Society and transactions that involve purchase, sale or change in financial terms of Society-owned land and buildings.
- · Approve the Society's Strategic Plan.
- Represent Chapter, Practice Specialty, and member viewpoints and perspectives and provide feedback to the Society on issues relating to the safety profession.

As our Chapter membership has grown to over 600 members, so has our ability to influence what occurs at ASSP. Knowing that, each time we increase membership by 250 members, we receive an additional delegate which in turn has been a great motivational tool for growing our Chapter.

As Delegates and Board, we are concerned there was no opportunity to submit input prior to the proposal being made. We believe there are too many unanswered questions regarding the proposed Advisory and Oversight Committees, lack of guaranteed Chapter representation, and the need for diversity of thought.

Please take a moment to review the information and let us know if you support or have concerns about the change or have any questions

We value your input.

Steve Williams, Dennis Pivin, Mae Patrick, Nate Richardson - Board

Dennis Pivin, Rick Reams, JaNola Rigsby - Chapter Delegates

St Louis Chapter ASSP

Note from Society on the Governance Change:

ASSP Governance affects how ASSP does business and shows up in the marketplace, advocates on behalf of the safety profession and deliver values to you as a member.

By now you may have heard about a proposal to update ASSP's governance. If not or if you would like more information about what you have heard, please visit ASSP's governance webpage to review details on the recommendation to transition the House of Delegates to an at-large advisory group. ASSP has also posted a one-page fact sheet that summarizes key facts.

Since late May 2021, ASSP's Board of Directors has been working to share information and answer member questions during various events and through one-on-one conversations with leaders and key stakeholder groups. In presentations about the recommendation, ASSP President Brad Giles, President-Elect Christine Sullivan and members of the Governance Task Force have highlighted several anticipated outcomes of passing the proposal:

- 1. Eliminate legal and financial risk by creating one governing body. Proposal aims to align ASSP structure with Illinois state law (where ASSP is incorporated).
- **2. Create agile daily operations.** Versatile infrastructure would enable ASSP to meet the contemporary needs of our member communities, capture market opportunities and implement solutions faster.
- **3. Enhance member voice in decision-making.** More members would be able to participate via the at-large approach. Members retain voting authority on key issues (e.g., name change).
- **4. Maintain strong representation for ASSP communities.** Chapters would continue to advocate for change through their elected area directors and regional vice presidents.
- **5. Foster greater diversity of thought.** At-large participation would open a more inclusive path to meaningful engagement for a larger group of members, including those not represented before.

The ASSP <u>governance webpage</u> provides additional details on these expected outcomes and explains factors driving the proposal. It also features an in-depth FAQ section that addresses specific elements of the proposal.

The House of Delegates will vote on this proposal on Tuesday, Sept. 28, 2021, during a meeting starting at 12:00 p.m. CT.

You can also submit any questions you have about the proposal to governance@assp.org.

Upcoming Events



The Folly of the Injured Careless Employee

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

Having looked at many thousands of accident investigation reports, I have come to conclude that of the various causes listed, "careless employee" is by far the most common. At some companies, "employee carelessness" is cited as the main cause in about half of the accident reports. And when I say some companies, I mean some good companies where they have legitimate EHS professionals managing their safety programs and have provided accident investigation training to their supervisors. These companies aren't the worst of the worst. They just seem to see a lot of "employee carelessness" leading to accidents.

Is the careless employee the pervasive threat to safety these accident reports would have you believe? Or, is the careless employee like Bigfoot, an elusive beast believed to exist by many people, but always just far enough out of our reach that, upon critical examination of lots of conveniently blurry photos, we have to conclude it's only our imaginations working overtime?

I think the careless employee is a myth, just like Bigfoot. I'm leaving open the possibility there might be a few lurking somewhere, but in three decades in this profession, I can't say I've ever definitely spotted one. Certainly, I haven't seen any careless employees among the many accidents I've investigated, fatal and

otherwise. Given finding the root causes of accidents leads to finding ways to prevent them, we need to do better than missing the boat up to half the time.

Shall we look at why we even have the phrase "careless employee"?

Let's say an employee is assigned to the Receiving Department. We always train our Receiving employees on safe work practices relevant to their jobs. We make sure this training happens using a formal process that establishes a 90 day schedule for them to reach competency. Their immediate supervision signs off on this schedule when completed, as does the Corporate EHS manager and the Receiving Department Manager. Our training includes multi-media, live classroom training and OJT training methods. This process ensures there can be no doubt the employee was trained on the safety aspects, rules, and work practices for their jobs.

<u>We provide safe equipment.</u> Each Receiving employee is assigned a safety knife with rounded self-retracting blades. Since these knives cost about \$12 compared to the \$1.97 we'd pay for a standard Walmart utility knife, we're investing in safety. Employee training includes a video provided by the knife's manufacturer on how to use it as well as how to change the blades without injury.

We also provide thick durable Kevlar gloves. Employees are supposed to wear these gloves on both hands when using their safety knives. This is a documented safety rule, not a recommendation. Employees are informed as part of the training process of this rule. There is also a poster on the wall which indicates gloves must be worn. The poster depicts our company's safety mascot, Rupert the Safety Raccoon, wearing a green hardhat, Hi-Viz vest and gloves, and the message is boldly simple: "Wear gloves when using sharp tools!"

Never mind hard hats aren't required anywhere in the entire company. Rupert the Safety Raccoon always wears his hard hat, even when he takes a bubble bath on the "Good Hygiene, Good Co-Workers!" poster. He's a raccoon, taking a bubble bath, wearing a hard hat. Just accept it and move along.

So, thanks mainly to the guidance of our Safety Manager, we have a well-trained, well-aware and well-equipped employee. Safety-wise, it's hard to do better. You can imagine our surprise when our well-trained, well-aware and well-equipped employee shows up in front of his supervisor with a profusely bleeding gash in his hand, serious enough to needs stitches.

After getting the employee's medical treatment taken care of by delivering him to urgent care for stitches, we wait for the supervisor's accident report. It arrives with the cause of the accident noted as "employee carelessness". That's hard to argue, considering all the time and effort and expense that went into preventing this accident.

We sign off on the report and get to work setting up a retraining session which will include all the department's hourly employees, not just the injured one. The supervisor shakes his head when he learns we're shutting his department down for the 15 minute retraining session.

"Look, I'm all for safety. My area, Shipping & Receiving, has less injuries than any other department. But here we go again with the safety overkill. Only the one guy cut himself, everybody else is fine!", he grumbles. "It's never enough for you people." He's not happy today, but in the spirit of our company's "Zero Injury Culture", he sets aside a time for the class.

Later, we learn a thing or two when we go to the breakroom to get our daily Diet Coke and grab a free electrolyte popsicle. According to breakroom chatter, before the accident, the injured employee had been speedily breaking down stacks of boxes with an old, non-approved utility knife and tossing them into a bin, not using the careful, deliberate movements shown in the safety video. He also wasn't wearing the cut-resistant gloves, because, like many Receiving employees, he believes the fuzzy gloves are too slippery for a good grip when handling corrugated. And according to that same breakroom chatter, that's just how it's done in Receiving. But the accident report is finished and filed with the insurance company, and all the employees have gone through training, again, and we're on to the next thing.

A true accident investigation would not just look at WHAT the employee was doing wrong just before the accident, but WHY the employee thought the wrong way to do the job was the right way, and HOW they got away with it. How could you claim to have found the root cause without investigating those things?

Blaming the employee is a common practice when it comes to workplace injury investigations. One reason this happens is that supervisors do the accident investigations. The last person whom the supervisor will find fault with is themselves. It would be a very rare supervisor who would look at an employee's unsafe behaviors and conclude "Obviously, I've been letting things get sloppy in my department because I haven't been watching employees' safety related practices. Now I've gone and gotten someone hurt because I've overlooked risky behaviors employees used to help meet MY goals, and risky behaviors have become common place. Now I lead an unsafe team. This is really not the employee's fault, but my own."

Having been on hundreds of "safety tours" where I have observed employees doing things which violate company safety rules with a supervisor standing a few feet away, I think it's realistic to say supervisors let employees figure out how to make their work more productive. Was the injured employee the only one in Receiving who didn't wear gloves, who worked so fast they didn't follow the safe work practices for breaking down boxes, and who had brought in their own cheap utility knife from Walmart? Nope, that describes just about everybody in the department. They aren't stupid. They know if they want to keep up working under the pressure of lean staffing forced by cost-cutting, they better work as fast as they can.

How did we get to where productivity is so heavily on the minds of the employees they will bend and break safety rules? Well, it comes from their supervisor, and what are a supervisor's duties, the ones that really matter? Usually it's all about productivity. We say safety's part of the job and keep track of injuries, but on a shift-to-shift, hour-to-hour basis, we have the supervisors counting and checking and observing and reporting production, not safety. Productivity is the supervisor's focus throughout the day. If a supervisor's team is not producing as much as expected, the supervisor will get a call from the department manager, and it won't be a nice social call.

Can you imagine the same department manager intervening because he noticed an employee opened a machine without locking it out and making a tooling change? Some managers may take an interest in such things, but mainly in the higher functioning organizations. Chances are, the manager thinks safety is not his job, because the company has a Safety Manager. And there's a misunderstanding about how safety works. Chances are, lots of people in important roles think employees can be safety-trained and released to work on autopilot. They're mostly wrong, and all they would need to know they're wrong is to pay attention to what happens in the workplace when there are visible safety issues brought to the attention of supervisors.

What I've commonly seen is this: as I'm walking around with the company safety manager, we see a guard off and a machine not locked out, and to get it fixed, we tell the supervisor who is standing a short distance from the employee. Obviously, the supervisor is, or should have been, aware of the hazardous condition. At least they are now. The supervisor displays a little outrage at what we're seeing, stomps over to the employee and sternly orders them to lock the machine out. The employee silently complies, a hint of a disgruntled expression on their face. Then the EHS manager and I look at each other like we accomplished something, and we move on. It's like a little stage play, everybody playing their parts, and it would be a comedy, if it didn't include the possibility of the employee getting their fingers smashed and amputated.

Why, then, when this employee eventually gets injured doing the job the same way they've been doing it for fifteen years with full knowledge of their immediate supervisor, do we allow that supervisor to say that employee was careless? Do we not realize the employee will see through the hypocrisy of that conclusion? (Actually, we might realize it, because we probably will retrain the employee but never show them the supervisor's accident report which blames them for being careless.) Why is retraining the automatic response? Do we think the employee didn't understand or remember the training the first time around? Do we think the training, which clearly didn't convince everyone to work safely the first time around?

If we truly believe an employee is careless, just walking around whistling a happy tune doing whatever risky thing they feel like doing, do we really believe training them will change anything? Do we really believe pushing them through the same old training class will somehow spark an awakening, an "aha moment"? An "Oh no, I've been an unsafe employee and didn't realize it until I just rewatched our 1999 edition Coastal lockout tagout DVD! I must change my unsafe ways!" revelation? Personally, I think a truly careless employee is a disaster waiting to happen and should be terminated as soon as possible. Who would ever want a truly careless person on their team? How could their work be trusted?

If we want to stop kidding ourselves, we will not tolerate supervisors calling their employees careless rather than getting at the root cause of unsafe behaviors. "Carelessness" is a term intended to explain why an employee got injured doing something risky, but it assumes employees don't need proper supervision. All they need is their inner sense of caring about their own safety more than anything else, under this way of thinking. Carelessness is a CYA word which no sensible business should permit to be used.

It's far more realistic to say the root cause is a lack of *proper supervision* over the safety aspects of the job, combined with a shortage of positive safety motivation and a lack of coaching for employees who deviate from the safe practices. That's something we can work on.

Let's not fool ourselves any longer that many otherwise-productive employees are careless, or that training can somehow fix carelessness and should be the automatic response to any injury caused by employee choices. Let's treat safety like we treat everything else that's important and have our supervisors pay attention to what's going on under their noses. If we're looking to understand why an employee worked in a risky manner and ended up getting injured, let's be honest and put the blame where it belongs. It shouldn't automatically be on the employee.

~Bill

Reduce The Risk of Spreading Infectious Diseases in Your Facility

~Rick Reams, SMS

Vice President Safety and Quality | Murphy Company

Reposted from SLCC: https://slccc.net/2021/07/27/reduce-the-risk-of-spreading-infectious-diseases-in-your-facility-by-ricky-reams/

As Environmental Health and Safety Professionals, creating healthy environments is at the forefront of our minds as we navigate this new terrain as a direct result of COVID-19. As a mechanical contractor that serves clients throughout the United States, our clients looked to us to provide them with the best HVAC and plumbing solutions for their facilities, including solutions for building readiness to assist in creating healthy spaces for occupants, tenants, and their workforce. We did this by creating a facility plan for mitigating virus risk and increasing building safety. This is a three-phase approach starting with an audit to determine the building's current readiness state, a look at potential upgrades that will help mitigate the risk of viral infections, and lastly, evaluate the efficiency of the filtration system to assure the system is operating at peek filtration optimization.

In the hierarchy of controls elimination, isolation, and engineering controls are the three most effective approaches to mitigating hazards. Our Audit/Update/Optimize approach follows these principles in creating a safer, healthier building for all.

<u>AUDIT</u>

HEALTHY BUILDING SOLUTIONS

How ready is your building for the latest healthy building solutions? What are you doing right, and what can you build on? What strategies can you implement to improve indoor air quality?

BUILDING READINESS

Evaluate to assure your facility is running at optimal levels. Evaluate current HVAC and plumbing systems

to identify needed repairs, adjustments, or upgrades to enhance efficiency and operation.

SYSTEM DESIGN

Audit and adjust the amount of fresh air being introduced into your facility to achieve the ASHRAE and CDC recommended guideline.

ENGINEERED SOLUTIONS

Our professionally licensed engineers are here to help. Based on our findings from the building readiness and existing system design audits, we are able to provide engineered solutions and permit plans for any upgrade(s) that improve your facility.

UPDATE

BI-POLAR IONIZATION

Bi-polar ionization is an emerging technology that can be installed in an HVAC unit's air stream. Airborne particles are charged by these ions causing them to cluster, which improves filter effectiveness and overall air quality.

Install a commercial quality, bi-polar ionization system into your existing HVAC system.

The bi-polar ionization system introduces odorless, non-harmful ions into the air stream using the airflow of your existing ventilation system.

Airborne particles are charged by these ions causing them to cluster, which improves filter effectiveness and overall air quality.

These larger, harmless particles are now filterable and can be captured in air filter, providing cleaner air.

UV-C LIGHTING

Ultraviolet light has a long-standing reputation of creating healthy spaces. These lights can be installed in an HVAC unit's air stream to mitigate viruses and bacteria while improving overall coil/ condensate pan cleanliness and efficiency.

Although the technology is relatively simple, ultraviolet light remains one of the most cost-effective solutions for maintaining a healthy indoor environment. These UV-C lights on your HVAC unit's air stream deactivate viruses and bacteria while improving overall system efficiency

TOUCHLESS FIXTURES

Murphy specializes in designing and installing building automation systems that reduce the risk of viral transmission via surfaces with touchless technology. This decreases the opportunities for surface transmission by installing touchless fixtures and bottle fillers throughout your facility. Not only do these changes provide healthy environments, but they also serve as visual indicators of owner and property management safety initiatives.

OPTIMIZE

EXISTING AIR FILTRATION

Determine the highest filter efficiency that the equipment in your building can support. Evaluate the capacity and determine what will work best with your equipment without bogging down the efficiency. Develop a filter change strategy that will help optimize the filter effectiveness of your investment.

FLUSHING AND TESTING

In today's climate, you should be more prepared than ever to have the proper precautions in place for your facility. You probably have heard a lot about updating and improving your air quality, but did you know your water quality could be impacted as well? Have your plumbing system and water lines been flushed to assure a clean water system?

Legionnaires' Disease is a serious type of pneumonia caused by bacteria, called Legionella, that live in water. Legionella can make people sick when they inhale contaminated water from building water systems that are not adequately maintained. Unfortunately, Legionnaires' Disease is on the rise in the United States.

Your building may need a water management program to reduce the risk for Legionnaires' Disease associated with your building water system and devices. This water management program should identify areas or devices in your building where Legionella might grow or spread to people so you can create a plan to reduce that risk.

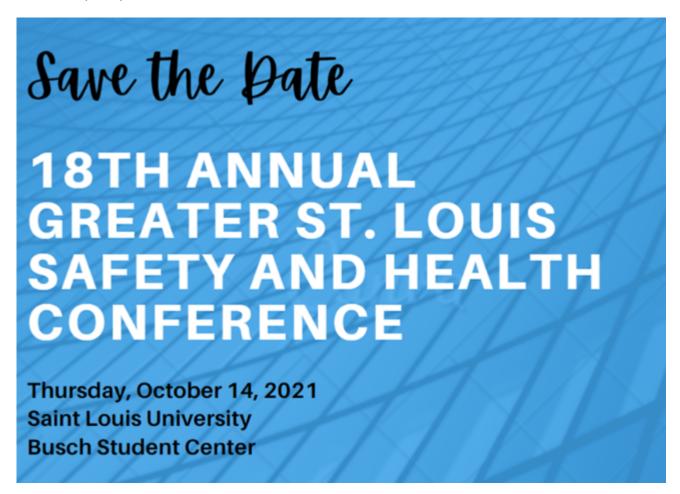
CONTROLS INTEGRATION

Look for opportunities to utilize your existing Building Maintenance System, to develop a controls plan to improve the health of your building, creating a cleaner environment. Identify controls upgrades to optimize and improve your system.

There are many additional steps you can take to make your buildings safer, but these are just some of the many mechanical solutions that many overlook.

Greater St. Louis Safety and Health Conference - Oct 14, 2021

~ shared by Mary Beth Proost



ASSP St. Louis Chapter Professional Development Conference - Nov 15, 2021



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

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

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

Newsletter – Dan Bembower – dan.bembower@usi.com

Publishes and distributes the chapter newsletter to all chapter members

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

Golf Scholarship

Sydney White – sydney.white@wwt.com

Nick Zahner – nzahner@murphynet.com

Organizes and runs the annual golf tournament supporting local safety focused students

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

Women In Safety Excellence (WISE) Coordinators

JaNola Rigsby – jrigsby@qualsafesolutions.com

Patte Ackermann, PT – ackermap@ssm-select.com

Organizes the WISH events to promote the community of women in Safety & Health

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 <u>click here</u> to unsubscribe from ASSP St. Louis Chapter messages.

American Society of Safety Professionals | 520 N. Northwest Highway, Park Ridge, IL 60068