



St. Louis Chapter Newsletter



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Monthly Meeting

**Please join us either in person or over zoom
at our next monthly meeting on Oct 11th, 2021**

**Presenter: Dr. David Strege
Topic: Distal Radius Fractures**



Dr. David Strege is a Board-Certified Orthopedic Surgeon who has practiced in the St. Louis region for greater than 25 years. He attended medical school at St. Louis University and completed an Orthopedic Residency at St. Louis University Hospital. He additionally completed an Orthopedic Hand Surgery Fellowship at the Mayo Graduate School in Rochester Minnesota. He has a special interest and extensive experience in the treatment of conditions related to the hand, wrist, elbow and shoulder including sports related injuries and Worker's Compensation injuries.

Additionally, Dr. Strege has been involved with Orthopedic basic research involving enzyme production in bone forming cells, as well as the use of shape memory alloy in orthopedic fixation devices. He has been recognized annually since 2007 in the list of "The Best Doctors in America". For the past 10 years, Dr. Strege has volunteered at the ILAC (Institute of Latin American Concern) providing hand surgery services to the impoverished people in the Dominican Republic.

Register for In-Person: <https://stl.assp.org/events/november-lunch-meeting-tbd/>

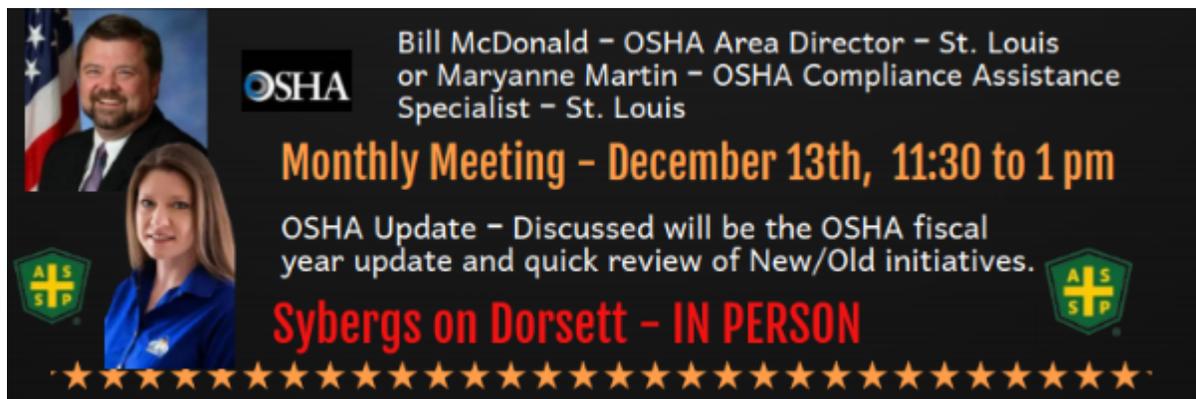
Register for Zoom:

<https://us06web.zoom.us/meeting/register/tZApfuydqD8uG9HWyd6gTbdSroHwIOFB637P>

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**

Upcoming Events



Bill McDonald – OSHA Area Director – St. Louis
or Maryanne Martin – OSHA Compliance Assistance Specialist – St. Louis

Monthly Meeting – December 13th, 11:30 to 1 pm

OSHA Update – Discussed will be the OSHA fiscal year update and quick review of New/Old initiatives.

Sybergs on Dorsett – IN PERSON

Good Enough to Steal

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

The greatest compliment a safety person can give an idea is to say it's good enough to steal. I'm pretty sure all of us in our organization keep our eyes and ears open for good ideas, good examples of written programs, and anything else which might help us in our efforts, and sharing is rampant. We're good at sharing in safety. In three decades in this profession, I have never met one person who wasn't willing to generously share what they had created. The following was all respectfully stolen from people who know some good stuff.

1. If you are the "Safety Person" and you are the main person responsible for making sure people are working safely, something is wrong. There is some irony in the effectiveness of a safety program slipping after a company finally fills a long open safety position. I've seen it happen, close to two years after an older HR manager with collateral safety duties retired.

The company decided after a couple years without an EHS person they were big enough to have both an HR manager and an EHS Manager. Once the new person walked through the door, the clockwork safety program his predecessor had set up so everything would continue to run without him was quickly dismantled. Although the new safety person was at first flattered to hear how happy all the department managers and supervisors were to see him, that pleasure soured when he

realized his arrival had kicked off a massive dumping of all their safety responsibilities onto the EHS Manager. Things didn't work so well after that.

Ironically, the safety manager was the guy who had to explain to the senior management why injuries were increasing, and he didn't realize it was partially due to the effect his presence had on formerly useful people.

2. Safety is about what people do, how they do these things, and what they don't do. Because people understand they should focus on what their immediate supervisors care about and avoid getting distracted by things which don't appear to be important, their priorities will change with their perceptions of what's important to their supervisors.

(At first I'd planned to call this article "Secrets of Safety", but when I put in this section on my favorite topic to chatter on about, I realized anybody who has ever read an ASSP newsletter has probably heard plenty about supervisory leadership. It's no secret!)

When the supervisor visibly cares about safety the supervisor's people will learn they should care as well. The great leaders of safety know that word "visibly" is of highest importance. Getting employees to see what's important is the key ingredient of the secret sauce. There are tons of ways to make safety highly visible.

Although I don't wish to pop anyone's balloon, having the safety manager cruising around all the time, popping up here and there, is not enough to allow supervisors to take a step back from being visible in safety. If you want safety to be important to the people most likely to get injured on the job, supervisors don't have the option of handing safety responsibilities off to anyone, not even to the company's designated safety person. The safety flag must be waved by the supervisor, even if it only means assigning safety duties to employees and making them do all the safety work.

Safety people, of course, you should get out there, know everybody's names, hand out fresh safety glasses, stand there and laugh while an employee tells a joke, listen carefully to employee suggestions, go take a look when someone reports a hazard, whatever. Just don't fool yourself into thinking your influence will reliably take the place of their own supervisors visibly pushing for safety. If their own boss doesn't care if they follow all those safety procedures, why should they?

3. One of the biggest secrets in safety is that it should be managed like we manage everything else which is important. If we have a separate, different system for safety than what normally works for everything else, it probably isn't that good. Safety should never be anything special because it should be woven right into the fabric of our daily lives.

4. If you want a useful incident investigation, sure, involve the supervisors, but if the investigation is done ONLY by the supervisor, don't expect that investigation to include a candid, honest look at how that supervisor's choices may have contributed to the incident. Many incident reports from supervisors point out employees' risky behaviors as the cause without a word about why that supervisor was a short distance away yet allowed it to happen.

To steal from OSHA, "Incident investigations are often conducted by a supervisor, but to be most effective, these investigations should include managers and employees working together, since each bring different knowledge, understanding and perspectives to the investigation." To me that's a very diplomatic way of saying if a building is on fire, don't ask the guy holding a gas can how it happened. He might not tell you the whole story.

If the only people doing your accident investigations are the immediate supervisors of the injured employees, you're doing it wrong.

5. Terminology doesn't actually matter all that much. In thirty years in this business I've sat through plenty of discussions over terminology. There's a lot to debate and discuss. I'm just not so sure how important it is.

Some EHS people refuse to use the term "accident", preferring "incident" or "unplanned event" since "accident" implies less preventability. I don't mind recognizing that "accidents" happen, because I've tripped over my own feet and fallen onto a perfectly good floor. The root cause was

probably some sort of biological impulse which made me get one foot in front of the other at the wrong time. Whatever you want to call it, finding a way to reliably prevent such incidents is impossibly beyond the limits of what is realistic and reasonable.

Some people make a big deal about not calling safety a priority, because priorities can and will change. They will explain how safety should be a value because values don't shift. To me, who cares if it's called a priority, as long as it is never second to any other priority? It certainly is the top priority for us and our profession! Also, are all values equally important?

Let's keep on generating good ideas and sharing them with each other. Anyone who knows something about safety which is good enough to steal is welcome to share it with me, and I'll happily take it.

~Bill

ASSP St. Louis Chapter Professional Development Conference
Rescheduled for March 7, 2022

ASPS
AMERICAN SOCIETY OF SAFETY PROFESSIONALS

PDC

AIHA
American Industrial Hygiene Association
Occupational Safety & Health Section

Monday
November 15th, 2021

7:30 am to 7:55 am
8:00 am to 8:30 am
8:30 am to 9:00 am
9:00 am to 9:45 am
9:45 am to 10:15 am
10:15 am to 11:15 am
11:15 am to 12:30 pm
12:30 pm to 1:00 pm
1:00 pm to 1:45 pm
1:45 pm to 2:00 pm
2:00 pm to 3:00 pm
3:00 pm to 3:15 pm
3:15 pm to 4:15 pm

RESCHEDULED

March 2022

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Monday, Mar 7th 2022

[Register Now](#)

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

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

Jesse Taborsky – jesse.taborsky@crbusa.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.

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to unsubscribe from ASSP St. Louis Chapter messages.