



St. Louis Chapter Newsletter



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Monthly Meeting

ASSP MEETING

OSHA AREA UPDATE



Bill McDonald,
Area Director,
USDOL/OSHA

SPEAKERS
FROM OUR
ST. LOUIS
OSHA AREA
OFFICE



Maryanne Heuer Martin
Compliance Assistance
Specialist - OSHA

Monday, December 13th, 2021

Syberg's on Dorsett

Registration: 11:15 am

Lunch: 11:30 am

Presentation: Noon to 1:00 pm

Members - \$15.00

Non-Members - \$20.00



FOR MORE INFORMATION VISIT OUR WEBSITE

<https://stl.assp.org/>

The Women in Safety Excellence (WISE) are holding a winter coat drive! We hope to be donating new or gently used coats to the St. Louis Electrical Workers Local 1 to partner in their drive. Please bring this desperately needed outerwear to the December ASSP meeting contact Patte Ackermann for local pick up at ackermapp@ssm-select.com.

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

Register for Zoom: <https://us06web.zoom.us/meeting/register/tZYtc-CtrjkjGtPhY2QkXkioixpWCoG0Y2c>

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



Join us for a Lunch & Learn!

Monday, December 6th | 11:30am-1:00pm
LinkedIn | The Power of Personal Branding

WISH presents a Lunch & Learn, focusing on LinkedIn: The Power of Personal Branding presented by Nicole Kreeger, Vice President of Marketing at Keeley Companies. Please join us for a fun and educational session as we focus on tips and tricks on how we can better utilize LinkedIn for our own personal and professional gain. We will have limited in-person attendance, so make sure to sign up quick! Can't make it in-person? No problem! Click the button below to sign up and attend virtually. We look forward to seeing you there!

**Keeley Companies Training Room
500 S. Ewing | Suite G
St. Louis, MO 63103**

CLICK TO REGISTER

KEYNOTE SPEAKER:

Nicole Kreeger
Vice President, Marketing





* You will need to select the date and any extras you wish on the [Brewery Lights](#) page, and pay through them as well. Sign up now while spots are available - they will likely get full before the tour date.
Select Dec 16th at 5:00pm.

What Gets Measured

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

All through my safety career, I've heard people say, "What gets measured gets done." Recently I heard it again, so I know that axiom has staying power. It's a cliché, and it sounds right, *but is it true?* Can we take it at face value whenever someone shares this bit of conventional wisdom yet again? My answer to that question is a qualified "Maybe, but maybe not in workplace Safety". Not a "Yes".

To really accomplish something, we must treat Safety like we treat anything truly important. There's so much more to it than measurements. I've learned many of us in our profession have a hard time getting the support from their leadership to do that. In Safety, we have measurements which may not ever translate to action.

First, we use a lot of "results" measurements, not a lot of "actions which to lead to results" measurements. We might be very proud of a traveling salesperson for not having one moving violation or accident for 100,000 miles of business driving. We might give that driver an award for the accomplishment. Then we find out they get lots of tickets but make them disappear from their records by paying lawyers to handle them; they are known to frequently drive drunk and are just lucky about not killing somebody doing it; and have some other terrible habits such as speeding, following too close and the occasional fit of road rage. But all we measured were the violation-free, ticket free miles, so that's all we know. Did that measurement, and accompanying incentives, lead to safer driving?

Nope.

One fix is to find a way to measure what we want the driver to do and not do, and let the results follow as they should. These days it is very easy to keep track of drivers' behaviors with telematics and in-car cameras. We can use that information to build a safe driving score for each driver and use that score in coaching and all the other good things real managers do when they treat something like it's important. We let them know what's important to us, let them know we have a way to monitor without observing, and maintain close communication with them so they know we really meant it.

Second, in safety we happily measure all sorts of quantities and qualities. Those measures are sometimes wasted. If a measure of something appears to be worse than expected, pointing out room for significant improvements, then we should act on it. If we do nothing, the measurements were a waste of everyone's time.

Here's an example: measurements of problems we already know aren't going to be fixed. I just completed a round of measurements of some workplaces where I found numerous unsafe ladders, inadequately guarded catwalks and spiral stairs, and strange ladderway hatch designs which required acrobatics merely to step off the ladder and step onto a platform. All these issues were thirty feet or higher above the floor below. The reports included many dimensional measurements, of course, but the reports are a measure of fall prevention in these facilities.

Prior to publishing anything, I wanted to discuss the reports with the people who wanted the surveys done. Why? Because my observations were identical to the same, grave hazards I'd written up five years earlier at these locations. The guy who escorted me around was the same both times, as well. But it's safety, so we can get someone to walk us around on a survey if we ask for it, even if nobody lifts a finger to do anything we ask for. Does anything I just said support the expression "what gets measured gets done"? The results of our information gathering make me fear someone will get hurt, but otherwise it's likely nothing will come of it. All we have accomplished is building a better paper trail for a plaintiff's lawyer to subpoena for a lawsuit. Should we generate a report? Should we even have done another survey without knowing beforehand that we would see some substantial progress? Probably not, on all counts.

Third, in some companies there are numerous measures of productivity, efficiency, quality and all that other important stuff we like to call "KPIs" or Key Performance Indicators. The better the company is at management, the more closely these measures are tied into supervisory observations, motivation and feedback sessions, continuous improvement events, team communications, alerts, you name it. I've seen factory walls where several dozen such measures are charted and posted.

And somewhere on that wall we will find our lonely little safety chart with the TRIR rate and last month's accidents. What are those measures tied into? Usually not much. Maybe they will talk about them in a team meeting because Safety is a mandatory topic and they have to talk about it. There hasn't been much investigation into measures which can be tied into real action. And that is how we lead our company to being excellent in every possible KPI except Safety, where our numbers are only average when compared to the rest of our industry.

We can fix that by looking at what we want people to DO to improve Safety. Do we want ideas and concerns? We can motivate that by making it a goal for every person to contribute some. I've seen a company require every person, from the new trainee up to the plant manager, to provide two contributions per quarter. The company is very inflexible about that quota, and they also have someone assigned to each contribution to follow up and most importantly to let the employee know what happened to their contribution. They sweeten the deal by picking a few deserving contributors to win some pretty great prizes. This company also doesn't allow supervisors to use "it was all the employee's fault!" as the root cause of accidents, by the way. That's so seldom the right explanation, they just won't accept any form of "employee carelessness". Not when they're paying someone to supervise those careless employees. They mean business.

Do we want supervisors to keep a better eye on Safety in their areas? How about have them do a safety observation form, or maybe specialized "ready for service" forms which document lockout and replacement of all safety devices and guards before letting a machine be restored to operation? Some of these positive safety duties can be delegated, which deflates the "our supervisors are too busy already!" excuse. This is not a radical idea – sophisticated companies like Ford do this routinely. They aren't content to trust an employee's safety to luck and self-motivation. If we really care about it, we will treat it like it's important and devise effective accountability systems.

I investigated a construction confined spaces fatality where the crew didn't bother to do their permit, so there was no documentation of all the other safety measures they didn't take, such as retrieval lines and ventilation. Two people died because nobody ensured they were doing basic confined space safety. The crew sent a production report to corporate every day, so I suggested they add a checkbox to that daily

report to indicate if they'd entered the confined space. If so, they were to attach the completed permit with the report so the management could check it. It would be easy enough to tell by the work they were claiming if they'd needed an entry, so there was a built-in verification measure.

The company president quickly shut my suggestion down by saying, "Bill, our supervisors do too much paperwork already!" One checkbox, and a permit they should already have been doing. No wonder they'd had multiple people die on the job over the years. It took another fatality for major change to happen, and to my disappointment I wasn't involved in those changes. However, the major changes worked, and included effective accountability with appropriate performance measures.

Back to my unguarded catwalks. Do you think the managers who accompanied me on my tours of their dangerous elevated surfaces had any sense of urgency about fixing these potentially deadly problems? Had they been losing sleep for five years because they had been informed about the hazards and were fired up to fix them, stat? Or were their performance accountability measures completely unrelated to Safety, and they simply had realized their management didn't care, so why should they?

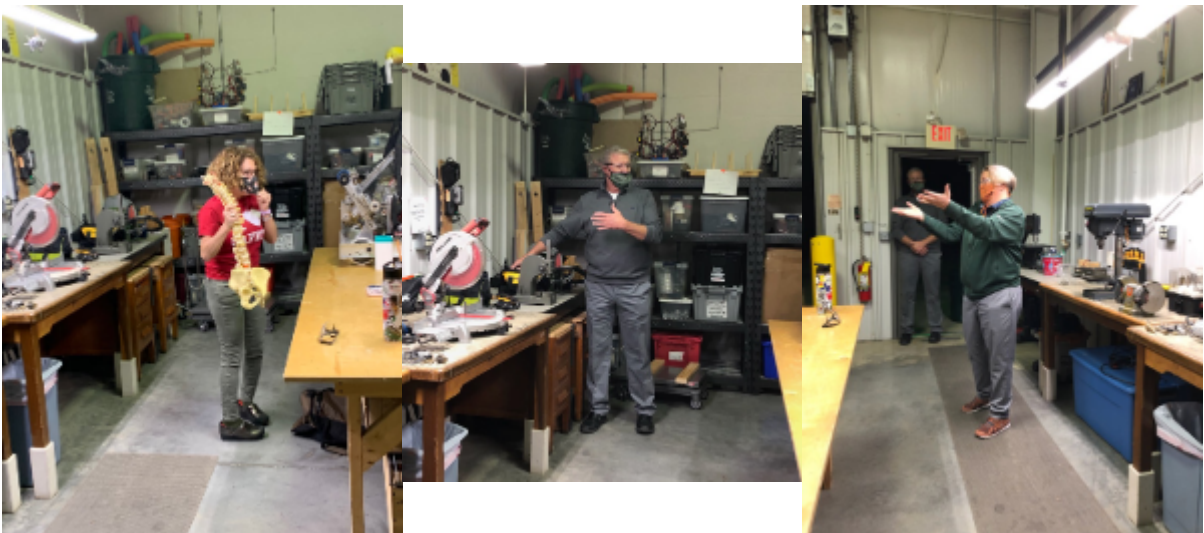
Before we measure anything, let's start by thinking about what we want to accomplish, and how the measures fit into the plan. Measurements alone don't get anything done, unless we treat them like they're important and set disciplined processes in place to get things done.

~Bill

Local Safety Involvement

The Super Hornets Robotics team is a local group of high school aged students based in St. Charles County. The Super Hornets reached out to the St. Louis ASSP for safety mentoring. We were thrilled to participate and proud of the group for knowing the importance of bringing safety into the competition and preparation. ASSP and WISE members Erica Heinssen, Ricky Reams and Patte Ackermann were excited to be invited to a meeting and to share some safety suggestions. They look forward to remaining part of the team to help with safety concerns and to root the team on at their upcoming 2022 competition.

Go Super Hornets!



AIHA/ASSP St. Louis Chapter Professional Development Conference
Scheduled for March 7, 2022



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

PDC



St. Louis Section

Monday March 7th, 2022		AT FRENCH GERLEMAN 2023 Westport Center Drive St. Louis, Missouri 63146	
7:30 am to 7:55 am		Registration at Customer Center	
8:00 am to 8:30 am		WELCOME - ASSP / AIHA Update Steve Williams & Matt Orr	
8:30 am to 8:45 am TRANSITION-BREAK w/SPONSORS & VENDORS			
MISSISSIPPI ROOM		MISSOURI ROOM	
Hearing Conservation Technologies 8:45 AM- 9:45 AM		WELDING - Health Hazards 8:45 AM- 9:45 AM	
9:45 am to 10:15 am TRANSITION-BREAK w/SPONSORS & VENDORS			
BCSP & BGC Certifications 10:15 AM - 11:15 AM		WELDING - Air Monitoring 10:15 AM - 11:15 AM	
11:30 to 12:30 pm LUNCH w/SPONSORS & VENDORS			
Medical Marijuana in Missouri - Law, Legal Trends and Policy 12:45 - 1:45 PM		WELDING - Controls Respirators/Local Exhaust 12:45 - 1:45 PM	
1:45 pm to 2:00 pm TRANSITION-BREAK w/VENDORS			
Working in Extreme Temperatures (PANEL DISCUSSION) 2:00 PM - 3:00 PM		WELDING - Anticipate & Evaluate 2:00 PM - 3:00 PM	
3:00 pm to 3:15 pm TRANSITION-BREAK w/VENDORS			
3:15 pm to 4:15 pm MISSISSIPPI ROOM		Regulatory Update (OSHA & EPA) Bill McDonald or Maryanne Martin OSHA - St. Louis Area Office CLOSING REMARKS	
ATTENDANCE CERTIFICATES AVAILABLE			



[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.

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