SOUTHERN OREGON OCCUPATIONAL SAFETY & HEALTH CONFERENCE

EST 1991

OSHA

SPECIAL GUEST

Ron Havniear

CEO / ADVANCE Security & Leadership

ASHLAND HILLS HOTEL

ASHLAND, OR

OCT. 13-15, 2026

Professional Development Workshop and Pre-conference Certification Workshops on October 13

Register prior to October 1 for early-bird pricing.

www.soassp.org

osha.oregon.gov/conferences

OSHA | Oregon OSHA

Department of Consumer and Business Services

A joint effort of the American Society of Safety Professionals (ASSP), Southern Oregon Chapter, and the Oregon Occupational Safety Health Division (Oregon OSHA)

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Conference Information and Services

Who should attend

All those responsible for the prevention of injuries and illnesses in the workplace, including safety and health professionals, safety committee members, managers, supervisors, human resource professionals, employees, owners, and other interested persons.

Registration

Early registration is encouraged. **Register online at** safetyseries.cventevents.com/southern26. Registrations also accepted by mail and scan/email. Checks, purchase orders, and credit card are accepted for registrations. If space is available, you may register at the conference.

Pre-registration deadline October 6, 2026

To register by mail, complete the conference registration form and make your check or purchase order payable to:

ASSP Southern Oregon Conference
PO Box 5640
Salem, OR 97304-0640
Fax: 503-947-7019

You can also register online at
safetyseries.cventevents.com/southern26

A unique email address is required for confirmation. No duplicate emails.

Co-sponsorship of this conference by the Southern Oregon Chapter of the American Society of Safety Professionals (ASSP) and Oregon OSHA does not necessarily constitute endorsement or approval of the content of programs. Employers and employees should review applicable rules and regulations to ensure that the information they have received is appropriate to their specific worksite and work situation. ASSP is financially responsible for conference arrangements and commitments.

Oregon OSHA
Department of Consumer and Business Services

Conference Information and Services

Fees

Early-bird registration
(prior to Oct. 1, 2026):

Workshops – Tuesday, October 13

Professional Development Workshop.....$160

Pre-conference Workshop.....$70

Conference – Wednesday and Thursday, Oct. 14-15

Full conference (Wednesday and Thursday).....$220

One day, Wednesday $130

One day, Thursday $130

Registration fees *(after Sept. 30, 2026)*:

Workshops – Tuesday, October 13

Professional Development Workshop.....$190

Pre-conference Workshop..... $70

Conference – Wednesday and Thursday, Oct. 14-15

Full conference (Wednesday and Thursday)..... $270

One day, Wednesday.....$155

One day, Thursday $155

Questions?

Contact the Conference Section

503-947-7411 or 888-292-5247 (toll-free), option 1

oregon.conferences@dcbs.oregon.gov

Refunds

If you need to cancel your registration, please submit your request in writing for review by the conference planning committee. Substitutions are permissible.

Lodging

Attendees are responsible for making and paying for their own lodging arrangements. A block of rooms has been reserved at the Ashland Hills Hotel & Suites. The conference rate is $110 plus tax.

For room reservations, the room block is under the "Southern Oregon Occupational Safety & Health Conference". Online reservation is available at ASSP Safety 2026

- The Group Code, **ASSP Safety 2026**, will automatically be applied. If not, enter **ASSP Safety 2026** into the group code field.

Reservations received after September 21, 2026, are accepted on a space-available basis, at standard room rates. Check-in time is 4 p.m. and check-out is 11 a.m.

Ashland Hills Hotel & Suites
2525 Ashland Street
Ashland, OR 97250
855-482-8310

ASHLAND HILLS Hotel & Suites

Continuing education credits

If you need CEUs to keep certifications or licenses current, complete the form provided in your on-site attendee packet. This form is proof of attendance at sessions you wish to submit for accreditation. Submit your form — with required signatures, program descriptions of applicable sessions, directly to your accrediting organization, and keep a copy for your records.

Limited scholarships available. for more information contact:

David Hanson ▪ davhan@saif.com

Schedule-at-a-glance

Tuesday, October 13

Pre-conference Certification Workshops

7:30-11:30 a.m. CPR, AED, and First Aid

1-5 p.m. Flagger Certification for Temporary Traffic Control for Short-Term Work Zones

Professional Development Workshop

8 a.m.-3 p.m. Safety Live! (Part 1) and Selling Safety to Management (Part 2)

Wednesday, October 14

7:30 a.m. Registration opens and refreshments

7:30 a.m.-3:30 p.m. Exhibits open

8-9:45 a.m. Welcome and Keynote: Brink: Recognizing Disaster Before You Step Off the Cliff

9:45-10:30 a.m. Break and Visit Exhibits

10:30 a.m.-noon SESSION 1

- Foundation of Trust
- From Compliance to Commitment: Building Engaged Safety Committees
- Safety and Health Compliance Made Simple: One-page Tools for HR and Safety Professionals
- Drugs of Abuse
- Prequalifications in Construction

Noon-1:15 p.m. Lunch (provided), Visit Exhibits, Prize drawing (12:30 p.m.)

1:15-2:45 p.m. SESSION 2

- Incident Analysis
- How to Motivate Business Leaders to Support Safety
- Say What? Hearing Conservation Programs and What You Didn't Want to Hear About Them
- 2026 Employment Law Update
- Construction A to Z

2:45-3:30 p.m. Break and Visit Exhibits

3:30-5 p.m. SESSION 3

- Civility in the Workplace: Because How We Treat Each Other Is the Work
- Is That Confined Space Permit Required? Yes or No?
- I See Hurt People – Part 1: Basics of Hazard Awareness
- The 'Now' Gap: Predicting Workplace Injury Risk and Addressing Discomfort Before Injury

5-6:30 p.m. Networking Event (limited seating – admission ticket required)

Schedule-at-a-glance

Thursday, October 15

7:30 a.m. Registration opens and refreshments

7:30 a.m.-1:15 p.m. Exhibits open

8-9:05 a.m. Welcome and Keynote: The University of You: The Crash Course

9:05-10 a.m. Awards Presentation

10-10:30 a.m. Break and Visit Exhibits

10:30 a.m.-noon SESSION 4

- Employee Speech and Expression in the Workplace – Law, Politics, and Best Practices
- Building a Safety Mindset
- Safety Committees: Improve the Buy-in and the Involvement of Your Teams by Listening
- Hands-on Noise Monitoring for the Nonindustrial Hygienist
- Health Hazards in Construction

Noon-1 p.m. Lunch (provided), Visit Exhibits, Prize drawing (12:20 p.m.)

1-2:30 p.m. SESSION 5

- Top Fire Safety Challenges in the Workplace
- From Bystander to Upstander: Building Teams That Speak Up
- Effective Accountability Systems
- From Heroes to Systems: Transitioning From Individual Safety Ownership to the ANSI/ASSP Z10.0 Safety Management System Standard
- It is Getting Hot in Here

2:30-2:50 p.m. Break

2:50-4:20 p.m. SESSION 6

- Building a Better Safety Brand – Design the One You Want Others to Experience
- Modern Methods for Controlling Health Premiums
- I See Hurt People – Part 2: The Sixth Sense of Hazard Awareness and Mitigation
- Developing Resilient Environments Through Psychological Safety
- Fall Protection Basics

Register online

safetyseries.cventevents.com/southern26

Conference Workshops

Tuesday, October 13

7:30 a.m. Registration opens

Pre-conference Certification Workshop

8 a.m.-noon

CPR, AED, and First Aid

Get your two-year certification in CPR/first aid and learn the skills of high-quality CPR, including chest compressions, rescue breathing, and automated external defibrillator (AED) usage. Learn first-aid skills, including, but not limited to, bleeding control, running a scene of an accident, and identifying and responding to certain medical issues, among others.

- **Roy Harper**
  Risk & Safety Consultant
  Barrett Business Services (BBSI), Medford
- **Jeffrey Mook**
  Region Safety Coordinator
  Boise Cascade, Medford

1-5 p.m.

Flagger Certification for Temporary Traffic Control for Short-Term Work Zones

Workers face many safety issues as they set up and take down work zones, a fact that justifies the need for simplified traffic control procedures for short-term activities. This class covers standards and practices for temporary traffic control work zones that are in place continuously for three days or less on public roads in Oregon. Enroll in this class to:

- Receive three safety training manuals, which are yours to keep.
- Take an open-book test at the end of the session.
- Receive a flagger certification card that is valid for three years from the date it's issued.

- **Thom Kneeland**
  Safety Technician
  Jackson County, White City

Professional Development Workshop

8 a.m.-3 p.m.

Safety Live! (Part 1) and Selling Safety to Management (Part 2)

Part 1 (8 a.m.-noon): This is a dynamic four-hour interactive workshop designed for managers, supervisors, and safety professionals aiming to elevate their leadership approach to effective safety and security programs. It connects the art of leadership, neuroscience, change management, and systemization to build a highly reliable organization.

- **Ron Havniear, Prosci Train the Trainer Level 2**
  CEO
  Advance Security & Leadership, Gold Hill

Part 2 (1-3 p.m.): "Because it's the right thing to do" is rarely enough to secure resources and support for safety improvements. Leaders are often balancing competing priorities, limited budgets, and operational demands, so being able to communicate safety in terms that resonate with business decision-makers is essential. This workshop explores how to gather meaningful data, evaluate solutions, and frame recommendations around risk reduction, operational performance, and organizational value. Participants learn practical methods for building persuasive business cases, presenting compelling evidence, and gaining management buy-in for safety initiatives. Leave with proven strategies for turning good safety ideas into proposals that earn attention, support, and action.

- **Luke Betts, CSP, ARM-E, ASP, AIS**
  Senior Safety Management Consultant
  SAIF Corporation, Bend

Wednesday, October 14

7:30 a.m. Registration opens and refreshments

7:30 a.m.-3:30 p.m. Exhibits open

8-9:45 a.m. Welcome

- **Shyra Rogers**
  Conference Chair
- **Heather Ashwill**
  President, ASSP Southern Oregon Chapter
- **Renée Stapleton**
  Administrator, Oregon OSHA

Track key:

- C — Construction
- GI — General Industry
- HR — Human Resources
- HW — Health/Wellness
- IH — Industrial Hygiene
- SC — Safety Committee

KEYNOTE

Brink: Recognizing Disaster Before You Step Off the Cliff

What happens when an operation reaches the point where one more decision, one missed warning, or one overlooked risk could change everything?

This keynote examines Operation Spartan Pegasus and the critical moments when safety teams, comprehensive risk management, and decisive leadership transformed a potentially catastrophic situation into operational success. Through the lens of real-world events, we explore how organizations can recognize emerging danger, identify the warning signs that precede disaster, and create the conditions for people to make sound decisions before they reach the point of no return.

The presentation goes beyond traditional safety practices to examine the intersection of leadership, situational awareness, communication, risk tolerance, and organizational culture. Attendees leave with better awareness for identifying risk earlier, challenging assumptions, empowering safety professionals, and making difficult decisions when the consequences are high.

- **Jeff Crapo, MS**
  Owner, Instructor, Colonel (Retired)
  Ethos Academy, Phoenix

9:45-10:30 a.m. Break and Visit Exhibits

10:30 a.m.-noon **SESSION 1**

Foundation of Trust

GI

Safety leadership begins with trust. As leaders within your organization, you understand the effect trust has on your ability to lead safety effectively. As leaders, we need to know how to build trust and how to gain buy-in from our peers and the employees we work with each day. At the end of this session, you measure your trust-building ability and walk away with tools to use in your organization.

- **Ramiero Leon**
  Safety Professional
  Vigilant, Tigard

From Compliance to Commitment: Building Engaged Safety Committees

SC

This interactive training introduces participants to the purpose, expectations, and value of safety committees and safety meetings. The session begins with a whole-group, compliance-focused Q&A to establish a shared understanding of Oregon OSHA expectations. After clarifying minimum requirements, the session expands to include what award-recognized "Best of the Best" safety committees do differently.

Participants move from compliance to commitment by examining engagement, follow-through, and prevention-focused practices that distinguish high-performing committees. The format is discussion-based and practical, designed for mixed groups of employees, supervisors, managers, and safety committee members.

- **Jon Sowers, OHST, CHST, CET, SMS**
  Senior Safety Management Consultant
  SAIF Corporation, Medford

Safety and Health Compliance Made Simple: One-page Tools for HR and Safety Professionals

HR

Most businesses know they need safety programs, but they aren't always sure about where to start or how to identify what's missing. This session introduces a set of practical one-page handouts designed to help human resources and safety professionals quickly identify required programs and take the first simple steps toward compliance.

These tools were designed to remove guesswork and reduce the feeling of being overwhelmed. Each tool focuses on a single topic and answers two key questions: "Do we need this?" and "What's a simple way to get started?" Participants leave with an approach they can use immediately with their teams or clients.

- **Shelley Nasby, CSP, MBA**
  Senior Safety Management Consultant
  SAIF Corporation, North Bend
- **Angie Wisher**
  Senior Safety Management Consultant
  SAIF Corporation, Lake Oswego

Drugs of Abuse

HW

Poison centers are often the first source to recognize dangerous trends in poisoning. Fentanyl along with methamphetamine and marijuana are common drugs of abuse in Oregon. Join Annie Duncan, a registered nurse and certified specialist in poison information, to learn how the Oregon Poison Center (OPC) can help with exposure to drugs of abuse. You also learn how to identify the symptoms and exposure routes for these drugs, as well as how to:

- Define poisoning and exposure routes.
- Identify OPC's role in poisoning/drug exposures.
- Recognize the symptoms of fentanyl and methamphetamine abuse.
- Recognize the symptoms of marijuana exposure in young children.

- **Anne Duncan, BSN, RN, CSPI**
  Interim Director
  Oregon Poison Center, Portland

Prequalifications in Construction

C

This talk delves into the critical process of prequalifications in the construction industry, a vital step that ensures only the most capable and reliable contractors are selected for projects. Participants gain insights into the criteria and standards used to evaluate potential contractors, the importance of prequalifications in mitigating risks, and their effect on project success. The session covers best practices, common pitfalls, and the role of technology in streamlining the prequalification process. Through case studies and interactive discussions, attendees learn how to implement effective prequalification strategies that enhance project outcomes and foster strong partnerships in the construction sector.

- **Robert McCarthy, CSP, SMP, OHST, CSMP**
  Occupational Safety and Health Manager
  U.S. Navy, Honolulu, Hawaii

Noon-1:15 p.m. Lunch (provided)
Prize drawing (12:30 p.m. – must be present to win)

Track key:

- C Construction
- GI General Industry
- HR Human Resources
- HW Health/Wellness
- IH Industrial Hygiene
- SC Safety Committee

1:15-2:45 p.m. **SESSION 2**

Incident Analysis (SC)

Incident analysis is the foundational activity of any effective safety program. We discuss key insights into what it takes to make sure your organization learns from events to make sure everyone goes home safe. Companies that analyze incidents well and learn the lessons they teach have better safety performance across the board. The speaker teaches a systems approach that helps you realize near-miss incidents are an important opportunity for your company to improve. This is a great class for safety committee members, supervisors, and managers alike.

- **David Hanson, CSP**
  Senior Safety Management Consultant
  SAIF Corporation, Medford

Awards Presentation

Thursday, October 15

9:05-10 a.m.

Ashland Hills Hotel & Suites

This is an occasion for ASSP to recognize safety excellence and improvement and to thank corporate sponsors for supporting efforts to provide health and safety education opportunities in Southern Oregon.

How to Motivate Business Leaders to Support Safety (GI)

In today's fast-paced business environment, the importance of safety in the workplace cannot be overstated. This session aims to equip participants with the knowledge and strategies necessary to effectively engage and motivate business leaders to prioritize safety within their organizations. Through a combination of research-backed insights, real-world case studies, and interactive discussions, attendees learn how to communicate the value of safety not just as a regulatory requirement, but as a critical component of organizational success and employee well-being.

Participants explore the psychological and economic benefits of a strong safety culture, understand the barriers that often prevent leaders from prioritizing safety, and discover practical approaches to influence decision-makers. By the end of the session, attendees are empowered to advocate for safety initiatives that align with business goals, which ultimately foster a safer and more productive workplace.

- **Robert McCarthy, CSP, SMP, OHST, CSMP**
  Occupational Safety and Health Manager
  U.S. Navy, Honolulu, Hawaii

Say What? Hearing Conservation Programs and What You Didn't Want to Hear About Them (IH)

Federal OSHA General Industry standards require a hearing conservation program if the noise in the work area measures greater than 85 decibels. 1910.95 (Subpart G) outlines what a program should contain and how to set one up. This is one of the few programs that can protect your team from an occupational illness that is 100 percent preventable. OAR 437-004-0630 follows the same basic requirements.

- **Gina Facca, CSM**
  Principal
  O.P.S. by Facca, LLC, Vancouver

2026 Employment Law Update

HR

In this presentation, Barran Liebman Partner discusses key employment laws and considerations for employers of all sizes and industries in 2026. Topics include employee safety, risk management, new laws, and policy considerations. Chris helps employers understand how each of these items affect employer responsibilities and obligations, and provides practical advice for implementing new policies in a changing legal and regulatory landscape, including:

- Understanding new or amended laws which impact employers.
- How to update policies to comply with changing legislation.
- How to mitigate risk through proactive policy development and implementation.
- Understanding employer responsibilities in responding to and addressing workplace safety complaints.

Chris Morgan, Attorney
Partner
Barran Liebman LLP, Portland

Construction A to Z

C

From accident investigations to zero-energy maintenance programs, the alphabet has us covered when it comes to construction health and safety. This lively session reviews the many hazards commonly found in construction and demolition, as well as the best practices (and Oregon OSHA requirements) designed to correct those hazards. Several Oregon case studies involving construction-related injuries and deaths are also presented.

Craig Hamelund
Education Specialist
Oregon OSHA, Tigard

Nick Lancaster, CSP
Safety Management Consultant
AGC Oregon-Columbia Chapter, Wilsonville

2:45-3:30 p.m. Break and Visit Exhibits

3:30-5 p.m. **SESSION 3**

Civility in the Workplace: Because How We Treat Each Other Is the Work

HR

Civility isn't about being nice. It's about being brave enough to choose respect – even when it's hard; even when you're exhausted; and even when the person across from you feels impossible. In this session, we get honest about what incivility actually costs – not just in morale, but in safety, retention, and the kind of trust that takes years to rebuild. Participants walk away with a real framework, practical tools, and something rarer than most training provides – a genuine shift in how they see the people around them. This isn't a lecture. It's a conversation your team has needed for a long time.

Kristi Frederick, MPS OD&C
Leadership & Culture Coach
Certified Dare to Lead™ Facilitator
Omnia Vincit Amor, Medford

Is That Confined Space Permit Required? Yes or No?

GI

Industrial facilities and construction sites have a wide variety of enclosed areas within which workers may perform a wide variety of work tasks. The safety standards that would apply to each of these spaces depend on how they are identified and classified by the employer. Confined spaces (both permit and nonpermit required), enclosed spaces, confined spaces under the welding standard, and other enclosed areas all have slightly different definitions and safety standards. In this session, we analyze all the different categories of enclosed spaces and see what standards apply to each along with best practices for protecting entrants and responding properly in the event of an emergency.

Jim Johnson
CEO
D2000 Safety, Inc., Eugene

I See Hurt People – Part 1: Basics of Hazard Awareness

SC

This session helps provide safety practitioners with the tools and skills needed to see conditions in the workplace with a different lens. Many hazards can lie dormant until the perfect storm of circumstances come together to cause harm. Attendees learn to not only "see" injuries before they occur, but they also learn proven methods for controlling and mitigating the hazards that cause them.

- **Michael Hill, CSP**
  Senior Safety Management Consultant
  SAIF Corporation, Medford
- **Patti McGuire**
  Safety & Health Supervisor
  SAIF Corporation, Medford

Register online

safetyseries.cventevents.com/southern26

The 'Now' Gap: Predicting Workplace Injury Risk and Addressing Discomfort Before Injury

HW

Most workplace safety programs focus on preventing future incidents or responding after an injury occurs, leaving a critical gap when employees are experiencing fatigue, soreness, or discomfort today. This session examines how organizations can identify developing injury risk by evaluating job demands, fatigue patterns, and where physical overload is most likely to occur. Attendees also learn how early reporting and on-site support can address discomfort before it progresses into injury. Through practical examples and interactive demonstrations, participants explore job-specific movement and recovery strategies that can be applied in industrial, repetitive, physically demanding, and office-based environments. Attendees leave with actionable ideas for strengthening early reporting, supporting OSHA-aligned, first-aid interventions, and improving existing safety and ergonomic programs.

- **Cole Foster, MS, MBA, CSCS**
  Owner, CEO
  Ascent Health Solutions, Bend

Thursday, October 15

7:30 a.m. Registration opens and refreshments

7:30 a.m.-1:15 p.m. Exhibits open

8-8:05 a.m. Welcome

- **Shyra Rogers**
  Conference Chair

8:05-9:05 a.m. **Keynote**

The University of You: The Crash Course

Every one of us is enrolled in a lifelong education, learning through victories, setbacks, and everything in between. But what if the most important subject you ever study is yourself? In this presentation, participants explore how to identify opportunities for growth, leverage their unique strengths, and make peace with the imperfections that shape who they are. By reframing challenges as lessons and setbacks as tuition payments, attendees gain practical tools for building confidence, resilience, and authenticity. Because graduation isn't about becoming someone else; it's about becoming more fully yourself.

- **Luke Betts, CSP, ARM-E, ASP, AIS**
  Senior Safety Management Consultant
  SAIF Corporation, Bend

9:05-10 a.m. Awards Presentation

10-10:30 a.m. Break and Visit Exhibits

10:30 a.m.-noon **SESSION 4**

Employee Speech and Expression in the Workplace – Law, Politics, and Best Practices (HR)

Discussions regarding social and political events are finding their way into the workplace more than ever before. Whether at the office, off-site, or on social media – how can (or should) employers respond to potentially problematic employee speech? In this presentation, Barran Liebman Partner Chris Morgan discusses best practices for limiting legal liability and balancing employee rights with policies that foster a safe, respectful, and productive work environment.

Key topics include:

- Distinguishing which free speech rights do or don't exist in the workplace.
- Identifying protected classes (such as religion) which can be implicated by employee speech.
- Recognizing activities which trigger an employer's duty to act under the law.
- Implementing best practices for managing employee conflict which arise out of controversial speech or activity.
- Drafting neutral policies related to employee speech.

Chris Morgan, Attorney
Partner
Barran Liebman LLP, Portland

Building a Safety Mindset (GI)

In an era where workplace safety is paramount, fostering a safety mindset among employees is essential for creating a proactive safety culture. This talk focuses on the importance of instilling a safety-first mentality within organizations, emphasizing that safety is not just a set of rules but a fundamental value that should be embraced by everyone. Participants explore the psychological aspects of safety behavior, learn how to identify and mitigate risks, and discover effective strategies for encouraging employees to take ownership of their safety responsibilities. Through engaging discussions, real-life examples, and interactive activities, attendees gain insights into how to create an environment where safety is prioritized and integrated into daily operations. By the end of the session, participants are equipped with the tools and knowledge necessary to promote a lasting safety mindset within their teams.

Robert McCarthy, CSP, SMP, OHST, CSMP
Occupational Safety and Health Manager
U.S. Navy, Honolulu, Hawaii

Safety Committees: Improve the Buy-in and the Involvement of Your Teams by Listening (SC)

Effective safety committees take planning and organization. Our teams want to be able to do their work, receive training on new tasks and tools, and to be listened to by the supervisorial staff. One of the best ways to make that happen is to use the structure of the safety committee to encourage conversation and establish a strong mutual bond between employees and the employer. Being focused on mutual goals and working cooperatively moves the entire company forward to a safety culture that benefits everyone. Let's talk about how we can listen to each other and make this work even better than it does now.

Gina Facca, CSM
Principal
O.P.S. by Facca, LLC, Vancouver

Track key:

- C Construction
- GI General Industry
- HR Human Resources
- HW Health/Wellness
- IH Industrial Hygiene
- SC Safety Committee

Hands-on Noise Monitoring for the Nonindustrial Hygienist

IH

This session allows the nonindustrial hygienist to learn about noise monitoring equipment. Participants have the opportunity during hands-on exercises to use noise dosimeters. Included is the ability to calibrate and use industrial hygiene noise monitoring equipment, identifying where to seek additional instruction in the use of noise monitoring equipment, and how to recognize when to seek help with complex noise surveys.

- **Dan Stuckrath, CIH, CSP**
  Industrial Hygienist
  SAIF Corporation, Salem

Health Hazards in Construction

C

Are you familiar with the main health hazards in construction, the most frequent poisoning related to poor hygiene, or the newest regulatory requirements requiring personal protective equipment and a written safety program? What is the frequent health hazard that may cause death from exposure, or the issue that most commonly causes skin issues? This course discusses the primary health hazards on the construction site and the regulatory requirements that accompany them.

- **Tim Capley**
  Health Compliance Officer
  Oregon OSHA, Medford

Noon-1 p.m. Lunch (provided)
Visit Exhibits
Prize drawing (12:20 p.m. – must be present to win)

1-2:30 p.m. SESSION 5

Top Fire Safety Challenges in the Workplace

GI

This session explores the most common fire safety risks facing today's workplaces with a focus on prevention, preparedness, and practical response strategies. Participants review key challenges such as housekeeping, electrical hazards, storage practices, equipment use, employee awareness, and emergency coordination. The class also explains how the fire department operates, including response roles, incident priorities, and how workplace personnel can better support emergency operations before, during, and after an incident. Attendees leave with practical tools to identify hazards, strengthen everyday safety practices, and build a more fire-resilient workplace culture.

- **Devon Brown**
  Deputy Chief of Professional Standards
  Medford Fire Department, Medford

- **Tanner Fairrington**
  Deputy Fire Marshal III
  Medford Fire Department, Medford

From Bystander to Upstander: Building Teams That Speak Up

HR

This session helps attendees to identify the psychological and organizational factors that contribute to bystander behavior and prevents employees from speaking up when they witness workplace concerns. We analyze the effect of upstander behavior on workplace culture, psychological safety, employee trust, and organizational effectiveness. Learn to apply practical communication strategies and a structured framework to safely intervene and address inappropriate behavior. Also learn how to support colleagues in real-world situations and develop actionable approaches for fostering a workplace culture that encourages respectful communication, accountability, and the confident reporting of concerns.

- **Kristi Frederick, MPS OD&C**
  Leadership & Culture Coach
  Certified Dare to Lead™ Facilitator
  Omnia Vincit Amor, Medford

Register online

safetyseries.cventevents.com/southern26

Effective Accountability Systems SC

Tired of finger pointing and the blame game going on at work? Want to learn effective methods for holding the workforce accountable for health and safety? Would you like to improve morale and learn ways to motivate staff toward improved safety and health performance? This informative session helps you accomplish these objectives by covering the elements of an effective accountability system, explaining how to implement and maintain an effective accountability program, and providing insight into the psychology behind workplace behaviors.

- **Craig Hamelund**
  Education Specialist
  Oregon OSHA, Tigard
- **Mark Hurliman, CSHM**
  Voluntary Programs Coordinator
  Oregon OSHA, Medford

From Heroes to Systems: Transitioning From Individual Safety Ownership to the ANSI/ASSP Z10.0 Safety Management System Standard GI

This presentation provides a practical road map for transitioning from a reactive, "safety hero" model in which safety performance depends on individual effort to a sustainable, systems-driven approach aligned with ANSI/ASSP Z10. Attendees gain a clear understanding of the core elements of Z10, including leadership commitment, employee participation, hazard identification, risk assessment, continuous improvement, and how these elements integrate into daily operations. The session highlights common gaps organizations face when relying on individual ownership and demonstrate how to build structured processes that drive consistency, accountability, and measurable results. Through real-world examples and implementation strategies, participants learn how to engage supervisors as safety leaders, establish meaningful leading indicators, and create systems that sustain performance beyond any one person. By the end of the session, attendees are equipped with actionable steps to strengthen their safety management systems and elevate overall organizational safety culture.

- **Luis Ortiz**
  Founder, CEO
  Safety First Management, LLC, Long Beach

It is Getting Hot in Here IH

The class reviews the fine details of the Oregon OSHA heat illness prevention regulation. We look at examples where employers have struggled to comply and instances where employers have implemented creative solutions. We also examine the contributing factors for heat illness on jobsites and discuss a recent fatality due to heat stroke. Attendees are encouraged to ask questions related to heat illness compliance or for clarifications on requirements.

- **Brandi Davis, MS, CSP, CIH**
  Health Enforcement Manager – Industrial Hygienist
  Oregon OSHA, Tigard

2:30-2:50 p.m. Break

2:50-4:20 p.m. SESSION 6

Building a Better Safety Brand – Design the One You Want Others to Experience GI

Every safety professional has a safety brand – whether they realize it or not. The question is: What does your brand say about you?

Just as organizations build reputations through repeated experiences, safety professionals build a safety brand through communication, consistency, visibility, and behavior under pressure. Regardless of technical skill or experience, the way people experience you influence their trust, engagement, and safety outcomes.

This session challenges participants to think beyond compliance and explore how their safety brand shapes workplace relationships and culture. Attendees identify their current brand, define the brand they want to project, and develop intentional strategies to strengthen it over time.

Attendees leave with a personalized safety brand action plan and a new perspective on how intentional behavior influences trust, leadership presence, communication, and safety culture far beyond rules and regulations.

- **Jeffrey Mook**
  Region Safety Coordinator
  Boise Cascade, Medford

Modern Methods for Controlling Health Premiums

HR

Employers continue to face rising group health insurance premiums and increasing complexity in managing employee benefit plans. This session explores creative, alternative strategies for controlling healthcare costs while also addressing the compliance risks that can create significant financial and administrative exposure for employers.

Through practical examples and an annual compliance checklist, attendees gain actionable strategies for evaluating their current benefit programs, identifying potential compliance gaps, reducing administrative risk, and developing a more proactive approach to controlling both healthcare costs and compliance exposure.

- **Matt Dunbar**
  Founder and President
  Rogue Benefit Planning, Medford
- **Robin Mann**
  Account Executive
  Rogue Benefit Planning, Medford

I See Hurt People – Part 2: The Sixth Sense of Hazard Awareness and Mitigation

SC

Take your hazard identification skills to the next level in this intermediate-to-advanced session. Building on your foundation of great safety inspections, a functioning hazard reporting system, and incident analysis, you explore tools such as hazard analysis, risk assessment, and risk mapping to uncover serious and often overlooked risks. Learn how to "see" hidden dangers, prioritize what matters most, and influence leadership to take action that drives real results.

- **Michael Hill, CSP**
  Senior Safety Management Consultant
  SAIF Corporation, Medford
- **Patti McGuire**
  Safety & Health Supervisor
  SAIF Corporation, Medford

Developing Resilient Environments Through Psychological Safety

HW

Building resilient organizations and employees requires more than individual coping skills – it demands systems that make safe, sustainable work possible. This session explores how psychological safety acts as a force multiplier for resilience, using the NIOSH Total Worker Health® and Worker Well Being frameworks to connect leadership behavior, work design, policies, and safety climate. Participants learn practical leader behaviors that encourage speaking up, surface risk early, and turn everyday disruptions into learning opportunities rather than burnout.

- **Andrew Rohner, CSP**
  Senior Safety Management Consultant
  SAIF Corporation, Salem

Register online

safetyseries.cventevents.com/southern26

Conference Sessions

Fall Protection Basics

C

This 90-minute training course provides a basic overview of fall protection principles to help employees recognize and reduce fall hazards in the workplace. The session is designed for workers who may be exposed to elevated work conditions and need a foundational understanding of safe work practices.

Topics include identifying common fall hazards, understanding when fall protection is required, and recognizing the key components of fall protection systems, such as guardrails and personal fall arrest systems.

A hands-on harness inspection is used to reinforce learning. Participants practice inspecting full-body harnesses for signs of wear, damage, and other safety concerns. This interactive exercise helps build confidence in identifying defective equipment and ensures workers understand the importance of inspecting gear before each use.

By the end of the training, participants have a basic understanding of fall protection requirements and are better prepared to identify hazards and use equipment safely on the job.

- **David Hanson, CSP**
  Senior Safety Management Consultant
  SAIF Corporation, Medford

Register online

safetyseries.cventevents.com/southern26

Conference Planning Committee

Heather Ashwill, *City of Central Point*

Tim Capley, *Oregon OSHA*

Alex Estes, *Boise Cascade*

David Hanson, *SAIF Corporation*

Mike Hill, *SAIF Corporation*

Mizraim Jimenez, *Timber Products*

Chris Lawrence, *Boise Cascade*

Patti McGuire, *SAIF Corporation*

Jeff Mook, *Boise Cascade*

James Moulsdale, *SAIF Corporation*

Amy Schiel-Algea, *Boise Cascade EWP*

Joshua Thompson, *Boise Cascade*

Shyra Rogers, *SAIF Corporation*

Adam Wasniewski, *Timber Products Company*

Ashley McGuire, *Higher Cultures*

Matthew Rogers, *City of Medford*

Jason Roach, *OIT*

Sponsors

Boise Cascade

SHARP Alliance

SAIF Corporation

Redwood Safety Association

(List as of 8/28/26)

Registration form

October 13–15, 2026
Ashland Hills Hotel & Suites ▪ Ashland, Oregon

Please print *All parts of the registration form must be completed to process your registration.*

Name: _____ **Job title:** _____

Company: _____

Mailing address: _____

City: _____ **State:** _____ **ZIP:** _____

Phone: _____ **Ext.:** _____ **Alternate phone:** _____

E-mail address *(required)*: _____ *(Must be unique e-mail address; no duplicate e-mails)*

Is this the first time you have attended this conference? ☐ Yes ☐ No

Would you like to receive information about local ASSP meetings and membership? ☐ Yes ☐ No

Part 1 – Registration fees *(mark all that apply)*

Early-bird registration (prior to October 1, 2026):

Tuesday, October 13

- ☐ Professional Development Workshop $160
- ☐ First Aid, CPR, & AED Certification Course (7:30 a.m.) $70
- ☐ Flagger Certification Course (1 p.m.) $70

Conference (Wednesday and Thursday) October 14 & 15, 2026

- ☐ Full conference, Wednesday and Thursday $220
- ☐ One day, Wednesday $130
- ☐ One day, Thursday $130

Registration (after September 30, 2026):

Tuesday, October 13

- ☐ Professional Development Workshop $190
- ☐ First Aid, CPR, & AED Certification Course (7:30 a.m.) $70
- ☐ Flagger Certification Course (1 p.m.) $70

Conference (Wednesday and Thursday) October 14 & 15, 2026

- ☐ Full conference, Wednesday and Thursday $270
- ☐ One day, Wednesday $155
- ☐ One day, Thursday $155

TOTAL ENCLOSED $ _____

Payment (check or credit card information) must accompany registration form.

Scan/email form to oregon.conferences@dcbs.oregon.gov or mail to:

ASSP – SOUTHERN OREGON CHAPTER
PO Box 5640
Salem, OR 97304-0640
Fax: 503-947-7019

For Pre-registration, return by October 6, 2026.

Some sessions may close; call for session availability 503-947-7411.

Questions?

Call the Conference Section at **503-947-7411** or **888-292-5247** (toll-free), **option 1**.

Federal Tax ID Number: 93-1127638

If paying by credit card, please fill out the information below.

Charge my: ☐ MasterCard ☐ VISA ☐ American Express ☐ Discover

Name on card *(print)*: _____

Billing Address: _____ **Zip Code:** _____

Exp. date: _____ **Security code:** _____

3 digits on back of MasterCard or VISA
4 digits on front of American Express

Signature: _____

Office use only

Date Rec. _____
Amt. Rec. _____
Check # _____
PO # _____
Last 4 _____

(Continued on other side)

Credit Card #: ☐☐☐☐ ☐☐☐☐ ☐☐☐☐ ☐☐☐☐

For your protection, your credit card number will be shredded after processing.

Registrant's name: _____

Attendee profile: *(check one)* ☐ Employee ☐ Management ☐ Owner ☐ Consultant ☐ Other/not listed: _____

Are you a safety committee member? ☐ Yes ☐ No

Please indicate the number of employees at your worksite: ☐ 20 employees or fewer ☐ 21 to 50 employees ☐ 51 or more employees

Indicate which industry you represent: *(check one)*

☐ Agriculture
☐ Construction
☐ Food Processing/ Manufacturing
☐ Forest Activities/ Logging
☐ Government/Public Administration
☐ Healthcare
☐ Human Services
☐ Manufacturing
☐ Transportation
☐ Utilities
☐ Warehousing
☐ Wood Product Manufacturing
☐ Other/not listed: _____

How did you learn about the conference? *(check all that apply)*

☐ ASSP Southern Oregon Chapter
☐ Oregon OSHA
☐ SHRM
☐ Direct mail flyer/program
☐ Co-worker
☐ Industry association
☐ Insurance carrier
☐ Labor association
☐ Management/employer
☐ Public service announcement
☐ Other/not listed: _____

Part 2 – Session Selection *(Choose only one first and one second choice for each time period.)*

For each time period, circle the (1) next to the session you would most like to attend. Also circle the (2) next to the session that is your second choice for that time period.

Example: (1) 2 Example class A
1 (2) Example class B
1 (2) Example class C

Tuesday, October 13

7:30-11:30 a.m.

☐ CPR, AED, and First Aid

1-5 p.m.

☐ Flagger Certification for Temporary Traffic Control for Short-Term Work Zones

8 a.m.-3 p.m.

☐ Professional Development Workshop

Wednesday, October 14

8-9:45 a.m. — Welcome and Keynote

☐ Yes, I want to attend the Welcome and Keynote: Brink: Recognizing Disaster Before You Step Off the Cliff

10:30 a.m.-noon — SESSION 1

1 2 Foundation of Trust
1 2 From Compliance to Commitment: Building Engaged Safety Committees
1 2 Safety and Health Compliance Made Simple: One-page Tools for HR and Safety Professionals
1 2 Drugs of Abuse
1 2 Prequalifications in Construction

1:15-2:45 p.m. — SESSION 2

1 2 Incident Analysis
1 2 How to Motivate Business Leaders to Support Safety
1 2 Say What? Hearing Conservation Programs and What You Didn't Want to Hear About Them
1 2 2026 Employment Law Update
1 2 Construction A to Z

3:30-5 p.m. — SESSION 3

1 2 Civility in the Workplace: Because How We Treat Each Other Is the Work
1 2 Is That Confined Space Permit Required? Yes or No?
1 2 I See Hurt People – Part 1: Basics of Hazard Awareness
1 2 The 'Now' Gap: Predicting Workplace Injury Risk and Addressing Discomfort Before Injury

5-6:30 p.m.

☐ Yes, I will attend the Networking Event (no cost; limited seating – capacity 60)

Thursday, October 15

8-10 a.m.

☐ Yes, I will attend the Awards Presentation and Keynote: The University of You: The Crash Course

10:30 a.m.-noon — SESSION 4

1 2 Employee Speech and Expression in the Workplace – Law, Politics, and Best Practices
1 2 Building a Safety Mindset
1 2 Safety Committees: Improve the Buy-in and the Involvement of Your Teams by Listening
1 2 Hands-on Noise Monitoring for the Nonindustrial Hygienist
1 2 Health Hazards in Construction

1-2:30 p.m. — SESSION 5

1 2 Top Fire Safety Challenges in the Workplace
1 2 From Bystander to Upstander: Building Teams That Speak Up
1 2 Effective Accountability Systems
1 2 From Heroes to Systems: Transitioning From Individual Safety Ownership to the ANSI/ASSP Z10.0 Safety Management System Standard
1 2 It is Getting Hot in Here

2:50-4:20 p.m. — SESSION 6

1 2 Building a Better Safety Brand – Design the One You Want Others to Experience
1 2 Modern Methods for Controlling Health Premiums
1 2 I See Hurt People – Part 2: The Sixth Sense of Hazard Awareness and Mitigation
1 2 Developing Resilient Environments Through Psychological Safety
1 2 Fall Protection Basics

Special accommodations:

☐ Check if you require special services. Provide a written description of your needs.