



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Southern Oregon Chapter

*Next Meeting—
December 4th, 11:30 am
at Black Bear Diner*

Inside this issue:

2

President's Message

3

Executive
Committee Candidates

4

Engaging Employees to Create
an Advanced Safety Culture

5

SAVE—Safety Voice for
Ergonomics Program

6

Safety Culture—
Asking the Right Questions

7

Safety Improvement for the
Price of Lunch!

8

Effective
Safety Coaching

9

Free Trainings!

10

Employment Opportunities

11

Executive Committee

December Chapter Meeting

Date/Time: Tuesday, December 4th, 2018

Executive Committee: 10:00 am

Regular Meeting: 11:30 am – 1:00 pm

Program begins at noon.

Location: Black Bear, 1150 E. Barnett Rd.,
Medford



Topic: Cascadia Subduction Zone - Earthquake Preparedness

Speaker: Rachel Lanigan, PE & Joe Strahl

Program description:

This program will provide an overview of the Cascadia Subduction Zone and the large earthquakes that have occurred in the past. In addition, speakers will present a description of the very new ShakeAlert earthquake early warning system that will provide warning of an earthquake that has just happened. Learn why having just a minute or so of warning will save billions of dollars and many lives. Discuss what your business sector can do to participate in savings dollars and lives. Open discussion of ideas for use of ShakeAlert will be included.

Bio:

Rachel Lanigan is a civil engineer with 16 years of experience assisting water and wastewater utilities with long-term supply strategies, hydraulic studies, and master planning in the Pacific Northwest. Recently, she has worked with Tualatin Valley Water District, City of Gresham, and Clean Water Services to interpret and integrate the Oregon Resilience Plan guidelines into realistic seismic planning strategies. With the advent of ShakeAlert, she is identifying ways for utilities to incorporate earthquake early warning into their resilience strategies and is managing several clients in the USGS ShakeAlert pilot program. Rachel is the mother of two energetic young boys and lives in Southern Oregon, where she is commonly the harbinger of doom and gloom among her friends who like to travel to the Oregon Coast.

Joe Strahl is a professional engineer currently providing independent consulting engineering services. Joe previously served in public works departments across the country from Washington, DC to Jackson County, Oregon. Joe was Public Works Director in Jackson County from 1984 to 2002, where he was also Parks and Planning Director in the 1990s. Joe started a company called Public Works Management, Inc. that provided engineering and management services to most of the small cities in the area. Joe became interested in planning for the next Cascadia Subduction Zone Earthquake in 2012 while in private practice and believes that the ShakeAlert earthquake early warning system has the potential to significantly reduce damage and protect both the lives and livelihood of Oregonians caught up in the coming megquake.

President's Message

By Michael Hill

What is safety culture? This is a question that you may have asked at one time on your safety journey. You may have met someone from an organization that boasts of a thriving safety culture. They look the part in their high visibility clothing. They speak the part, talking about their injury-free workplaces. They talk about the tremendous rewards that they share with their company. Their company saves oodles of money on their workers' compensation insurance. They win awards year after year at the Southern Oregon Safety and Health Conference. But what does it really take to achieve the kind of safety culture development that brings a return like that? Great question! I'm glad you asked.

What is safety culture?

An organizational expert from MIT, Edgard Schein, provided the best definition of an organizational culture, in my opinion: "The way we do things around here." This definition fits perfectly in safety as well: The way we do safety around here. These are the unspoken rules that drive the way safety is done in your organization. It doesn't matter what wonderful policies you have in your employee manual; it doesn't even matter what your leaders preach from their soapbox. The surest way to measure the climate and culture is to look at the way things are really done.

I used to work for a company that had a strict forklift policy stating that drivers should never drive faster than a brisk walk. One day, I was touring through the operation with an outside consultant as forklifts were zipping by us at a high rate of speed. The consultant asked about our policy, and I proudly stated it word for word, "Never drive faster than a brisk walk." The consultant pointed to a forklift flying past us and simply stated, "I can't walk that fast!" I got it. The gap between what we said we were going to do and what we were doing was huge. And what we were actually doing was the true measure of our safety culture. Driving at an unsafe speed so we could get the orders out the door was the way we really did things there. We had a great policy. We even had great training on the policy. The only problem was that our culture had not matured to the point where forklift drivers truly understood the value and importance of that policy, and supervisors did not ensure that drivers were following it.

Our safety culture, in reality, provided an unspoken rule that said it was okay to speed if there was an important production priority in our operation. The safety culture we really had was much different from what we had defined, but taking an honest look at the culture helped us get to work on bringing what we said we were going to do and what we were actually doing closer together, thereby improving our culture overall.



Seeking 2019-2020 Executive Committee Candidates

By Pam Ahr

Hello, Rogue Valley safety community! I am the Elections Chairperson for the 2019/2020 program year for the Southern Oregon Chapter of ASSP. I will be responsible for ensuring we have candidates for each elected position on the Executive Committee; appointed positions are assigned by the Chapter President. We need to have a slate of candidates published in our March newsletter so they can be voted on by membership in May. The elected positions run from July 1, 2019 through June 30, 2020.

The elected positions are the following:

President
Vice President
Secretary
Treasurer
Membership Coordinator
Program Coordinator

Appointed positions are:

Conference Committee Chair
Communications Coordinator
Government Affairs Coordinator
Operations Coordinator

ASSE Southern Oregon Chapter

2017/2018 CHAPTER OFFICER RESPONSIBILITIES

Welcome to your new role as an American Society of Safety Engineers, Southern Oregon Chapter Executive Board member. We are delighted that you have joined our team and feel strongly that we are making a difference in the health and safety of thousands of Southern Oregonians.

The name of our chapter is "The Southern Oregon Chapter of the American Society of Safety Engineers." ASSE prefers that we refer to our organization as "Chapter," and that we refer to the bigger supporting organization as "Society."

PURPOSE:

The purpose of this Chapter shall be to promote the advancement of the safety profession and safety professionals in the geographical area served.

OBJECTIVES:

- To develop and promote educational programs for obtaining the knowledge required to perform the functions of a safety professional.
- To develop and disseminate locally, information and materials that will carry out the purposes of the Chapter, the Society, and serve the public.
- To provide and support forums for the interchange and acquisition of professional knowledge among its members.
- To foster liaison with local organizations of related disciplines.
- To inaugurate and implement such other programs and projects that are consistent with the purposes of the Chapter and the Society.
- To conduct Chapter affairs in a manner that will reflect the standards, purposes, and objectives of the Society.

OFFICER RESPONSIBILITIES:

President

Please let me know if you have any interest in serving on the Executive Committee, in either an elected position or appointed position. More information on each of these positions can be found at this link: http://www.soassp.org/uploads/2/5/8/5/25852043/asse_board_member_responsibilities_2017-2018.pdf.

You can also contact any of the Executive Committee members if you have questions about the positions. The Executive Committee meetings take place on the first Tuesday of the month from 10:00-11:15 a.m., just before the general lunch meeting. We invite anyone to attend to learn more about chapter operations.

Please contact me by the end of December if you're interested in one of the elected positions. I can be reached at 541-857-4203 and pamahr@saif.com. Thank you.

Welcome New Member — **David Meador!**

The last time David Meador was in a safety-related private sector job was as a 16-year-old life-guard with the City of Medford. After that, he joined the army, went to school, and became a field artilleryman. Following his time in the military, he decided to continue the embrace of disaster-related professions and became a firefighter. David worked at Kingsley Field Fire Department for three years and currently serves as a volunteer firefighter with Jackson County Fire District 3. He recently took a job with NIC Industries as a safety and environmental manager. David has been married to Mandi for almost 10 years, and they have three great kids. He loves to spend time with family, and revels in the fact that diapers are no longer in his house. David is excited to be a part of the ASSP and the safety community. Welcome, David!

Engaging Employees to Create an **Advanced Safety Culture**

By Michael Hill

How do you engage employees to create an advanced safety culture? In Dr. Paul Marciano's book, *Carrots and Sticks Don't Work*, Marciano makes the case that employees are not truly motivated by pay, benefits, or disciplinary action, but what gets them most excited about their work is to have a say over the terms of their job. And as previously mentioned, if the measure of your safety culture is how safely your workers do their job when nobody is watching, it is imperative that they be engaged and involved in the safety process. Marciano delivers a great model for building engagement in an organization through R.E.S.P.E.C.T. When leadership fosters an environment of respect and support, engagement will flourish. In the R.E.S.P.E.C.T. model, Marciano defines "seven critical drivers that influence an employee's internal assessment of respect and subsequent level of engagement: Recognition, Empowerment, Supportive Feedback, Partnering, Expectations, Consideration, and Trust."

Another great way to build engagement in the safety process is to give away ownership. Ownership is not about recruiting or delegating. Ownership is when you literally give a piece of your program to someone and encourage them to run with it, making it their own. I remember a time when I was a safety coordinator, and I felt overwhelmed by the hundreds of tasks required to maintain our safety program. One day, as I walked by a machine center and the operator, who had a clear view of our safety statistics sign, called me over to tell me that the sign that read "245 days since our last recordable injury" had not been updated for two weeks. Instead of getting defensive, as I would normally be prone to do, I simply said, "That's a great observation. I have been overwhelmed with my work lately. Hey, since that is obviously important to you that we keep that sign accurate and up-to-date, and you look at it every day, would you mind taking over that job?" I was blown away when he smiled and said, "Sure! Just show me where the sign cards are stored, and I would be happy to!" Is it that easy to get people involved in the program? Yes! Guess what? He never missed a day updating that sign! After this realization, I quickly divided up the many little safety tasks and gave them away.

Years later, after I have been long gone from that facility and they have achieved continued VPP recognition with Oregon OSHA, a decade of no time-loss injuries, and multiple years with no recordable injuries, they are still functioning at a very high level because the employees own the safety program.

The most successful safety programs I have seen have everyone involved at some level. When employees own a piece of the safety program, they take responsibility for it, they defend it, and they promote it! Work to build respect and ownership in your organization and your safety culture will grow.



SAVE—Safety Voice for Ergonomics Program

Excerpted from PSHFES Newsletter www.pshfes.org.

The Safety Voice for Ergonomics (SAVE) project has developed a protocol for a workplace trial to reduce musculoskeletal disorders in the masonry industry. Oregon State University's Dr. Laurel Kincl reports that masonry workers see a high level of musculoskeletal and overexertion injuries. In 2010, a collaboration of universities, trade alliances, and research entities instituted r2p, or Construction Research to Practice, to help combat these issues. The aim is to reduce workers' risk for injury or illness in the masonry industry by increasing awareness and the use of tools. SAVE uses interactive video training and workbooks to teach and demonstrate proper ergonomics and safety. The SAVE program also provides easily accessible solutions and resources that empower masonry apprentices to be able to foster positive changes in the industry. SAVE is being tested at random locations to assess its effectiveness at all stages of the program. SAVE utilizes training/activity videos and a more formal training for apprentices about safety and ergonomics, performing research at each phase of the training to develop material, evaluate SAVE, and disseminate the information as broadly as possible. The SAVE program is broken into seven units, four ergonomics and three safety, providing a greater level of knowledge and understanding for apprentices and giving them the information and means to change culture within the masonry industry as it pertains to safety and ergonomics.

Additional information can be found at:
<http://health.oregonstate.edu/labs/osh/research/save>.



January Chapter Meeting **Date Change!**

By Susan Murphey

If you were worried about getting to the January 2019 Chapter meeting on New Year's Day, never fear—we're changing the meeting date to January 8th. The program will begin at noon on Tuesday, January 8, 2019. No host lunch available beginning at 11:30 a.m.

Bring Your Toys for Tots **Donations**



This year, ASSP Southern Oregon Chapter will again be participating in the Toys for Tots holiday campaign. A collection box will be available at the December Chapter lunch meeting at the Black Bear Diner in Medford. If you can, please bring a new, unwrapped toy to the meeting.

Toys for Tots was established in 1948 by the Marine Corp. Over the years, the Toys for Tots program has distributed more than 351 million toys to needy children.

Safety Culture— Asking the Right Questions

By Michael Hill

Do you have a safety culture?

Yes! Every person has one. Every crew has one. Every company or organization has one. It's the way you really get things done. It's been said that character is who you are when nobody is watching. A great measure of your personal safety culture is how safely you perform personal tasks when nobody is watching. Do you use a stool to change a light bulb or take the time to find a stable ladder? Do you drive at a safe speed and concentrate on safe driving—putting away distractions? Do you wear hearing protection when you use lawn equipment? Similarly, what does your work team do to be safe when the supervisor or manager is not watching? Do they take shortcuts with safety procedures? Do they remove their safety glasses? Everyone has a safety culture. The better question is...

Do you have the safety culture that you want?

In my work at SAIF Corporation we have a marvelous tool for measuring the safety culture of our clients. It's called the Ansbro Safety Culture Spectrum. With this system, we lay out four levels of safety culture maturity: Reactive, Compliant, Managed, and Comprehensive.



A **reactive** safety culture is one in which managers react to lagging indicators rather than taking a strong leadership position, laying out clear expectations, and building proactive safety systems. A reactive manager believes that workers just need to use more common sense and believe that "accidents just happen."

A **compliant** safety culture is one in which managers are focused on minimum OSHA compliance rather than building safety excellence. Many years ago, at my former employer, we put together a forklift taskforce to make improvements and reduce the risk of injury by forklift. When the topic of requiring seatbelts came up on our team, one manager heard about this proposal and took it upon himself to call OSHA and ask if seatbelts were required on forklifts working in a flat warehouse. He was told that they were *not* required by OSHA rule. At that time, our efforts to require seatbelts on forklifts were quashed because of a compliant safety culture. (The good news is this employer's safety culture has matured beyond the compliant stage, and today they require seatbelts to be worn on all forklifts because of the serious risk of injury if a rollover were to occur.)

Continued on Page 7.

Safety Culture— Asking the Right Questions

By Michael Hill

Continued from Page 6.

A **managed** safety culture is leadership driven and focuses on consistent hazard identification and systematic controls. Accidents are investigated for root causes. Annual evaluations are conducted. High quality safety programs are managed and maintained well.

A **comprehensive** safety culture is one in which there is ownership at every level of the organization—from the boardroom to the tool room and from the production manager to the mechanic. Safety systems are embraced at all levels. A few years ago, a friend of mine toured the headquarters of a national wood products manufacturer. He described an organization that starts every meeting, including the board meeting, with safety. In a comprehensive safety culture, keeping workers safe and healthy is a major governing value in the organization.

An effective safety culture focuses on worker wellbeing and empowers employees to come up with creative strategies for enhancing safety, health, and wellness. The Ansbro Safety Culture Spectrum is one of many tools that can help your organization identify where you are on your health and safety journey, and develop a plan for getting to the next level.

Safety Improvement for the **Price of Lunch**

By Susan Murphey

There was a great story in one of the issues of the *Professional Safety Journal* last year. It wasn't a multi-page, detailed article about methodologies and safety systems performance; it was a 2"x4" little blurb where someone had shared what worked at their workplace.

They spoke of how valuable it was that managers and supervisors listened to their comments and ideas on incidents, near-misses, and safety concerns, and actually followed through with seeing what they could do to implement them. As it turned out, most of the time, things were pretty easy to adjust and could be implemented right away. That made it easier to accept that there might be other things that may take a little longer.

This culture of sharing and listening was in the form of monthly safety lunches. They'd hold them on a day when most of the front-line workers could attend. Members of management who attended would listen and take notes in support of the discussion and their workers. The feedback and resulting follow through markedly improved the culture of safety of this organization. It reminded people that they were part of the process. And as it turns out, it wasn't even for the cost of lunch. . . . It was a pot-luck! I can't help but wonder if the family get-together environment also helped to make everyone feel like they were truly part of the process.



Effective Safety Coaching

From Susan Murphey

Safety coaching can be a valuable means of educating and/or redirecting behaviors in the workplace. Effective safety coaching results in the worker not only understanding the process involved, but also committing to following through with safe actions in the future. Ineffective coaching generally results in a nod of the head and a return to old behaviors.

Successful safety coaching should include inquiry, respect, understanding, and problem solving. Workers are more apt to hear and internalize communications if they're done in a respectful manner. Utilizing the concept "blame the process, not the person," the conversation should include inquiry to barriers to following safe procedures. Is there additional training needed? Are tools, equipment, adequate time available? Ask for thoughts and perspectives, rather than demanding explanations and blaming.

Avoid verbal attacks aimed at the individual person. Discussions should be done in private when possible. Be sensitive to personality differences and provide opportunities for people to respond in ways that are non-threatening. Try to see it from their point of view. Perhaps they know safe practices, but production pressure causes them to take shortcuts. How can this be improved?

The end result should be a cooperative approach to problem solving that includes input from the worker. This engages the worker in the process, which makes them feel heard and respected. Collaboration helps to understand and remove barriers to implementing proper safety procedures and improves buy-in and compliance. This not only helps sustain safe behaviors, but can motivate employees to exceed expectations and become safety advocates with their peers.

Having Trouble Getting **Chapter or Society Emails?**

Source: www.assp.org



Excerpted from www.assp.org by Susan Murphey

If you're having difficulty getting ASSP Chapter or Society emails delivered to your inbox, it's likely they are being blocked by your ISP or company's spam filter. Why might a spam filter do this? It could be due to policies against commercial messages, or the filter may be programmed to not allow the same message to be sent to many different recipients at the same time.

In these situations, the first step is to whitelist ASSP and/or SOASSP on your desktop computer or through your company's IT department. Whitelisting identifies safe senders from whom you want to receive messages.

You can whitelist chapter emails. For example, updates@soassp.org; you can also whitelist Society emails using bounce@send.assp.org

[View instructions](#) for desktop level whitelisting (which you can do) as well as whitelisting instructions for your IT team to apply at the server level. For more information about whitelisting, contact [ASSP's web team](#).

January 8th

Have you ever wondered about the benefits of ASSP Membership? There will be a short (15 minute) ASSP Member Benefits and New Member Orientation immediately following January 8th's Chapter meeting. This is for anyone interested learning about membership benefits and for any new members who may have questions. Please plan to stay after the January Chapter meeting for this brief discussion to learn more about ASSP membership.



Disclaimer: The content and views included in this newsletter are for educational purposes only. The Southern Oregon Chapter of ASSP and its Executive Committee and affiliated organizations disclaim any and all liability for claims that may arise out of the use of this educational content.

Free Trainings Available!



Course	Location	Date
Hazard Identification and Control	Eugene	01/23/2019
Accident Investigation	Roseburg	02/21/2019

Online Courses

Hazard Identification and Control - Online	Online/Internet
Inspections: What to Expect from Oregon OSHA - Online	Online/Internet
Job Hazard Analysis (JHA) - Online	Online/Internet
Lead in Construction - Online	Online/Internet
Lockout/Tagout - Online	Online/Internet
Personal Protective Equipment - Online	Online/Internet
Portable Ladder Safety - Online	Online/Internet

www.orosha.org
click on
"Education"

Mail:

Oregon OSHA Public Education
P.O. Box 14480
Salem, OR 97309-0405
Fax: 503-947-7462

Call:

Salem office
503-947-7443
or toll-free in Oregon
888-292-5247, option 2

Training Opportunities



<http://www.d2000safety.com/>

Fall Protection Competent Person

Eugene, Oregon—March 26-27, 2019

Forklift Safety Train the Trainer

Medford, Oregon—May 14, 2019

Confined Space Train The Trainer

Medford, Oregon—February 12-13, 2019



Employment Opportunities

Supply Chain Environmental Health & Safety Manager—Nike—Beaverton, OR

Responsibilities include:

- Develop and implement comprehensive strategy for managing indoor air quality in product manufacturing and distribution.
- Develop and implement program for ensuring 3PL partners adhere to Nike Code Leadership Standards.
- Participate as a key contributor in chemistry COE.
- Design and deliver global EHS programs and initiatives, which includes active participation on functional committees, contributing to program development, and helping to shape global EHS.
- Introduce, educate, and provide training on global programs and processes as appropriate.
- Continuously drive improvement in health and safety measures, instilling world class safety culture.
- Take lead in preparing required plans and appropriate facility operating procedures.

<https://job-openings.monster.com/supply-chain-environmental-health-safety-manager-beaverton-or-us-nike/31/e6d2ca03-e102-4580-930d-558f7ce89f03>

Safety and Human Resource Coordinator—Murphy—Gold Hill, OR

The purpose of the Safety and Human Resource Coordinator is to support the Human Resource Department in our southern locations. This position will assist in all HR and Safety functions. Murphy Company takes safety seriously, and we require all of our employees to use the standard industry practices to keep everyone safe on the job. Trust and confidence is of the utmost importance in this key position.

<https://secure4.entertimeonline.com/ta/6008572.jobs?ShowJob=201589635>

Process Safety Management—Carestream—White City, OR

An opening exists for a Process Safety Management Engineer within Carestream Health's Process Engineering Team, White City, Oregon. The person in this position will be responsible for the planning, implementation, and oversight of the regulatory-based Process Safety Management (PSM) Program and Risk Management Plan (RMP) for the factory. The individual will drive process improvements to key program elements such as PHA, mechanical integrity, and process safety information. The candidate will be expected to provide a strategic direction, leadership, and training in building the PSM capabilities of all plant personnel.

<https://www.indeed.com/viewjob?jk=98f5c86825a804bf&tk>

For More Employment Opportunities, Please See Our Employment Page at: <http://soassp.org/employment>

Monthly Newsletter of the **Southern Oregon Chapter** of the **American Society of Safety Professionals**

Mark Your Calendars



General meeting:

Thursday, December 6th 2018 12:00 noon - 1:00 pm
No-host lunch

Climate City Brewing

509 SW G Street in Grants Pass
(Just off NW 6th & Hwy 99)

This month's topic:

Open Forum—What do you want to hear?

Check out our website at:

www.redwoodsafety.org.



The RSA — Providing Quality Safety Training for the Price of Lunch!

PLEASE JOIN US!!

Membership **not** required.

Executive Committee 2018-2019

President: Michael Hill, SAIF Corporation—michil@saif.com

Vice President: David Hanson, SAIF Corporation—davhan@saif.com

Past President: Pam Ahr, SAIF Corporation—pamahr@saif.com

Secretary: Roy Harper, Medford School District—roy.harper@medford.k12.or.us

Treasurer: Patti McGuire, SAIF Corporation—patmcg@saif.com

Conference Chairs: David Hanson, SAIF Corporation—davhan@saif.com

Chris Lawrence, Boise Cascade—chrislawrence@BoiseBuilding.com

Membership Coordinator: Amy Stonehill, Independent Safety Professional—amystonehill@yahoo.com

Program Coordinator: Tanya Haakinson, Timber Products—thaakinson@timberproducts.com

Communications Coordinator: Susan Murphey, Essential WorkWellness—
info@essentialworkwellness.com

Governmental Affairs Coordinator: Gary Robertson, Oregon OSHA—gary.l.robertson@oregon.gov

Operations Coordinator: Chris Lawrence, Boise Cascade—chrislawrence@BoiseBuilding.com

Delegate to HOD (House of Delegates): Michael Hill, SAIF Corporation—michil@saif.com

Newsletter/Web Designer: Ethan Hill, Light Symphony Productions—ethan@lightsym.com



PO Box 1481 • Medford, OR 97501-0110

Visit our website at <http://soassp.org>.

Monthly Newsletter of the **Southern Oregon Chapter** of the **American Society of Safety Professionals**