



Southern Oregon

AMERICAN SOCIETY OF SAFETY ENGINEERS Chapter

June 2018

Next Meeting—June 5th,
11:30 am at Black Bear
Diner

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Executive Committee

June Chapter Meeting

Date/Time: Tuesday, June 5th, 2018

Executive Committee: 10:00 am

Regular Meeting: 11:30 am – 1:00 pm

Program begins at noon.

Location: Black Bear Diner, 1150 E. Barnett Rd,
Medford OR 97504

Topic: Pre-employment Testing: Finding the right fit...

Speaker: Jared Hill

Program description: As the hiring market tightens and the labor pool of applicants decreases, the challenge of finding the right fit becomes more and more critical to the overall success of a company.

You are only as successful as each employee you hire. An applicant's background, training, certification, knowledge, understanding, and previous work experience can be all for naught if they are not physically capable of performing the essential functions of the job. Pre-employment functional screening is an essential tool in the new hire process to objectively establish a new hire's capacity to perform all the essential physical requirements for any given position. Not only does it provide the employer with a qualified candidate, it mitigates the safety risk of hiring someone who is not capable of doing the job for which they have been hired.

During this presentation our focus will be to:

- Establish what pre-employment functional screening is
- Learn the underlying rules, regulations, and guidelines for employers
- See how functional testing fits into the new hire process
- Explore how functional testing can be used not only for pre-hire, but return to work or fit for duty testing
- Review actual functional tests provided

Bio: Jared Hill is the Operations Manager and Occupational Health Consultant, and a practicing occupational therapist, for Asante Physician Partners Work Health. He began his career with Asante in 2002, working as an occupational therapy provider and has transitioned from practicing therapist to administrative operations over the past 14 years. His areas of expertise include hand therapy, functional capacity evaluation, and ergonomic consultation. He currently oversees daily operations of Asante's Occupational Health and Employee Health clinics, Counseling and EAP Services, Industrial Rehabilitation, and Health Promotion departments in the Southern Oregon Region.

Mr. Hill graduated from Pacific University in Forest Grove, Oregon in 2002 with a master's degree in occupational therapy and received his B.S degree in therapeutic recreation from the University of Utah in 1999. He is certified as an Occupational Health Practice Manager and Ergonomic Evaluation Specialist. Mr. Hill has sat on the executive board for the Southern Oregon Chapter of ASSE and participated in various responsibilities associated with the ASSE conference committee. He was the recipient of the Asante Annual Values in Action award in 2015.



Active Shooter Resources

For Employers

From www.ready.gov

Ready.gov is a National public service campaign designed to educate and empower the American people to prepare for, respond to, and mitigate emergencies. Listed below are links to a number of resources that can be used to educate employees in recognizing the threat and responding to active shooter situations.

[RUN. HIDE. FIGHT.® Surviving an Active Shooter Event - English](#) (video)

[How to Prepare for an Active Shooter Incident](#) (PDF)

[Active Shooter Information Sheet](#) (PDF)

[Active Shooter Booklet](#) (PDF)

[Active Shooter Pamphlet](#) (PDF)

[Active Shooter Poster](#) (PDF)

[Active Shooter Poster \(Spanish\)](#) (PDF)

[Active Shooter Pocket Card](#) (PDF)

[Active Shooter Pocket Card \(Spanish\)](#) (PDF)

[Planning and Response to an Active Shooter: An Interagency Security Committee Policy and Best Practices Guide](#) (PDF)

[FEMA's Independent Study course: What you can do](#) (link)

[Department of Homeland Security Active Shooter Preparedness](#) (link)

[Active Shooter Training provided by Federal Law Enforcement Training Centers \(FLETC\)](#) (link)



Workplace Bullying **Facts in Spanish**

Source: *SHARP Focus Quarterly Newsletter—Winter 2018*

Workers who experience bullying on the job can suffer significant physical and mental health problems. In addition, bullying can escalate to more serious acts of workplace violence. [Workplace bullying](#) has consequences for businesses, too. SHARP's widely-used factsheet [Stop Workplace Bullying](#) provides information on how to recognize and prevent bullying behavior, and is now available in [Spanish](#).

Workplace Violence:

An Alarming Statistic

Excerpted from www.nsc.org and www.workplaceanswers.com

Every year, 2 million American workers report having been victims of workplace violence. While roadway incidents are the No. 1 cause of death for workers overall, violence is the third leading cause for healthcare workers and employees in professional and business services like education, law, and media, according to Injury Facts 2016®.

OSHA defines workplace violence as “any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site.” It includes anything from verbal threats to physical confrontations—and in some cases homicide. According to the National Institute for Occupational Safety and Health, workplace violence falls into four categories:

1. Criminal intent
2. Customer/client
3. Worker-on-worker
4. Personal relationship (which overwhelmingly targets women)



Employers have an important role in preventing workplace violence. According to the FBI, “Employers have a legal and ethical obligation to promote a work environment free from threats and violence.” Every organization needs to have policies and procedures in place to address workplace violence. Managers and safety professionals at every workplace should develop a policy on violence that includes:

- Employee training
- Creating an emergency action plan
- Conducting mock training exercises with local law enforcement
- Adopting a zero-tolerance policy toward workplace violence

All levels of the organization should participate in the training, with the program based on the type of industry and risk level. For more information on violence prevention programs, training, and other resources, check out these links:

<https://www.osha.gov/SLTC/workplaceviolence/evaluation.html>

<https://www.osha.gov/SLTC/workplaceviolence/otherresources.html>

Save the Date **Spy Award Reception at the Annual Safety Conference**

By Tanya Haakinson

Please mark your calendar for the Southern Oregon Occupational Safety & Health Conference Reception!

ASSE Southern Oregon Chapter will host a special reception to award our first annual Safety Professional of the Year.

This event will be held in the Stardust room on Tuesday, October 16, 2018 at the Ashland Hills Inn, 5:30pm to 8:00pm.



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

Southern Oregon Chapter Receives **Platinum Recognition!**



There is much planning and effort that goes on behind the scenes by the Southern Oregon ASSE Chapter Executive Committee to provide meaningful and relevant safety information to our members and community. We are proud to announce that the Southern Oregon Chapter has once again been awarded Platinum Status by The American Society of Safety Professionals. This recognition will be given at SAFETY 2018 in San Antonio. Each year, ASSE chapters complete an annual performance report that indicates how well they meet basic standards of excellence. Platinum-level chapters meet the most rigorous standard of excellence and are considered to be strong role models for other chapters to emulate. Check out this YouTube video to see who led the effort!

<https://youtu.be/YAuJW4GCBSU>

Safety **Down Under!**

By Susan Murphey

We were fortunate to take a trip to New Zealand recently and found that along with spectacular scenery and lovely people, they were quite clever with their safety signage! Very polite and proper, indeed! Here are some fun examples:



"Human and Organizational Performance Fundamentals"

Ashland Hills Hotel, Ashland Oregon, Tuesday, October 16th

Instructor: Bob Edwards

This fundamentals course takes participants into a working knowledge of the H.O.P. principles, terminology, and methods. Key topics such as blame, error, operational drift, performance modes, and system thinking are covered in enough depth that the participants will be able to put into practice what they learn. Demonstrations are built into this class to show how common error and blame are. Emphasis is placed on the importance of operational learning and changing from a reactionary mode to more of a "learn and improve" approach. Thought-provoking conversations are held to challenge the notion of a root cause, a linear path to failure, and an oversimplification of how failure happens. Participants will be able to apply class knowledge to their own organization to improve system stability, reliability, and resilience and also see the importance of building better defenses and improving learning around events.

HOP is a cross between system design and psychology.

- HOP is a movement toward using system design and psychology to better understand how to design resilient systems.
- Humans fail (make errors and break rules) with a known frequency that is affected by known influencing factors. When we understand this, we can design better systems.
- We have biases that lead to us to judge others' decisions more harshly than our own. We often assume that others have complete access to all necessary information and have full autonomy while making a decision . . . but they don't.

About your instructor, Bob Edwards:

Bob helps organizations realize that human error is common and can be expected in complex work environments. He demonstrates how, when something bad happens, our focus needs to shift from blaming those doing the work to a look at the systems they are working within. He is a leading expert on Human Performance Learning Team Sessions for safety and quality events and for operational upsets and challenging design issues. Bob has a BS degree in mechanical engineering from Tennessee Technological University and an MS degree in advanced safety engineering management from the University of Alabama at Birmingham.



Workplace Violence—Resources for Employers

From www.nsc.org

The National Safety Conference offers the following resources for employers in developing strategies for protecting workers from workplace violence:

- DHS Booklet: [Active Shooter: How to Respond](#)
- [DHS Active Shooter Webinar](#)
- FEMA video, "[Active Shooter: What Can You Do?](#)"
- Safety+Health article: [Workplace Violence Prevention](#)
- NIOSH course for healthcare workers, "[Violence on the Job](#)"
- Bureau of Labor Statistics: [National Census of Fatal Occupational Injuries in 2014](#)

They Aren't That Different!

By David Hanson

We're excited to announce our keynote speaker will be Bob Edwards for the upcoming Southern Oregon Occupational Safety and Health Conference at the Ashland Hills Hotel, Ashland Oregon, on Wednesday, October 17th.

Bob will be presenting "Failure and Success—they aren't that different!"

Bob Edwards has a BS degree in mechanical engineering from Tennessee Technological University and an MS degree in advanced safety engineering management from the University of Alabama at Birmingham. He draws on his life experience from the military, working in industry, outdoor adventure sports, and raising a family of 12 kids to bring his presentation about Human Performance to life. Bob is high-energy and engaging, and the audience will find that they have gone on a journey of learning and discovery during his presentation and acquired valuable tools for solving complex workplace problems along the way.

13 Tips for Preventing **Workplace Violence**

From www.workplaceanswers.com/resources/blog/strategies-preventing-workplace-violence/

The Workplace Answers website offers the following tips for employers to reduce the incidence of violence in the work place.

1. Adopt a formal workplace violence policy and prevention program and communicate it to employees.
2. Have managers take an active role in employee awareness of the plan; make sure they are alert to warning signs and know how to respond.
3. Provide regular workplace violence and bullying prevention training for all employees (both new and current), supervisors and managers.
4. Foster a climate of trust and respect among workers and between employees and management; eradicate a bad culture of bullying or harassment.
5. Look out for and take steps to reduce negativity and stress in the workplace, which can precipitate problematic behavior.
6. Identify and screen out potentially violent individuals before hiring while maintaining compliance with privacy protections and antidiscrimination laws.
7. Establish procedures and avenues for employees to report threats, other violence, or if there's imminent danger.
8. Start a mediation program to resolve employee disputes rather than letting them simmer.
9. Document any threats and your response to them, including terminating employees who make a threat.
10. Terminate employees with care and caution by involving witnesses or security for violent employees.
11. Evaluate security systems regularly including alarms, ID keys, passcodes, cameras, and personnel.
12. Make sure employees know not to hold open secure access doors for others who don't have credentials.
13. Ensure employees with restraining or protective orders against an individual provide that person's information and photo to security.



Workplace Violence

Know the Warning Signs

Excerpted from the National Safety Council; www.nsc.org

Workplace violence can happen anywhere. Some people commit violence because of revenge, robbery, or following some ideology – with or without a component of mental illness. While there is no way to predict an attack, you can be aware of behaviors in coworkers that might signal future violence:

- Excessive use of alcohol or drugs
- Unexplained absenteeism, change in behavior, or decline in job performance
- Depression, withdrawal, or suicidal comments
- Resistance to changes at work or persistent complaining about unfair treatment
- Violation of company policies
- Emotional responses to criticism; mood swings
- Paranoia

Disclaimer: The content and views included in this newsletter are for educational purposes only. The Southern Oregon Chapter of ASSE 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	Milwaukie	06/07/2018
Safety and the Supervisor	Eugene	05/30/2018
Job Hazard Analysis (JHA)	Klamath Falls	06/19/2018

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



Fall Protection Competent Person

Eugene, OR October 30-31, 2018

Forklift Safety Train the Trainer

Eugene, OR October 16, 2018

Confined Space Train The Trainer

Eugene, OR November 13-14, 2018

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

Employment Opportunities

Several current Boeing career opportunities below. Visit <https://www.boeing.com/careers/> to apply.



Occupational Health and Safety Specialist - Ergonomist

Company: United States; The Boeing Company
Job Code: 7ADWP3
Requisition ID: 1800020631
Work Locations:
United States-Washington-Auburn
Job Posting: Apr 26, 2018

Human Factors and Ergonomics Engineer

Company: United States; The Boeing Company
Job Code: 6K8CP2
Requisition ID: 1800030324
Work Locations:
United States-Missouri-Saint Louis
Job Posting: Apr 18, 2018

Occupational Health & Safety Specialist

Company: United States; The Boeing Company
Job Code: 7ADWP4
Requisition ID: 1800035715
Work Locations:
United States-Texas-San Antonio
Job Posting: Apr 25, 2018

Senior Occupational Health and Safety Specialist

Company: United States; The Boeing Company
Job Code: 7ADWP4
Requisition ID: 1800024232
Work Locations:
United States-Washington-Everett
Job Posting: Apr 13, 2018

Occupational Health and Safety Specialist

Company: United States; The Boeing Company
Job Code: 7ADWP4
Requisition ID: 1800035488
Work Locations:
United States-Missouri-Saint Louis
Job Posting: Apr 24, 2018

Occupational Health and Safety Specialist

Company: United States; The Boeing Company
Job Code: 7ADWP3
Requisition ID: 1800024229
Work Locations:
United States-Washington-Everett
Job Posting: Apr 13, 2018

For More Employment Opportunities, Please See Our Employment Page at:

<http://asse-southernoregon.org/>.

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Mark Your Calendars

General meeting:

Thursday, June 7th, 2018 12:00 noon - 1:00 pm

No-host Lunch

NEW LOCATION

Climate City Brewing

509 SW G Street in Grants Pass

(Just off NW 6th & Hyw 99)

This month's topic:

Integrating Wellness with your Risk Management

Bea Berry, Owner, President, and CEO of Wellness 2000, Inc

A correctly designed Wellness program is key in impacting the long term health, safety, and productivity of your workforce. This training will give you the benefit of Bea's 40+ years of experience designing, implementing, and delivering employers the tools and information to meet the needs of various worksites and their risk management strategies.

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

PLEASE JOIN US!!

Membership **not** required

Executive Committee 2017-2018

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

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

Past President: Chris Lawrence, Boise Cascade—ChrisLawrence@BoiseBuilding.com

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

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, City of Medford—amy.stonehill@cityofmedford.org

Program Coordinator: David Hanson, SAIF Corporation—davhan@saif.com

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info@essentialworkwellness.com

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

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Check out our website at:

www.redwoodsafety.org



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Visit our website at: <http://www.asse-southernoregon.org>

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