Hi there friend,

Although Mother Nature can’t make up her mind on which season it is, that hasn’t stopped the Northwest Chapter; take a look at what we have been busy with this past month!

- President's Message
- 2016 ASSE Leadership Conference
- Future Safety Leaders Conference
- MN OSHA Advisory Council Meeting
- NW Chapter 2017 PDC!
- ASSE Mentor Program

President's Message

I have a neighbor who always lets us know in September when Christmas is approaching. Now we are less than 30 days away! Time really flies! So to all of you I wish everyone a Very Merry Christmas!

Recently I presented to a number of groups at Xcel Energy on “Human Error and the Organizational System”. I used concepts I learned from several of the top PhD.’s in our field, those being Sidney Dekker, Todd Conklin and James Reason (by the way, Todd Conklin was the Keynote Speaker at the Northwest Chapter PDC in February, 2016). I explain “Sharp End” – where the safety critical task takes place by front line workers and “Blunt End” where organizations support, drive and shape activities at the sharp end. My goal was to show when incidents occur at the sharp end, further
to look flawed and less sensible in the misleading light of hindsight. It is essential that the critic should keep himself constantly aware of that fact." I'm fascinated with Dekker's approach to incident prevention and I'm using his concepts in my daily professional life. Here is a link to his quotes: https://www.goodreads.com/author/quotes/214803.Sidney_Dekker If anyone has an author they really like that has been helpful for your professional life, please let me know. president@northwest.asse.org

Upcoming: The Northwest Chapter has the following upcoming events:

- **December 7** – 3M Tour of Innovation Center...sign up now because space is limited
- **January 10** – Chapter meeting with Dave Abrams presenting on the New Silica Standard at Buck Hill...Perhaps we should ski after the meeting
- **February 14** – Northwest Chapter PDC at the Commons Hotel in Minneapolis

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**2016 ASSE Leadership Conference - *Exceeding Expectations***

The 2016 ASSE Leadership Conference was held at Hamburger University on the McDonald's Training Campus in Oak Brook, IL on October 13-15th. The NW Chapter sent three representatives- Chris Flegel, Jennifer Carlson, Kurt VonRueden to attend this two-day conference.

*McDonald's Hamburger University Campus*

*Charity Event: Care package assembly for Ronald McDonald House families*

The first evening included a networking reception for the 235 ASSE members who attended the conference.
donated—many hands really do make for light work!

**NW Chapter members Jenn Carlson & Chris Flegel w/ a fellow member from the state of Washington**

**Kurt VonRueden and Ronald McDonald**

The first full day of the conference included a message from Society President, Tom Cecich, followed by five Developmental Break-out sessions. The following is a list of some of the topics for those sessions:

- Succession Planning
- Value Programming
- PDC Planning
- Exceeding Expectations - Your Break From Average
- Charting Your ASSE Leadership Path
- Social Media
- Membership Recruitment Tools
- Financial Management
- Getting the Most Out of Membership Meetings
- Developing & Leading Effective Volunteer Teams

Day one ended with a Region V Night Out at a local restaurant. On Saturday, the conference opened up with the keynote speaker, Sydney Finkelstein, and his presentation titled “Superbosses” after the book he recently authored. Some of the takeaways from this presentation were the following:

- Superbosses focus on identifying promising new employees
- Superbosses are great at inspiring employee’s best work
- Superbosses promote their employees and help to launch them into highly successful careers

Mr. Finkelstein referenced several successful case study examples of real life “Superbosses” such as former San Francisco 49er’s Head Coach Bill Walsh during the presentation.
Keynote speaker Sydney Finkelstein- author of the book “Superbosses”

McDonald’s Restaurants History Museum-employee uniforms have changed over the years!

Future Safety Leaders Conference Recap

On November 3rd and 4th Alice Johnson, Kayla Kurtenbach and Nicholas Marcella were selected to attend the American Society of Safety Engineer’s Future Safety Leaders Conference in Oak Brook, Illinois. Students and safety professionals traveled from New York and all the way from Hawaii to attend the highly respected event. The Future Safety Leaders conference provided opportunities to learn effective leadership and communication tips, engage in roundtable discussions with experienced OSH professionals, and gain career advice from leaders and employers in the profession. Students honed resume writing and interview skills with resume critiques and mock interviews, and explored options for advanced degrees, certifications, internships and employment.

We had the opportunity to hear about specific safety programs involved with companies such as Fiat Chrysler Automobiles, Liberty Mutual Insurance and Georgia-Pacific. The companies gave us insight on how their safety programs decrease the frequency and severity of injuries and also the benefit of becoming an employee for their company. One of the Keynote Speakers, Regina McMichael, really influenced our conference experience overall. Her speech was on finding your path to influence and success in the safety profession. Regina spoke about thinking like an executive, understanding the business aspect of your company and how it relates to safety. Also, mastering your soft skills to make sure your workforce understands the importance of safety.

Overall, the experience at the Future Safety Leaders Conference was a huge success and changing point in our young safety professional careers. The relationships we gained with multiple students and safety professionals will be a major benefit down the road. We’d like to thank the Master of Environmental Health and Safety program at the University of Minnesota Duluth, ASSE, and specifically the ASSE Northwest Chapter for giving us the opportunity to be a part of such a great experience. We’ll leave you with a quote from our ASSE President, Tom Cecich, “Put yourself in a position to win. If you are functionally strong and maintain a strategic mind, you will always be in a position for success.”
Meeting - November 4th 2016

I have been trying to get to one of these meetings ever since Scott Huberty told me about them a little over a year ago. Scott is a member of the Gov. Affairs Committee, and I just found out that he is also a sitting member of the MN Occ. Safety & Health Advisory Council. Last week I finally got some time to sit in on their meeting, and I thought that I would share some of what I learned there with you.

After introductions and a review of the last meeting minutes (usual procedure stuff) the first report was offered by Ken Peterson, MN DLI Commissioner. He reported that the statistics are showing that overall the injury rates are down in Minnesota, and then stated that he believes that this should result in lower workers compensation rates. The case in point – safety does pay, emotionally, physically, and financially.

This was a two hour meeting and there were many reports. I will share only what I thought were the highlights or this could be a book.

We all know Jim Krueger, the director of OSHA compliance. He has presented at our chapter meetings many times. His first report was about MN OSHA needing to adopt the federal OSHA rules for higher maximum penalties for citations. He stated that this will take place in some form, but that the state legislature will need to make the changes in the laws first. In the meantime, we will continue as before with the Minnesota system of probability & severity to establish the fine amounts.

Jim also reported at a later period in the meeting on the federal rule changes, such as the electronic reporting of your OSHA 300 & 300A forms. Federal OSHA is still planning to implement this after the first of the year, but hold on, because if you are not under federal jurisdiction you may not need to do this at this time.

After the meeting I took the opportunity to visit with Jim and Ron Anderson (Industrial Hygiene Supervisor) for about 15 minutes and discussed the whole issue of reporting. In a nutshell, this is what we in Minnesota should do...maintain your records as before! Maintain your OSHA 300 records as you have been and keep them in your file box. Fill out your 300A and post it in a public area in your work location between February and April just as we have been doing. You will only need to provide MN OSHA a copy of these documents if they were to request them. MN OSHA does not have a web site set up for electronic submission yet, and since we are under MN jurisdiction we are not required to submit to the federal OSHA data base at this time. If you have facilities or operations that are in a state that is federally regulated, this would be a different story. Those facilities or long term project locations (1 year or longer) would need to follow the plan for the federal system and submit electronically as required.

The meeting adjourned before 12:00 and many people from the gallery (including me) stayed around to visit with council members for a long period of time. The next meeting is scheduled for February 3rd, 2017. I found it to be quite interesting and hope to attend again. The Public is welcome, and they offer free coffee!

Respectfully – Terry Keenan, CHST

Northwest Chapter Professional Development Conference -
February 14, 2017

The PDC planning committee is pleased to announce the line-up for this year’s Professional Development Conference to be held Tuesday, February 14th at The Commons Hotel in Minneapolis.

We are very excited to have internationally renowned speaker Mike Williamsen, PhD, CSP as our keynote speaker. Mike is a is a safety consultant with 30+ years of business change-management experience for companies such as Frito-Lay, Inc., General Dynamics, and Standard Oil. He will be sharing with us ways to help us engage our executive leaders and providing a concurrent session on leading indicators to transform our safety culture.
Preventing Opioid Overuse in Worker’s Compensation  
Risk Assessment Methods  
Environmental Bootcamp  
Machine Safeguarding and Best Practices  
Fit for Duty Pros and Cons  
Crystalline Silica  
ArcFlash Safety  
Experiential Learning and much more!

Registration Opens November 1st! Early bird registration until December 15th is only $150.

Networking reception February 13th from 4:30 to 6:00 – come in early, stay the night so you don’t miss a minute of the conference!

CEU’s have been requested – based on last year we expect 0.6 CEU’s to be awarded for this event.

ASSE Mentor Program

With the steady flow of retirements among baby boomer-aged health and safety professionals in this country, it appears that the gap is widening between the number of safety professionals needed and the number available. Health and safety staff are needed in every industry to satisfy regulatory requirements, and even though some of our local universities like the University of Minnesota – Duluth, the University of Wisconsin – Stout and the University of Minnesota School of Public Health consistently graduate good students each year, there simply aren’t enough new professionals entering the field to satisfy the need. The reason for this is that novice professionals cannot supply the knowledge about specific businesses, and on-the-job expertise earned by long-time pros over a great many years of field work.

So how are these newbies to the profession going to gain this much needed knowledge? They need to get it from experienced professionals who are working in the field right now!

According to the U.S. Bureau of Labor Statistics, demand for the three main categories of safety professionals - specialists, engineers, and technicians - is expected to grow respectively by 7%, 11% and 11% between the present time and 2022. Since the supply of entry-level candidates will not come close to satisfying that needed influx of professionals, where will they come from? Many will be selected from other positions and assigned the responsibility for employee safety.
You Tube or the large number of training opportunities that are available today, but even with those tools, there are myriads of safety related questions that a new safety professional cannot get answers to. This information is locked up in the brain trust of those who have been slugging it out in board rooms, offices, plant floors and jobsites and have learned the ins and outs of getting the safety message across and to make sure people go home to their families every day.

Many of you reading this have learned special skills from others and have experienced events during your careers that no one else has. You possess specific information that could be very valuable to someone just starting in the field or someone recently assigned responsibilities for a new employer. Why wouldn’t you be willing to share it?

ASSE presents and opportunity and a challenge for those of us who have gained real world experience, to pass it on to those that don’t.

The ASSE mentorship program allows those who need help to ask for it and those who have the knowledge to pass it on.

If you are like me and many others’ in this industry, our window of time in the industry is rapidly closing, Don’t let it time without sharing what you know. Sharing your life’s experiences may be one of the most rewarding opportunities you will ever have, so why not give it a try. At the very least you could check it out.

If you would like to be a mentor or find a mentor or just like to know more about the program, just go to the Northwest Chapter Website and click on Programs in the top field. Scroll down to Mentor and you will find a wealth of information about the program. Fill out the application for either mentor or mentee and we will work to pair you up with someone.

If you have additional questions you can contact the program chairman, Tom Cone at

Tom.cone@wnins.com
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