President's Message - May 2017

International Workers' Day, also known as Labour Day in some countries, and often referred to as May Day, is a celebration of laborer’s and the working classes that is promoted by the international labor movement which occurs every year on May Day (1 May), an ancient European spring festival.

So, in light of the importance of the worker and the duty owed them to provide a safe and healthful workplace, I’d like to review some Employee Engagement suggestions.

Employee Engagement is a cultural component of an organization, and an integral part of sustainable safety programs. The reasons for this are numerous. Regardless if the goal is safety, environmental, quality or production, engaged employees contribute; non-engaged employees wait to do what they are told, and then do what gets checked. This behavioral theory has been confirmed by numerous organizations and academicians over the years, and regardless of the safety management systems
employed, employee engagement in one of the recognized elements. Combined with management commitment and communication, employee engagement rounds out the definition of today's world class culture.

From a Safety Management Systems (SMS) perspective, Employee Engagement is part of the planning process (Plan – Do – Check – Act). Like anything else, it can be done correctly and incorrectly. The maturity path to Engagement can be summarized as follows:

Again, while this does not happen by accident, a top-down approach toward creating opportunity for engagement tends to yield the expected results of a bottom-up safety goal.

What Works:

1. Positive reinforcement--------increase behavior (Positive to do)

The most effective form of positive reinforcement is spontaneous individual recognition.
2. Recognition programs based on engagement, not just incident rates
   - Both individual and team based recognitions.

Typically, this is where HR as an organization becomes a significant co-dependent to safety. Developing, communicating, maintaining and verifying an engagement program, with the right engagement topics, implemented through the chain of command (as opposed to a safety manager or safety committee issuing recognition) is more effective. 5-STAR organizations take the lead at the corporate HR level, ensuring that recognition is built into the fabric of policies, programs and management accountability.

3. Management Communication and feedback regarding action plan closure rates, especially of employee suggestions, is either a major roadblock, or success, depending on management’s commitment.

4. Management expectations that they control employee motivations; recognizing the value of employee input. Typically, this is in part communicated as part of management-level safety training. 5 STAR companies have 1-2 day courses on safety management for leadership as a pre-requisite for receiving a promotion to a site or corporate leadership position.

5. Understanding the difference between involvement and engagement.

<table>
<thead>
<tr>
<th>Involvement</th>
<th>Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conduct site inspections</td>
<td>Modify the inspection checklist or schedule</td>
</tr>
<tr>
<td>Conduct accident/incident investigations</td>
<td>Extend corrective actions to lessons learned in their area</td>
</tr>
<tr>
<td>Make control suggestions</td>
<td>Prioritize control implementation based on Risk</td>
</tr>
<tr>
<td>Present at Safety Meetings</td>
<td>Develop a presentation for a Safety Meeting</td>
</tr>
</tbody>
</table>

6. Minimum expectations for the number of programs requiring employee engagement: engagement in a suggestion program, plus at least three other safety programs (e.g., inspections, hazard analysis, investigations, etc.).
7. Safety Committees: this tends to have mixed results, unless the expectations are clear that each member, salaried and non-salaried alike, are actively engaged and take action items. I’ll cover Safety Committee details in a separate Best Practice Guide.

What does not work:

1. Silent Consent: management or supervision seeing an unsafe act or condition and doing nothing.

What happens when not all supervisor/managers are enforcing the same rules and expectations? You lose the Immediate and Certain portions of motivating consequences. The expectations are inconsistent. Employees will target to the lowest expectation.

2. Requiring worker-level personnel to participate on their own time.

3. Many disciplines tied to employee injuries. There are times where discipline is needed upon injury. But if many disciplines occur when injuries occur (basically this could be viewed as when employees self-report), management is not being proactive enough in monitoring and coaching their workers.

From a corporate standpoint, the key expectations for a 5 STAR organization are:

1. HR leads a robust recognition program at the worker level, both individual and team based.
2. HR develops metrics regarding participation that are shared as part of regular leadership review.
3. Leadership setting the expectation that recognition needs to occur via chain of command.
4. Leadership reaches out during site visits to visit with safety committees, and workers, asking them to show their recent suggested improvements. Basically, encouraging worker pride in safety improvements.

While the safety professionals can assist with specific ideas for involvement and
engagement, the ownership is really with Leadership and HR.

So, for the month of May and beyond, I encourage you to engage the workforce!

Respectfully submitted by:

Paul Esposito, CIH, CSP
President Chesapeake ASSE
STAR Consultants, Inc.
Paul.esposito@starconsultants.net
410-218-8451

2016-2017 Chesapeake Chapter ASSE Programs

Our monthly chapter meetings are valuable opportunities for professional development, networking and catching up with friends and colleagues. Take a look below to see what we’ve got in store for you!

You can also view prior Chapter Webinars on the website: http://chesapeake.asse.org/files/

ASSE Chesapeake Chapter
2016-2017 Programs Calendar
Topics and locations are tentative and are subject to change.

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>September</td>
<td>Tour: Asphalt Plant</td>
<td>Maryland Paving - Rosedale</td>
</tr>
<tr>
<td>October</td>
<td>Lockout / Tagout</td>
<td>W.R. Grace Corporate HQ - Columbia</td>
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<tr>
<td>November</td>
<td>Earth Moving Equipment</td>
<td>Gray &amp; Son - Timonium</td>
</tr>
<tr>
<td>Month</td>
<td>Event</td>
<td>Location</td>
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<td>---------</td>
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<td>---------------------------------</td>
</tr>
<tr>
<td>December</td>
<td>The Heart of the Matter</td>
<td>Kelsey's Irish Pub - Ellicott City</td>
</tr>
<tr>
<td>January</td>
<td>MOSH Update</td>
<td>Liberatore's Ristorante - Timonium</td>
</tr>
<tr>
<td>February</td>
<td>Chemical Safety Board</td>
<td>Miller Library - Ellicott City</td>
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<tr>
<td>April</td>
<td>Chapter PDC</td>
<td>Johns Hopkins APL</td>
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<tr>
<td>May</td>
<td>Tour: National Institute for Standards &amp; Technology or National Fire Academy</td>
<td>NIST / NFA</td>
</tr>
<tr>
<td>June</td>
<td>Chapter Planning Meeting</td>
<td>Boordy Vineyards</td>
</tr>
</tbody>
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**May Chapter Meeting**

**National Institute of Standards and Technology (NIST)**

Join us for a tour of the National Institute of Standards and Technology.

**Tuesday, May 30, 2017 | 1:00 PM**

Cost: Free

REGISTRATION: Register through the Chapter website here:

http://chesapeake.asse.org/events/may-chapter-meeting/

1:00 PM - Welcome / Overview / Exhibits
2:00 PM - Tour of National Fire Research Laboratory
3:00 PM - Tour of NIST Center for Neutron Research
4:00 PM - Depart (optional socializing at local restaurant)

https://www.nist.gov/
June Chapter Meeting
2017 - 2018 Chapter Programs Planning Session

A successful chapter year begins with our collaborative planning session. Help us chart our course for the 2017-2018 year. Bring your ideas & suggestions and join us for our annual chapter planning session. Also, bring a picnic basket and a chair and enjoy an afternoon at Boordy’s “Good Life Farmer’s Market”!

Thursday, June 15, 2017 | 3:00 PM

REGISTRATION: Register through the Chapter website here:
http://chesapeake.asse.org/events/june-chapter-meeting/

Boordy Vineyards, 12820 Long Green Pike, Hydes, Maryland 21082

SAVE THE DATE!

2018 Chesapeake ASSE and AIHA Educational Seminar

Thursday, April 12, 2018

THE SPRING 2017 PESA CONFERENCE
FRIDAY, MAY 12, 2017
[Please RSVP by May 5, 2017]

8:30 am – 2:30 pm, Registration check in begins at 8:00am

Maryland Fire and Rescue Institute, University of Maryland
4500 Campus Drive, College Park, MD 20740
1-800-275-6374
http://www.pesamd.com/upcoming-events.html

REGISTRATION
$30.00 per attendee. Continental breakfast and lunch is included.
Space will be limited. Register early!

Please click here for more information and register and pay online.

____________________________________________
Topics include: Active Shooter, Are You Ready?, Tick Hazards, Lyme Disease, Zika, Hydration. Demonstration: Hazards & PPE, MFRI Simulation/Evolution Room presentation

ASSE Encourages Members to Get Involved in OSH Campaigns

National campaigns that aim to raise awareness about the importance of OSH have grown rapidly in recent years. This year, ASSE has created the “Is My Loved One Safe at Work Today?” poster to help members and others in the OSH community engage employers, workers and the public in these national efforts to keep everyone safe and healthy on the job.

The poster highlights five upcoming campaigns:

- Workers Memorial Day: April 28
- Construction Safety Week: May 1-5
- NAOSH Week: May 7-13
- OSHA’s National Falls Stand-Down: May 8-12
Safe + Sound Week: June 12-18

Each observance is an opportunity to bring widespread attention to workplace safety and the important role OSH professionals play in protecting people and property while improving business outcomes.

Visit ASSE’s 2017 Safety Events web page to download the poster, learn more about each campaign and find suggestions for getting involved.

Did you know MOSH offers FREE classes on a variety of safety topics?
Check out the website for more information:
https://www.dllr.state.md.us/MOSHCalendar/web/content/Home.aspx

2017 Chesapeake Chapter ASSE Scholarships

Two $1,000 Scholarships available for qualified applicants!

Follow this link to the application forms! http://chesapeake.asse.org/education/

Contact Barb Ruble bruble@stcenv.com for more information.

Chesapeake ASSE Safety Professional Of The Year

We are seeking nominations for the ASSE Chesapeake Chapter SPY award. The SPY award is an honor acknowledging the dedication and outstanding contributions of a member of our Chapter.

Who will you nominate for this recognition?
To be eligible nominees must:

- Be a Professional Member or Member in good standing of the Society and the Chesapeake Chapter.
- Not have received this award within the past five (5) years.
- Be engaged in full-time employment in the profession of protecting people, property and the environment.

For more information, see the Chapter website: [http://chesapeake.asse.org/encounters-news/chesapeake-asse-safety-professional-of-the-year/](http://chesapeake.asse.org/encounters-news/chesapeake-asse-safety-professional-of-the-year/)

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**Government Affairs Report**

For current information on Federal and Maryland State regulations and safety initiatives, see the [Government Affairs Report on the Chesapeake Chapter website](http://chesapeake.asse.org/government-affairs/)

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**Kids’ Chance of Maryland, Inc.**

Maryland Fallen Workers’ Memorial 5K Run/1 Mile Walk
Sunday, April 9, 2017 | Goucher College

On Sunday morning, April 9, 2017, Kids’ Chance of Maryland, Inc. held its annual “Maryland Fallen Workers’ Memorial 5K Run/1M Walk” to raise scholarship money for the Kids’ Chance Scholarship fund. The morning included a race, walk and memorial ceremony to honor the names of Maryland workers who have lost their lives in a workplace accident in 2016.

Chesapeake ASSE Past President, Craig Lowry, and Newsletter Chair, Laura Wickersham, participated in the event.

More information and pictures of the event: [http://www.kidschance-md.org/](http://www.kidschance-md.org/)
Employment Opportunities

See the Chapter website for more information and more job opportunities:  http://chesapeake.asse.org/current-openings/

____________________________________________________

Environmental Health and Safety Specialist
Keurig Green Mountain, Inc.

General Description

As an Environmental Health and Safety Specialist you will provide technical safety, health and environmental expertise to employees, safety committees and/or other work teams and appropriate coaching to the Office, DC, Facilities, Engineering, IT, Finance, HR, Maintenance and Manufacturing. You will coordinate the safety and health function plant wide by assisting in the implementation of effective safety policies, procedures, training programs based on task analysis, needs assessment, and Standard Operating Procedures. You will assist in developing and implementing safety programs, policies and training initiatives. Assist in coordinating safety site initiatives.

What you will do:

- Develop and implement safety, health and environmental policies, programs and trainings at Keurig Green Mountain to ensure the company is OSHA and EPA compliant.
- Identify safety and environmental hazards; recommend and implement safety control methods and devices.
- Provide support and participate with accident investigations, safety inspections, and compliance issues and establish a timeline for resolution in a timely fashion. Establish a plan of action to promote employee involvement in accident prevention activities. Employee observation and feedback to correct at-risk behaviors of coworkers and praise safe behaviors is an effective and recommended technique.
- Keep managers and employees alerted to the hazards of working with toxic fumes, dangerous chemicals and any other hazardous substance.
- Maintain records in an organized fashion.
- Establish chart and trend statistical and performance-based measures that reflect safety and environmental accomplishments and deficiencies.
- Research, evaluate and develop site specific safety and environmental trainings.
- Delivers instructor-led basic to advanced safety and environmental training programs.
- Provide input to organizational safety initiatives.
- Conduct regular safety, health and environmental inspections and audits of the companies work areas and assure that corrective action is taken and completed on deficiencies noted through inspections.
- Responsibility to report food safety, quality and regulatory compliance to plant or division personnel with authority to initiate action.
- Perform other duties as requested by management
- Follow all Keurig Green Mountain policies and procedures

Qualifications

What you must have:

- Bachelor degree in Safety, Engineering, Physical Science or the equivalent combination of education and experience preferred.
- 3-5 years related experience in safety, health and environmental program implementation, preferably in a manufacturing environment.
- Computer proficiency, especially Word, Excel, Outlook and PowerPoint.
- Extensive hands-on experience in developing and maintaining OSHA and EPA compliance with emphasis on employee involvement.
- Understanding of OSHA, EPA and DOT regulations.
- Experience in ergonomic solutions in a manufacturing environment.
- Training Instructor experience with the ability to prepare concise, understandable documentation, technical writing, and lesson plan development.
- Excellent communication skills, verbal and written.
- Demonstrated desire to improve safety, health and environmental performance and spread enthusiasm for safety health and environmental efforts.

Keurig is an Equal Opportunity Employer. Offers of employment are contingent upon satisfactory completion of a reference check, background check, drug/alcohol test, and documented proof of work authorization. In addition, some roles require a pre-employment medical examination to determine your ability to perform the essential duties of the job. Overtime Status – Non-exempt

For more information, please see the Chapter website:  
http://chesapeake.asse.org/current-openings/

To apply:  https://careers.keurig.com/careersection/1/jobdetail.ftl?job=1700535

_______________________________________________

Safety Director
Commercial Electrical Contractor
Metro DC/MD/VA

General Description

A well-established electrical contractor in Maryland has an immediate opening for a Safety Director to join our team for the purpose of managing safety and health expectations at projects and facilities in the Metro DC/MD/VA area. We are looking for a self-motivated, team player, who can work with staff and customers to enhance our safety and health management system.

Job Responsibilities:

- Develop, implement, and promote company safety & health management system;
- Provide necessary Leadership and inter-department collaboration to ensure profitable and successful safety outcomes;
● Re-assess and modify internal safety and health management system programs;

● Develop Key Performance Indicators to evaluate effectiveness of safety and health management system using established goals;

● Develop and implement safety recognition program;

● Implement proper record management system for all lines of liability insurance, worker’s compensation claims management, and OSHA compliance reporting

● Report to proper authority as required all general liability, worker’s compensation, auto liability, and OSHA incidents

● Lead tracking and investigation details of accidents and injuries, and ensure corrective actions are implemented and tracked through close claim management

● Perform and coordinate all necessary safety training

● Act as liaison between the company and the insurance claims departments, regulatory agencies, and other stakeholders

● Manage restricted and modified return to work for employees and coordinate with insurance company, human resources, and employee.

**Basic Requirements:**

● Electrical construction safety background or related environment commensurate with the requirements for Certified Safety Professional certification

● Working knowledge of all applicable regulations including OSHA, USACE and EPA etc.

● Experience in development of safety plans, AHA’s and other documentation

● Ability to coordinate, document and organize training

● Experience and ability to coordinate and document inspection schedules, reports and follow up.

● Team player with strong communication skills and the ability to interact with peers, customers, subcontractors and management.

● Strong organizational skills and the ability to plan and work independently

● Ability to multi task and work remotely at job sites while visiting multiple projects
• Ability to identify potential hazards and address them before they cause safety incidents
• Experience developing and implementing Occupational Safety and Health training programs

Qualifications:
• Bachelor’s Degree in Safety or related field
• 5-10 Years of experience in construction safety management
• CSP designation is preferred or other appropriate certification
• OSHA 500, 30 and 10 Hour Outreach Instructor
• Bilingual (Spanish/English) preferred

Full time permanent position. Salary based on qualifications. Benefits include Health Plan, vacation, paid holidays, etc.

For more information, please see the Chapter website: [http://chesapeake.asse.org/current-openings/](http://chesapeake.asse.org/current-openings/)

To apply: Email CV to Jerry E. Rivera @ jrivera@wdcneca.org

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**Welcome New Chesapeake Chapter Members**

**Chesapeake Chapter Membership Report - April 2017**

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Company Name</th>
<th>Date Joined</th>
<th>Member Class</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mike</td>
<td>Baltimore</td>
<td>McCormick</td>
<td>4/1/17</td>
<td>Member</td>
</tr>
<tr>
<td>Grant</td>
<td>Baron</td>
<td>KCI</td>
<td>4/1/17</td>
<td>Member</td>
</tr>
<tr>
<td>Kevin</td>
<td>Bond</td>
<td>McCormick</td>
<td>4/1/17</td>
<td>Member</td>
</tr>
<tr>
<td>Brandon</td>
<td>Freeman</td>
<td>FMC</td>
<td>4/1/17</td>
<td>Member</td>
</tr>
<tr>
<td>Bryce</td>
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<tr>
<td>Reggie</td>
<td>Haith</td>
<td>FMC</td>
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<tr>
<td>Daniel</td>
<td>Hughes</td>
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<td>4/1/17</td>
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<tr>
<td>Toi</td>
<td>Igiri</td>
<td>Student</td>
<td>4/1/17</td>
<td>Student</td>
</tr>
<tr>
<td>Elias</td>
<td>Kelehan</td>
<td>Student</td>
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<tr>
<td>David</td>
<td>Kennedy</td>
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<tr>
<td>James</td>
<td>Modafferi</td>
<td>Dixie Construction Co. Inc.</td>
<td>4/1/17</td>
<td>Professional</td>
</tr>
<tr>
<td>Bonnie</td>
<td>Monroe</td>
<td>Well Advantage</td>
<td>4/1/17</td>
<td>Member</td>
</tr>
</tbody>
</table>
We look forward to meeting you all at the next Chapter Meeting; *remember your first chapter meeting is free!*

Total Number of Members: 404

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization</th>
<th>Date</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Pentikis</td>
<td>US Army Center for</td>
<td>4/1/17</td>
<td>Member</td>
</tr>
<tr>
<td>Rafael Redmond</td>
<td>Probuilders</td>
<td>4/1/17</td>
<td>Member</td>
</tr>
<tr>
<td>Matt Weber</td>
<td>McCormick</td>
<td>4/1/17</td>
<td>Member</td>
</tr>
</tbody>
</table>

Presenters for the 2016-2017 Chapter Year

Chesapeake ASSE is seeking presenters for Chapter Meetings during the 2016-2017 chapter year. The Chesapeake Chapter is looking for technically oriented and practical presentations that fulfill the needs of our health and safety members. Lecture, panel discussions and demonstration sessions are requested to enhance members learning opportunities.

The ASSE Chesapeake Chapter invites those interested in presenting at one of our Chapter meetings to contact: chesapeakeasse@gmail.com

**SOCIAL MEDIA REMINDER**

*Don't forget to also check the Chesapeake Chapter social media sites for more information. Sign up on LinkedIn.*

Chesapeake Chapter ASSE Goal: The purpose of this Chapter is to promote the advancement of the safety profession and safety professionals and development of its members in the geographical area served.
The Executive Committee meets on the first Friday of each month @ 2pm to further these goals. Contact anyone below for more details, and if you would like to participate!

**President:** Paul Esposito, CSP, CIH, paul.esposito@starconsultants.net, 410-218-8451

*Leads the meetings, and creates our messages.*

**Vice President:** Robb Altenburg, frank.r.altenburg.civ@mail.mil, 410-278-3162

*Communications and Committee Activities.*

**2nd Vice President:** Leslie York-Hubbard, Lsyork99@yahoo.com

*Membership development.*

**Treasurer:** Robert L. Lawson, Rllawson2@verizon.net

*Keeps us solvent.*

**Secretary:** Mike Wolf, MWOLF01@harris.com

*Meeting minutes.*

**Delegates:**

Bill Sapero, bsapero@kimballcc.com
Jerome Yoon, Jerome.Yoon@redcross.org

*Delegates represent us to ASSE National.*

**Past President:** Craig Lowry, CSP, craigdonlow@yahoo.com

*Keeps us on track.*

**Specific committees and their chairs are listed below. Please offer your support if you are interested!**

**Nominations & Elections:** Craig Lowry, CSP, craigdonlow@yahoo.com

**Programs Chair:** Patrick Wheltle, Pat0814@comcast.net

*Develops speaker and locations for monthly meetings.*

**Government Affairs Chair:** Rose Overturf, rose.m.overturf.civ@mail.mil

*Keeps us up to date on legislative issues. Now posted on the website!*
Scholarship & Awards Chair: Barbara Jo Ruble, QEP, CPEA, bruble@stcenv.com
Coordinates the solicitation of nominations, selection of recipients, and awards presentations.

WISE Liaison: Jeanne Sherwood, jpsherwood@welladvantage.com
Women in Safety Engineering (WISE) is a common interest group which has been established to foster the advancement of women in the SH&E profession.

Membership Chair: Mary Smith, msmith@ceiwc.com
Welcomes new members, solicit ideas for member participation.

Newsletter Chair: Laura Wickersham, newsletter@chesapeake.asse.org
Does a great job of keeping us informed.

Communications: Jerome Yoon, Jerome.Yoon@redcross.org
Coordinates web updates. We welcome participants with web and social media skills!

Professional Organization Liaison: Jim Lewis, jlewis@mde.state.md.us

PDC Co-Chairs:
Jim Lewis, jlewis@mde.state.md.us
Mary Doyle, mdoyle@jhsp.h.edu
Robert L. Lawson, Rllawson2@verizon.net
Joseph Opauski, Joseph.Opauski@ngc.com

PDC Vendors: Mike Ginther, CSP, Mike.Ginther@jhuapl.edu, 443-778-6454
PDC is set for April 6, 2017. Speakers, vendors, events, etc!

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You are receiving this email because you are a member of the ASSE Chesapeake Chapter.
Our mailing address is:
ASSE
PO Box 8104
Elkridge, MD 21075