

AMERICAN SOCIETY OF SAFETY PROFESSIONALS



ASSP



PENSACOLA CHAPTER NEWSLETTER

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May 20th Meeting

Influential Management – What is your role and how do you use it?

Location: WebEx Meeting
Time: 11:30am-1:00pm
Fee: Free

Presented by: Craig Delwisch, US South Corporate Safety Manager – West Fraser

Have you been frustrated with implementing safety programs and systems, feeling like you are doing all the “right things”, then not getting the desired results of lowering injury rates and creating a desirable safety culture? Have you been pushed for quick fix results for safety? Do you feel that you do not have the positional “clout” to make a difference on your own?

Let’s discuss a different way of tackling these issues. We will spend time exploring how Influential Management has helped with past and current teams. Bring your questions and concerns that you may have at work and see if we can work out potential solutions for a better safety culture and results.

Craig was born and raised in a small logging community of 500 people on an island in the Pacific Ocean 100 miles off the West Coast of British Columbia, Canada. He started out with a safety mindset early in life while spending many hours working in the shop with his heavy-duty mechanic dad. mill. After 12 years of progressive roles with West Fraser, Craig had the opportunity to move to Germantown TN in August of 2017 to become the West Fraser - US South Corporate Safety Manager. Craig has leaned on Influential Leadership to create an effective team atmosphere where team members feel comfortable to come forward and speak up when safety issues arise in the workplace.

Please RSVP for the meeting at our website.

<https://pensacola.assp.org/>

You will be sent an invite for the WebEx meeting

IH Corner

CDC Updates to Building Ventilation

CDC has updated its webpage on building ventilation strategies to mitigate occupants' exposure to and the transmission of SARS-CoV-2. The webpage, which was created to help building owners, operators, and occupants reduce airborne concentrations of viral particles indoors, was amended on March 23 to include simplified language regarding ventilation tools, three new frequently asked questions, and additional information on emerging ventilation technologies and high-efficiency particulate air (HEPA) cleaning units.

The three new FAQs cover the use of carbon dioxide monitors to provide information on ventilation in a given space, the use of indoor temperature and humidity to help control disease transmission, and the use of fans to improve room air mixing. CDC notes that the use of fixed carbon dioxide monitors can be informative in some well-designed and maintained environments, but cautions that limited information exists to show a direct link between carbon dioxide concentrations and risk of COVID-19 transmission. The agency's FAQ also cautions against adjusting room temperature or humidity as means to control COVID-19. CDC does recommend fans to increase the effectiveness of open windows, provided that users avoid high-speed settings, switch ceiling fans to the reverse-flow direction, and direct fan discharge toward unoccupied areas.

Need a good IH?

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Membership Benefits

ASSP is where OSH professionals find a vibrant community, one that helps them grow professionally through education, networking and advocacy for the profession. Through our member communities, ASSP connects OSH professionals across all industries, genders, generations and ethnicities, and enables them to engage with one another on a global scale. Safety Education and Training, Safety Publications, Career Support, Safety Advocacy, Safety Standards, Student Resources, Member Recognition. If you need some hints on convincing your boss, click here. <https://www.assp.org/membership/benefits-qualifications/employer-justification>

Membership Information

Ready to join? You can apply online:

<https://store.assp.org/PersonifyEbusiness/Membership/Join-ASSP>

Jobs

<http://jobs.assp.org/>

<https://jobs.bbsp.org>

<http://www.ehscareers.com>

<https://pensacola.assp.org>

If you have an opening at your organization you would like to share with the chapter and have posted for members to view, let Mario Crocetti or Matthew Parker know. Openings will be shared with ASSP Pensacola Chapter members prior to being shared to the chapter website or LinkedIn page.

Future Meetings: Third Thursdays

Mark these dates on your calendars NOW!

June 17th, 2020

End-of-Year In-Person Picnic

-Time/Location to be announced

Tallahassee Meetings

Attention Tallahassee Members. We will be holding supplemental meetings at your end of the Chapter territory this year. We will try to do a full chapter meeting there, but at a very minimum will do a local meeting for you to facilitate local networking. If you know a location for the meeting or have an idea for a speaker or topic, contact Matthew Parker or Mario Crocetti.

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Photo of the Month



Park and brake the truck or park and break the forklift.

Open Call for Speakers

We are seeking suggestions, ideas, recommendations, proposals, hints, etc. for speakers for the ASSP meetings. Please contact us with your thoughts!

Newsletter Information

Please forward this newsletter to any other in the chapter area that might be interested. If you wish to be added to our mailing list, please email mario.crocetti@gmail.com

ASSP Shifts Annual Conference from June to September

The American Society of Safety Professionals has moved its annual safety conference to a new date and location, while adding a hybrid component to it. The [Safety 2021 Professional Development Conference and Exposition](#) will take place Sept. 13-15 both online and in-person in Austin, Texas.

Due to the outbreak of the COVID-19 pandemic, the last national safety conference to be held in the United States was *EHS Today's* Safety Leadership Conference in November 2019. Interestingly, that conference was also held in Texas (Dallas). This year's [Safety Leadership Conference](#) will be a hybrid event held in Cleveland, Ohio, November 9-11.

ASSP plans to incorporate heightened safety and health measures to protect all attendees, said ASSP president Deborah Roy. Attendees will be required to wear face coverings at the convention center, and the society also plans to integrate other safeguards into its plan and will closely monitor pandemic-related developments in Austin. If the public health situation doesn't improve as expected, ASSP will shift the conference to an all-virtual event.

ASSP Provides Resources for Fall Protection Stand-Down Week

The American Society of Safety Professionals (ASSP) is offering safety professionals online fall protection safety resources in conjunction with the eighth annual National Safety Stand-Down to Prevent Falls in Construction, May 3–7.

Employers can participate in the stand-down by taking breaks for fall protection toolbox talks or other safety activities such as conducting safety equipment inspections, developing rescue plans, or discussing job-specific fall hazards. "The important role of PPE in providing potentially life-saving protection to workers has never been clearer," John Howard, director of the National Institute for Occupational Safety and Health, told the Pittsburgh Post-Gazette.

Falls from heights are one of the "Fatal Four" or "Focus Four" safety hazards, along with caught-in/-between, electrocution, and struck-by hazards. Fatalities caused by falls from heights continue to be a leading cause of death for construction workers, according to OSHA, which cited 2019 Bureau of Labor Statistics data showing that fatal falls accounted for 401 of the 1,061 construction industry fatalities that year.

The industry also faces strong federal enforcement in fall protection compliance. The fall protection, ladders, scaffolds, and fall protection training standards [are among the most frequently cited OSHA standards](#). ASSP's online [Fall Protection Toolbox](#) offers resources to help employers identify and control risks, provide relevant training, and protect workers at height. The toolbox contains free articles, podcasts,

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and webinars from industry experts. Safety professionals also can download a free copy of [The Fall Protection Code](#) that outlines the complete series of American National Standards Institute (ANSI)/ASSP Z359 standards.

The CPWR, NIOSH, and OSHA also are offering resources for use during the National Stand-Down to Prevent Falls in Construction. OSHA's [resources](#) for conducting a safety stand-down include articles and infographics about construction industry risks and fall protection, fall safety videos, and publications about ladder safety.

Quote of the Month

"Safety work is today recognized as an economic necessity. It is the study of the right way to do things."

— Robert W. Campbell, first president of the National Safety Council

Understanding the Total Cost of an Injury

One reason that safety initiatives can struggle to achieve sufficient support is that those of us responsible for safety in our organizations haven't consistently conveyed the total injury costs to key decision makers. Some costs associated with an injury are apparent and easy to assign to a specific incident. Other costs are embedded within larger issues or are less easily attributed to any specific injury. These two types of costs are often referred to within EHS as direct and indirect costs; however, it may be more appropriate to describe them as visible and hidden costs.

An iceberg is often used to illustrate the two types of costs. This concept of hidden cost is not unique to safety, and it is likely to already be understood by members of the management team. The iceberg image conveys two important

aspects about the types of costs. The more obvious point is that some costs are visible but accompanied by less visible costs. The iceberg image also conveys that more of the costs are hidden below the surface than are visible above it.

The estimated ratio between direct and indirect costs can vary considerably depending on the source of the estimate, the cost elements considered in the total direct costs, and the factors included in the indirect costs. The imagery of the iceberg can help explain some of these differences. Some costs are very near the surface and may be included as either direct or indirect costs, depending on the observer. Other costs are much farther beneath the surface and may not be included in some models. The ratio will also vary based on whether you are looking at the costs of one specific injury or the total costs of all injuries. OSHA has done a nice job of outlining how the ratio of indirect costs associated with a single injury could vary based on the severity of that injury.

Direct Costs of an Injury

The direct costs of an injury can include:

- *Medical treatment costs for an injured worker.* In situations where employers provide onsite health services, some of these costs may have shifted to hidden, indirect costs. It is also worth keeping in mind that, despite the legal and financial responsibility of the employer, some costs may fall to the employee.
- *Wages for time lost by the injured worker.* These refer specifically to the lost wage payment through workers' compensation. There may be additional hidden costs for time away from the job for ongoing medical appointments after returning to work.
- *Disability settlements with an injured worker.* This may also show up in the reserves set aside for an injury.
- *Case management expenses.* The first three costs would generally be covered by the workers' compensation process. Depending on your specific insurance situation (general policy, third-party administrator, or self-insured), this may either be a directly visible cost, or it may be less directly reflected through your experience modifier.

Indirect Costs of an Injury

The indirect costs of an injury can include aspects directly related to that injury and other aspects related to the organization's culture. The costs that may be attributed to an injury include:

- *Training costs.* When one person is away from work and other people are needed to do the person's job, it may require time from both a trainer and the new person assigned to the task. Training costs are likely even higher if a temporary employee or new hire is needed for the role. Training costs are highly variable based on the skills needed in the injured person's job and the existing degree of cross-training in the organization.

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- *Hiring costs.* If a person leaves your active workforce, even temporarily, due to injury, you may need to hire a new person. New hires may also be necessary when someone is out for a prolonged period of time. The more skills associated with the role of the injured person, the higher the cost of obtaining a replacement. That skill-to-cost relationship is true whether it is a temporary backfill or a permanent replacement.
- *Lost productivity.* There are nearly always immediate effects on productivity after an injury. Depending on organizational differences in cross-training and uniqueness of skill sets, the loss of productivity can vary dramatically. The more specialized the roles and skills of the injured person, the greater the ongoing loss of productivity. Even on a traditional moving assembly line, productivity loss may be evident in more frequent stopping of the line for a person to keep pace or more time spent in inspection and rework due to a newcomer lacking the same speed and accuracy as the experienced person.
- *Equipment damage.* Equipment damage can occur in direct combination with a safety incident or as people with less training take over the tasks of an injured employee. For example, during a changeover, the less experienced person fails to properly secure a fixture, resulting in damage to the equipment.
- *Overtime.* When an employee is out for a prolonged period of time, other people will have to assume their responsibilities. This may require the added cost of overtime. Instead of paying the usual wage for someone to complete the task, you now have to pay an overtime premium for the same work to be performed.
- *Machine downtime.* The machine may have been damaged during the incident. A machine may be down because it isn't being run until the cause of the incident has been fully investigated and the countermeasures implemented. A machine may also be down because the only person qualified to run the machine is injured and away from work. The overall production impact of a critical piece of machinery being down can be far greater than the productivity lost on that job.
- *Legal fees.* Some injuries result in litigation. Regardless of the outcome of that litigation, there are likely to be legal expenses associated with the action.
- *Investigation.* Every incident, no matter how minor, should be investigated. This usually involves a team of people being taken away from their regular job duties to complete the investigation. That disruption has an associated wage cost, along with the opportunity cost of the tasks those people could have been doing to help the business in other ways during that time.
- *Documentation.* Every incident and investigation also requires documentation of the findings. The more serious the incident, the greater the amount of documentation. Again, this has both wage and opportunity costs.
- *Product delays.* A disruption in the production process can affect revenue. The total business cost of product delays can be far greater than the actual production loss. Missing a customer deadline can impact contract language, pricing and renewals.
- *Employee engagement.* A history of injuries in a work area can create a barrier to obtaining involvement from employees.
- *Loss of goodwill or reputation.* A history of safety incidents can affect how potential employees, the surrounding community, customers and even shareholders view your company. For example, being considered an unsafe place to work by members of the community could interfere with the goal of being an employer of choice in your area. This, in turn, could result in increased hiring costs for every position.