

AMERICAN SOCIETY OF SAFETY PROFESSIONALS



ASSP



PENSACOLA CHAPTER NEWSLETTER

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September 16th Meeting

Safety Intervention and Assertiveness

Location: Pensacola Library
Time: 11:30am-1:30pm
Fee: Free (Lunch courtesy of Matthew!)

When supervisors and opinion leaders in organizations infrequently or inconsistently address unsafe behavior, it leads employees to believe that formal safety standards: 1) ARE NOT HIGHLY VALUED and employees 2) ARE NOT GENUINELY EXPECTED TO ADHERE TO THEM. In short, the low frequency of safety interventions in the workplace contributes to a culture in which employees are not positively influenced to work safely. In turn, unsafe operations are not stopped, and the safety culture is diminished.

In order to avoid a safety culture that is failing, the focus must be towards determining reasons people commit unsafe acts, including human error, motivation, and ability. The intervention process is vital, as is the proper behavior for assertiveness. Proper communication and conversation are key elements to master, and there are tools that every person needs to make necessary changes

Safety Intervention and Assertiveness is about taking that next step to improve your safety culture, mitigating hazards and managing risks, and working together to empower people to own safety and safe work practices.

Presented by: Mr. Tim Croley, CSP

Tim Croley is a resident of Daphne, Alabama and has worked as a Safety Professional for 15 years. After working as a Safety Manager in manufacturing for seven years, he began working as a Project Engineer for the Alabama Technology Network in December 2012. As a Project Engineer, Tim travels to manufacturers and industries all over the state of Alabama, providing critical training and consultation for safety, occupational health, environmental, management systems, and other areas.

Tim has his master's degree in Occupational Health & Safety from Columbia Southern University (2009). In the spring of 2016, he was nominated by his peers to serve as the Environmental, Health & Safety Team Leader for the Alabama Technology Network. In August of 2016 Tim earned his Certified Safety Professional (CSP) credentials.

To encourage participation, Matthew will kindly cover the lunch! Please try and join us. It is time for a return to normal as best as we can. Let's support the chapter AND ATTEND like we used to!

Please RSVP for the meeting at our website.

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

IH Corner

AIHA Issues Latest Science-Based COVID-19 Back to Work Safely Guidelines

The American Industrial Hygiene Association (AIHA) has announced its revisions to its complete library of its Back to Work Safely (BTWS) guidelines. The new edition includes multiple updates, including reference to current scientific evidence indicating that SARS-CoV-2, the virus that causes COVID-19, is spread primarily by fine particle airborne transmission; the hierarchy of health and safety controls; and alignment with the CDC's new recommendations regarding vaccinated individuals.

"There's been a seismic shift in the level of understanding of how the virus propagates since the first cases of COVID-19 were identified, not to mention the massive (ongoing) deployment of vaccines worldwide. Employers are increasingly concerned about how to keep their employees safe and how to address potential liability issues as they return to work," said Lawrence D. Sloan, AIHA's CEO. "We have continued to update the AIHA Back to Work Safely guidance documents to address the latest science as employers re-open their workplaces and navigate evolving employee work arrangements."

AIHA's Back to Work Safely Guidelines, 2nd Edition, is now available for small to mid-size businesses in 27 sectors. The free guidance documents, available only in English now (and in Spanish this fall), provide clear and actionable steps towards the safe operations of a variety of workplaces through prevention, early detection, and control of COVID-19. The new edition offers practical guidance for employers to implement multiple layers of risk mitigation

strategies in order of most effective to least effective – through the elimination of a hazard, substitution of a hazard, use of engineering controls (e.g., increased ventilation and air filtration), administrative controls (e.g., staggered shifts), and personal protective equipment (e.g., respirators and gloves).

"We also included an expanded discussion of how COVID-19 is primarily transmitted, and how important it is for employers to perform a job hazard analysis prior to re-opening and periodically after re-opening (as needed), so that the implemented measures continue being health protective," said Melanie D. Nembhard MSPH, CIH, lead contributor to the BTWS 2nd edition guidance documents. "We urge employers to implement a multi-layered risk management approach so that if one layer is weakened or fails (e.g., masks or physical distancing), the other protective measures such as ventilation or disinfection are there and can be strengthened to provide adequate protection for workers."

As some restrictions have lifted and continue to be lifted, many uncertainties still remain. The latest guidelines address difficult questions that employers face as they re-open, resume normal operations, or continue normal operations, such as:

- What communication is needed to keep everyone informed of the preventive steps being taken?
- What steps can we take to minimize the risk of disease transmission?
- What training is needed for our employees?
- What health and safety measures do we need to take regarding new virus variants?
- What do we do if an employee or customer has tested positive for, or is suspected to have, COVID-19?
- What do we do if an employee or customer is sick or not following guidelines?
- How do we handle crowd management (high traffic) throughout the workplace, including during peak times?
- How do we deal with cleaning and disinfecting high-contact surfaces such as check-in desks, computer keyboards and door handles regularly during the day?

Future Meetings: Third Thursdays **Put these on your calendar NOW!!!!** **October 21, 2021**

David Wilbur, Vertegy Group, LLC

Admitting Human Error in the Workplace: A case-study in maximizing safe and reliable performance with human factors

November 18, 2021

Elizabeth Spencer

Diversity and Inclusion in Safety

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President's Message

The 21/22 Chapter Year is here!!! It's time to reignite the chapter and get this party started. The pandemic threw us all a major curve the last 18 months, but Maralee and Jill navigated that challenge successfully. **I now need YOU to help me continue that success.**

Much like a church, the chapter is a shell. The members are the congregation and are the real embodiment of the charter. The chapter charter states the mission:

"To promote the advancement of the Safety Profession, and foster the well-being and professional development of its members"

All of you have different reasons for joining. Whether it's the networking, the publications, the advocacy, the education opportunities, or just the monthly presentations; they all make us members in the Society.

So now it's time to exhibit your membership. **I need you to come to the meetings.** We endeavor to make the meetings interesting and the timing convenient. But your participation is imperative. We can't attract good speakers if we don't have you there. We will continue virtual offerings, but active social/professional in-person meetings are my goal. BTW, there is an open poll on the chapter linked in page regarding meeting times. There are only five (5) responses so far.

We have three speakers scheduled for September, October, and November. The details are located elsewhere in this newsletter and on the Chapter Website.

PLEASE MAKE A SINCERE EFFORT TO JOIN US FOR THESE MEETINGS. WE NEED YOU!!!!!!

Matthew Parker
MS, CIH, CSP, ARM
2020-2021 ASSP Pensacola Chapter President

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 Stuff

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

Membership Stuff

Ready to join? You can apply online:

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

Jobs

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

<https://jobs.bccsp.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 us know!

Tallahassee Meetings

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.

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>

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OSHA partners with National Institute for Occupational Safety and Health to revise handbook for small businesses

The U.S. Department of Labor's [Occupational Safety and Health Administration](#) collaborated with the [National Institute for Occupational Safety and Health](#) (NIOSH) to revise a handbook on workplace safety and health information for small business employers.

The [Small Business Safety and Health Handbook](#) highlights the benefits of implementing an effective safety and health program, provides self-inspection checklists for employers to identify workplace hazards and review important workplace safety and health resources for small businesses.

“The revised Small Business Handbook is a valuable tool to help employers identify where to take action to make their workplaces safer and more healthful for their employees,” said Acting Assistant Secretary of Labor for Occupational Safety and Health Jim Frederick. “Safety has to be a continuous process that involves preventing injuries and illnesses, and saving lives.”

The handbook includes self-inspection checklists for various work processes in general industry workplaces, such as fire protection, hazard communication, permit-required confined spaces, respiratory protection, and walking-working surfaces. The checklists are not intended for construction or maritime industries.

“Small businesses face many unique challenges and providing a safe and healthy work environment shouldn't be one of them,” said NIOSH Director John

Howard, M.D. “The updated Small Business Handbook is an easy-to-use tool to help keep your most valuable asset – your employees – safe and healthy on the job.”

A section of the handbook lists OSHA and NIOSH resources available to help employers recognize and correct safety and health hazards in their workplace, including the OSHA On-Site Consultation Program. The handbook also gives employers information on whistleblower protection laws, training through OSHA's education centers and professional occupational safety and health associations with local chapters that small businesses can join.

Photo of the Month



Try not to slip up! Leaning and wearing flip-flops might not be an ideal way to work from a roof.

ASSP Governance Change

In the January 2021 Board of Directors meeting, the Board passed a motion to approve the governance task force. The purpose of the task force was to inform options and a recommendation to the Board to achieve a more agile governance structure. The recommendation was that the ASSP form an advisory group made up of members who will be engaged year-round to bring forward and share member voice to inform and influence leader decisions. An oversight committee consisting of members from the advisory group will oversee and guide engagement. However, this change would end the current House of Delegates model. More information can be found [here](#).

The vote will occur at the House of Delegates virtual meeting on September 28th. Expect more information from the Chapter on how you can make your voice heard regarding this potential change.

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Get Ready for Hurricane Response with a Tabletop Exercise

When it comes to hurricane preparedness, you can have all your bases covered, but if you don't test to see how your team works in an actual emergency, you could be in for a rude surprise when a hurricane actually bears down on your community. That's why tabletop exercises are so important.

There are several types of exercises you can use to evaluate your preparedness plans, procedures, and capabilities, including tabletop exercises; walkthroughs, workshops, or orientation seminars; functional exercises; and full-scale exercises, according to Ready.gov. Tabletop exercises are discussion-based sessions in which team members meet in a classroom setting to go over their roles during an emergency and how they would respond to a particular situation. A facilitator guides participants through one or more scenarios. Many tabletop exercises can be run in a few hours, but it depends on the audience, the topic being exercised, and the goals of the exercise.

According to [Ready.gov](https://www.ready.gov), exercises are a great way to:

- Evaluate the preparedness program
- Identify planning and procedural deficiencies
- Test recently updated procedures or plans
- Clarify roles and responsibilities of team members
- Gather feedback and recommendations for improvement
- Measure improvement compared to performance objectives
- Improve coordination between internal and external teams, organizations, and entities
- Validate training and education
- Increase awareness and understanding of hazards and their potential impacts

- Assess the capabilities of existing resources and identify any needed ones

Running through the scenario

Through its America's PrepareAthon! Campaign, the Federal Emergency Management Agency (FEMA) released [Prepare Your Organization for a Hurricane Playbook](#) to help businesses prepare for the worst. According to the playbook, the tabletop exercise should begin with an initial scenario description and then follow with three scenario updates. Each phase of the scenario includes questions to allow participants to focus on problem-solving as a team.

Once your organization's leadership agrees to conduct a tabletop exercise, you will need to select a lead planner, who works with leadership to select participants, adjusts the scenario description and questions to fit your community and organization, and plans logistics. A facilitator is picked to lead the exercise discussion, provide updates, and prompt participants to interact. Participants should include representatives from across your enterprise, including senior leadership, facilities management, communications and public affairs, information technology, corporate security, human resources, and legal. Third-party vendors such as phone, IT, data backup, food, and other services may be included.

The initial scenario is read aloud to the group. The one in the FEMA playbook begins with a Category 1 hurricane being spotted 200 miles off the coast of your local shoreline on Monday at 8 a.m. The hurricane is gaining strength and projected to make landfall within 72 hours, and forecasters are warning it could become a Category 4 hurricane. Questions include who is responsible for monitoring this situation, what information are you sharing with your employees, what are your immediate concerns, and what decisions should be made at this time. This portion of the exercise should take 20-25 minutes.

Scenario updates

A scenario update is read aloud, as the storm gathers strength and gets closer to making landfall. The governor has declared a state of emergency and issues an evacuation order for the area. Schools and childcare facilities are closing early, so many employees are asking to return home or are not coming to work. Questions are asked about communicating with employees, whether to close the business early or to operate with a limited number of employees, if there is a process to account for employees and visitors, and what decisions need to be made at this time (including is there an alternate site to operate from, can employees work remotely, and do any operations need to be shut down before the premises can be vacated). This should take 20-25 minutes.

In the second scenario update, the storm has made landfall as a Category 4 hurricane 10 miles south of your community. Flooding and damage to homes and businesses has been reported. Questions are asked about immediate

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actions and priorities, communications with employees, whether the business continues to operate, and is the workplace prepared to manage wind or flood damage. This update should take 10-15 minutes.

The third update is read, detailing how the storm is weakening. Large parts of the community are without power, there is significant flood damage, and your business is damaged to the point where it will not be operational for three weeks. Questions include asking if there are options to continue operations, can you access copies of vital documents (e.g., insurance papers, financial information, key business documents), and communication with employees about work status and expectations for those who cannot work. This should take 20-25 minutes.

After the exercise concludes, you need to debrief and establish follow-up plans, according to the playbook. This involves reviewing the exercise and identifying next steps. Among the issues to discuss are what weaknesses did the exercise reveal, unanticipated issues that arose, what gaps were identified, high-priority issues that should be addressed, new ideas and recommendations for improvement, and whether the exercise's objectives were met.

Follow-up

The playbook recommends following up on the exercise by addressing the gaps and recommended improvements identified by the team in a timely manner. Leadership should create a plan listing the items to be addressed, who is responsible for the tasks, and when they will be resolved.

You should develop or update your organization's emergency operations plan and test it at least annually.

Quote of the Month

"Error is pervasive. The unexpected is pervasive... What is not pervasive are well-developed skills to detect and contain these errors at their early stages."

-Karl E. Weick