

Health and Safety

Volume 38 — online

RESOURCE

*Oregon*OSHA
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Rasha Abdelmalak was hired as a temporary worker at a Portland-area manufacturer.

On the cover: The staffing agency and the host employer are both responsible for providing a safe work environment.

RESOURCE

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Change, workplace safety, and interesting times

By Michael Wood



As I shared with my staff at the end of last month, I am in some ways a fundamentally conservative person. I have pretty much worn two brands of shoes the past 30 years. I wear clothes I like until they become threadbare (or until my wife causes them to disappear). I carry a smartphone, but it's an iPhone 4 that doesn't even talk to me. Whether it was VCRs or CD players, I was not what one would call an "early adopter." While the line "May you live in interesting times" does not in fact appear to be an old Chinese proverb, I certainly understand that (whatever its origin) it is at least as much a curse as a blessing.

And yet I recognize the importance of change. When I first arrived at Oregon OSHA more than nine years ago, I told the staff that without change there is no growth, and that we need to grow if we are to remain alive. At the same time, my conservative nature cautioned, "That does not mean that *all* change is necessary, or even useful." In those words, we find the challenge for anyone leading a generally successful organization. Put another way, we know that change is important. But we don't want to screw up the things that are going right!

At Oregon OSHA, we are tackling several significant changes that will affect both consultation and enforcement activities. In enforcement, we are transitioning to a new computer system and in consultation we are adjusting the way we schedule and assign work. Hopefully, they will bear positive fruit, and we will be able to build upon the successes of the past two and a half decades. But my conservative nature keeps me awake nights on occasion.

And I know that I am not alone. For those of us working to make workplace health and safety a reality, change is likewise both necessary and frightening – and even, at times, counterproductive. Too often, we get "sucked in" by the latest fad or clever approach and lose sight of the fundamentals. But at least as often, we become complacent in our success. We know we are good, but we forget the hard work and creativity that made us good in the first place.

The challenge, of course, is that we must choose *which* changes to pursue. We know that we must change. And we know that changes can be dangerous and disruptive things. That's why we should

never charge in blindly – and it's why we should be cautious about jumping on the latest approach just because it's new. If it flies in the face of years, and even decades, of the professional practice of safety and health, we should be skeptical. Something that flies in the face of all we know may well be provocative. But that does not make it a good idea.

How, then, do we decide? Carefully. Thoughtfully. And with a full recognition that there is simply no way to avoid making choices about the changes we will pursue. Nobody ever said this was going to be easy (well, actually a lot of people do say that – but they're pretty much wrong). Achieving workplace health and safety excellence is hard work. And it requires tough decisions. But it's worth the effort, because we are talking about workers' lives and livelihoods.

So, we are cursed, I suppose, to live in interesting times. But we are blessed as well.

A handwritten signature in black ink, appearing to read "Michael Wood".



Temporary employees, permanent safety

Staffing agency promotes safety responsibility

By Melanie Mesaros

In Oregon, the heyday for temporary employment was the late 1990s, as the tech industry boomed and some 42,000 workers helped keep pace with demand. According to the Oregon Employment Department, the numbers today have not yet returned to that peak, but 742 temporary help firms employed 28,952 workers in 2011 – a number that grew to 31,151 workers by March 2014.

Despite some negative attention around safety deficiencies for temporary workers nationwide, John Swartos, regional safety manager at Aerotek, said it's not how his company does business. He said Aerotek, which places workers in manufacturing, commercial construction, and software engineering industries, views safety as a core value. In fact, each week, Aerotek turns down opportunities to work with businesses with a poor safety record and often asks to review OSHA logs before placing workers.

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Rasha Abdelmalak (right) shows Paul Nishizaki of Aerotek how she was trained by the host employer to perform her job.

Temporary employees, permanent safety - continued

“Some companies say please, and they open up their books and show us everything,” he said. “Others are hesitant and that can be a litmus test. I also ask, ‘Is this a place that you would want to let your mom, dad, or brother work for?’” said Swartos.

With larger clients, where Aerotek may have 50 or more of its temporary workers on site, the company keeps a regular presence with an Aerotek manager “embedded” onsite. Dave Pearson, Aerotek’s director of business operations in Portland, said that allows for a stronger partnership.

“We expect our people to be treated the same way as an internal employee – that means they receive the same training and the same personal protective equipment. It’s written into our service agreement.”

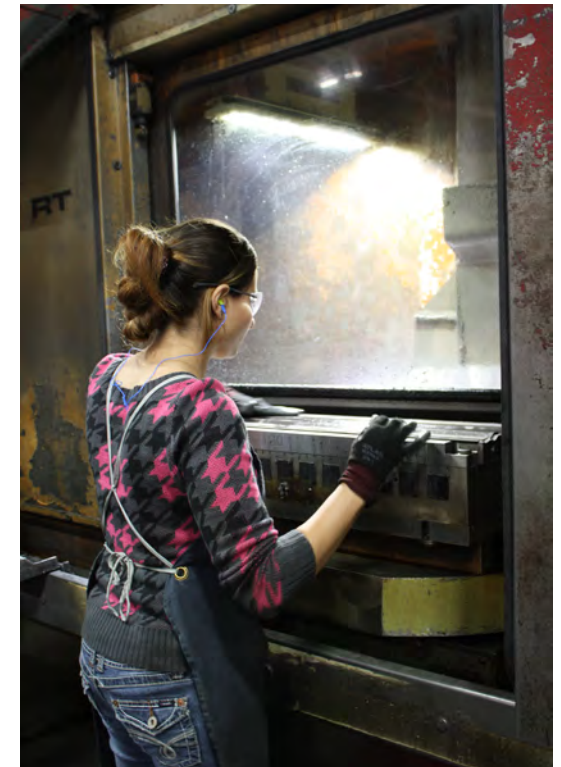
Rasha Abdelmalak joined the workforce a couple years ago after having children. Aerotek put her through aptitude tests and basic safety training before being placed at a Portland-area manufacturer (she had two years of previous manufacturing experience). Once she arrived at the job, she spent a week learning the different processes and was matched up with a long-time employee at the host site who provided more specific training.

“He showed me how to load the machine and unload it, and how to clean it,” said Abdelmalak.

Continued on page 6



Rasha Abdelmalak is hoping to be hired as an employee by her host employer after spending four months as a temporary worker.



Temporary employees, permanent safety - continued



John Swartos manages safety at Aerotek for the Northwest region. He sees every accident report and works with host employers on how to prevent incidents.

Should an injury occur, Swartos said there is an expectation that it's reported immediately.

"Every injury report is an opportunity for me to act as a consultant and assist with safety issues," he said.

In one case, Swartos said a host employer was seeing injuries to both its temporary workforce and permanent employees.

"They began to grow and realized they hadn't done a job hazard analysis (JHA)," Swartos said. "I observed their production line and helped them develop JHAs and figure out what PPE was needed. While the client didn't have a person experienced enough to do this, I was able to create the JHA and teach them how to replicate it across each of their product lines."

Aerotek also encourages its staff to join safety committees and checks in regularly with the temps to find out if they are having a good experience, said Pearson.

"If the host employer asks them to do something that they haven't been trained on or aren't experienced in, they have the right to say no," he said.

Tools for employing temporary workers

- ➔ Federal OSHA recently published recommended practices for protecting temporary workers: www.osha.gov/Publications/OSHA3735.pdf
- ➔ Oregon OSHA's fact sheet on who is responsible for providing PPE: www.orosha.org/pdf/pubs/fact_sheets/fs29.pdf
- ➔ Oregon OSHA's approach to temporary and host employer responsibilities: www.orosha.org/pdf/pds/pd-246.pdf



Rasha Abdelmalak, pictured with Paul Nishizaki, said Aerotek and her host employer have both offered her safety training.

The challenge of temporary work

By Ellis Brasch

A big challenge of temporary work today is ensuring that the staffing agency and the host employer clearly understand their responsibilities to each other and to the worker.

If you are a certain age, you might remember “Kelly Girls” – the workers who filled in when companies temporarily needed secretaries and file clerks. They were among the first workers in this country hired and paid by one employer that sent them to do short-term work for another employer. That joint-employment relationship between a staffing agency and a “host employer,” innovative at the time, plays a key role in today’s labor market, but the nature of the work has changed dramatically. Today, temporary workers include accountants, assembly-line workers, nurses, doctors, construction workers, lawyers, and agricultural workers.

The need for temporary workers is growing in Oregon and across the country, as it has been since the 1970s. The Oregon Employment Department forecasts that the state’s employment services industry will increase by 37 percent or 11,400 jobs by 2020 as more companies turn to temporary help firms to recruit, hire, and even supervise workers.

Temporary work has always been a good deal for businesses. It also gives employment opportunities to people who need work but can’t find – or don’t want – longer-term employment. But there is a dark side to temporary work, too. Consider the supervisor who doesn’t care about his temporary workers because “they can always be replaced” or the staffing agency

recruiter who is more concerned about employer satisfaction than workers’ rights. Of course, not all supervisors and recruiters feel that way, but the fact that temporary workers have two employers with different business interests can leave the workers uninformed (and unprotected) when their safety is at risk.

A big challenge of temporary employment today is ensuring that the staffing agency and the host employer clearly understand their responsibilities to each other and to the worker. A successful joint-employer relationship requires ongoing cooperation and communication, and a clear understanding of the temporary worker’s rights.



Temporary workers’ rights

Temporary workers have the same rights and workplace safety protections as other workers. They have the right to report injuries, illnesses, and unsafe workplace conditions to their host employer **or** their staffing agency without fear of retaliation.

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Temporary workers' safety on the job

The host employer *and* the staffing agency are both responsible for ensuring that the temporary worker has a safe place to work.

Typically, the host employer has the primary site-specific safety responsibilities, which include assessing hazards, enforcing safety requirements, and providing safety training in a language the workers understand.



The staffing agency is responsible for ensuring that it does not send its workers to workplaces with hazards that put them at risk and that they have been properly trained before they begin their jobs.

The host employer and the staffing agency should provide — separately or together — safety and health orientations for all temporary workers on new and existing projects. The orientation should include information about the host employer's safety program as well as the workers' rights and responsibilities.



Before a temporary worker begins work, both employers should review the job assignment, assess the hazards, determine what protective equipment is necessary, and identify required safety training.

Reporting and recording temporary worker injuries

Reporting injuries to Oregon OSHA: Either the staffing agency or the host employer must notify Oregon OSHA about a temporary employee's overnight hospitalization or death within the same time required for other injured workers – eight hours for fatalities and 24 hours for overnight hospitalizations. The staffing agency and the host employer should have a procedure that ensures both employers know when a temporary worker is injured on the job.

Recording injuries on the OSHA 300 and 300A forms: The employer who provides the temporary worker's day-to-day supervision – typically the host employer – is responsible for recording work-related injuries and illnesses on the OSHA 300 and 300A forms. That responsibility continues as long as the employer has day-to-day supervision over the worker.

Both employers should also consider joint investigations of accidents involving temporary workers. It is critical that the staffing agency and the host employer understand how such accidents happened and how to prevent them from happening again.

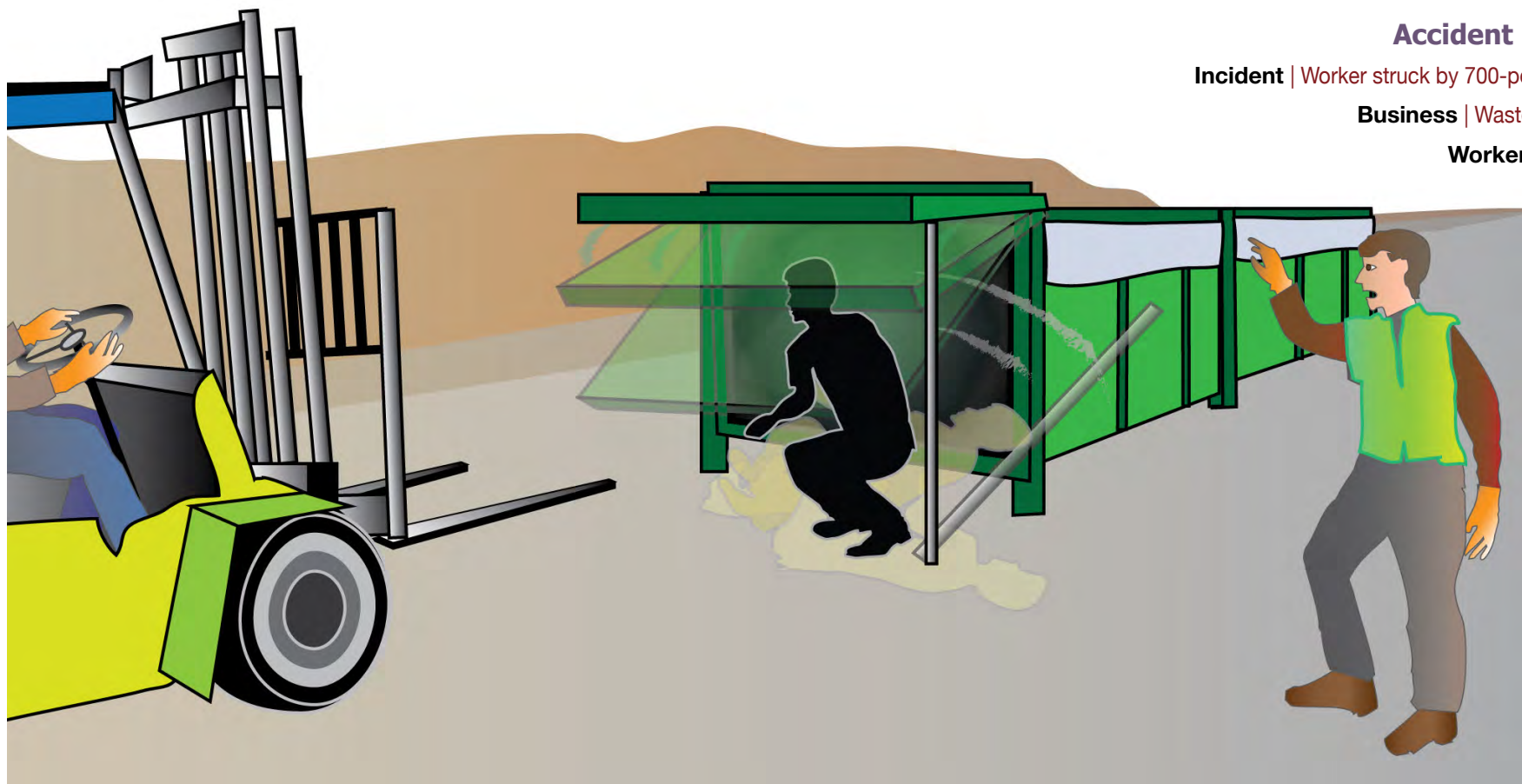


Accident Report

Incident | Worker struck by 700-pound door

Business | Waste disposal

Worker | Laborer



Two employees and a forklift operator were assigned the task of attaching a black plastic liner inside a 20-yard-long dumpster. To enter the dumpster, the employees had to raise the dumpster's 700-pound top-hinged steel door. The company procedure required a forklift to lift the door with its forks and required an employee to install two door stands to prop the door open and secure them with bolts. However, neither

employee had been trained how to set up and properly secure the door stands, nor had they seen the company's procedure for raising the door.

The forklift raised the dumpster door and one of the employees supported it with a single door stand, but he did not secure it. The forklift operator lowered the forks and backed away.

The two employees entered the dumpster and attached the liner. After they finished, one of them stepped out of the container. Then, as the other employee backed out, he bumped into the door stand and knocked it out from under the door. This worker was fatally injured when the 700-pound door swung down and struck him in the head.

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SAFETY NOTES – continued



Violation

437-001-0760 (1) (a) – The employer did not ensure that workers were properly instructed and supervised in the safe operation of any machinery, tools, equipment, process, or practice which they were authorized to use or apply. Penalty: \$7,000.



Top Left: The accident scene: The victim fell to the right of the dumpster; the door stand is in the foreground.

Above: The accident scenario: Raising the dumpster door.

Right: Only one unsecured door stand kept the dumpster door open.



Oregon students honored with Workers' Memorial Scholarships

Many children in Oregon have faced losing a parent to a workplace death or a life-altering injury. The loss can have a profound effect on a family's ability to finance higher education. The Workers' Memorial Scholarship program provides an opportunity to help surviving family members reach their educational goals.

Oregon OSHA honored recipients of the Workers' Memorial Scholarship during a public ceremony Aug. 20, 2014, in Salem.

The recipients include:

Marissa Parr, Jefferson

A 2011 graduate of Jefferson High School, Parr is studying social sciences at Willamette University.

Parr's father is wheelchair bound after suffering a debilitating back injury in 1991. Parr is receiving a \$1,000 award and is a past scholarship recipient.

Kassandra McCabe, Eugene

McCabe is a 2014 graduate of Marist High School and plans to attend Oregon State University this fall. She hopes to become a surgeon or physical therapist and is majoring in pre-medicine.

McCabe's father became paralyzed and later blind following a logging accident in 2002. She is receiving a \$1,250 award.

Two other award recipients want to remain anonymous.



Left to right: Marissa Parr, Oregon OSHA Administrator Michael Wood, Kassandra McCabe, DCBS Deputy Director Jean Straight.

"The award can never replace their loss but it is nice to provide some support to individuals who have suffered a family tragedy," said Oregon OSHA Administrator Michael Wood.

Award recommendations are made by Oregon OSHA's Safe Employment Education and Training Advisory Committee, an advisory group with members from business, organized labor, and government. Oregon OSHA presents the awards annually to help in the postsecondary education of spouses or children of permanently and totally disabled or fatally injured workers. The 1991 Legislature established the Workers' Memorial Scholarship at the request of the Oregon AFL-CIO, with support from Associated Oregon Industries.

Applicants must be a dependent or spouse of a fatally injured worker, or the dependent or spouse of an Oregon worker who has incurred a permanent total disability and whose claim for workers' compensation benefits has been accepted.

Interest earned on a DCBS fund derived from Oregon OSHA civil fines and penalties funds the awards.

Former NASA astronaut speaks at safety conference in Bend



Retired NASA astronaut and keynote speaker Mike Mullane shared lessons learned from the space shuttle Challenger tragedy and safety best practices at the annual Central Oregon Occupational Safety and Health Conference in Bend on Sept. 24.

Mullane, who completed three space missions, entertained the audience with his personal anecdotes and messages around safety leadership.

The event also featured a series of workshops specifically designed for fire and emergency services, created in partnership with the Oregon Fire Chiefs Association. Dave Phillips, battalion chief with Clackamas County Fire, said the topics covered some critical areas for the industry.

“Because we have exemptions that allow us to respond to emergencies, we sometimes forget that other rules do apply to us,” Phillips said.

Other conference sessions included topics such as safety communication, confined space, and rule changes to the Global Harmonization System.



Conference attendees snapped “selfies” and shook hands with keynote speaker Mike Mullane.

Oregon OSHA creates a new publication for the death care industry

A new guide is available for the death care industry on the occupational hazards of handling, lifting, and transporting bodies. The publication, created in partnership with experts in the mortuary industry, covers hazards related to exposure to tuberculosis and aspects of embalming, the cremation process, and the associated chemical and ventilation hazards.

The project arose out of an initial concern by the Oregon Health Authority, which was interested in learning more about tuberculosis exposures from experts in the mortuary business. The conversation later led to Oregon OSHA consultation activity at mortuaries and the need for a publication. The publication is available online at <http://www.oroша.org/pdf/pubs/4989.pdf>.



Participate in our first Resource reader survey

Oregon OSHA wants to make sure the content of the Resource newsletter is useful and interesting to our readers. Please complete our brief reader survey to help us better plan future issues and find out what you enjoy reading.

Complete the survey (no names are required) by **Oct. 24, 2014**, by clicking here: <https://wspo.cbs.state.or.us/wsp/content/OSHA/ResourceReader/>



Q:

We are using a bench-mounted industrial buffer that operates at 3,600 RPM and does not have a tongue guard or rest. Do Oregon OSHA's [Abrasive Wheel Machinery Requirements](#) apply in this case? Do I need to use a tongue guard with this buffer?

A:

Because your buffer does not use an abrasive wheel (that could shatter during use), Oregon OSHA's [Abrasive Wheel Machinery Requirements](#) do not apply and a tongue guard or rest is not required. The only guard to consider would be a cap over the rotating spindle and nut if the buffing wheel is attached in such a way.

For more information about industrial buffers, see [federal OSHA's discussion of the matter](#).



GOING THE DISTANCE – Meet a leading Oregon health and safety professional

Company: Selectemp Employment Services.
Offices in Albany, Bend, Clackamas, Medford,
Roseburg, Salem, and Springfield

Safety and Human Resources Director: Duane R. Grange

Workforce: Approximately 4,500

Common Hazards: Depending on the assignment, temporary workers can be exposed to a variety of hazards such as slips, trips, and falls; strains and sprains; eye hazards; slivers; repetitive motion; lockout/tagout; machine hazards; moving equipment; noise levels; working at heights; traffic; confined space; silica; and respirator protection.

What is your background and safety philosophy?

I spent the first 23 years of my career in the timber industry as a logger and took an interest in safety in 1986. At that time, I overheard my employer, Ted Phibbs, owner of Rose Logging, make a comment about how much it hurt him to hear that there were 27 loggers who died that year. I had only worked for Ted for two weeks when I injured my back at home over Christmas break and the doctor wanted me to be off a week. While at home, I came up with a concept that I thought could address Ted's concern and presented it to him and his wife Rosie. Ted met with a few other local logging

Continued on page 16



GOING THE DISTANCE – continued

companies, including Weyerhaeuser and Future Logging, and from those meetings, the Oregon Loggers Training Association (OLTA) was established. It had one purpose – to improve safety for loggers. Rose Logging created a safety position for me, which at that time was unusual for small logging companies. It allowed us to continue working with OLTA. In 1999, OLTA received the GOSH Association award.

In 1995, I had the good fortune to join Selectemp Employment Services as the director of safety and human resources. During my tenure at Selectemp, the company became the first staffing service and the 10th overall employer in Oregon to graduate from Oregon OSHA's Safety and Health Achievement Recognition Program (SHARP).

I'm not much of a philosopher, more of a doer, because I feel your actions say more about you than what you say. The bottom line is that safety matters to me because I care, and I wish I could make it so no one would have to go through what I've experienced. I haven't shared this with anyone, not even my wife of 28 years, until now:

In the early '80s when I was logging (prior to Rose Logging), the company I was with had a safety meeting that morning with all of its logging crews. I happened to sit between two friends of mine who worked together on a two-man crew, clearing right-of-ways. After the safety meeting, we all proceeded out into the brush to start our day. I was also on a two-man crew, clearing right-of-ways, about three miles from where my friends were working. We later received a radio call asking us to bring our chainsaw, because they needed our help.



Upon our arrival, we noticed that one of them was pinned between two old-growth logs, and the only visible sign was his wrists and hands sticking out above the logs in his last act to reach safety. Once the logs were removed, I provided CPR and then cradled his lifeless body in my arms until the paramedics arrived as tears streamed down my face with thoughts of the last thing he said to me and of his family and the uncertainty that they were about to face, alone without a husband and father. This was the longest two hours of my life.

If I had a personal safety philosophy, this would be it: Valuing safety is a choice, therefore, I will always strive to make a difference.

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Left: Duane Grange (left) works with Scott Pierson, COO of Wood Castle, an Albany furniture manufacturing company. Wood Castle regularly hires Selectemp employees, who often transition into becoming permanent staff at the manufacturer.

Top right: Selectemp employee Terry Colbert (front) has gone through a prescreening process, classroom training, and on the job mentoring while at Wood Castle.

Bottom Right: Grange looks on as Hector Manuel Escobedo, a production coordinator, shows him a step in the manufacturing process.

Explain how Selectemp prepares its workers to begin jobs in different environments?

Selectemp is not going to knowingly put someone in harm's way or require them to accept unsafe working conditions. All of our candidates go through a rigorous, in-depth screening process before we agree to represent them. Our staffing managers conduct interviews with each qualified applicant to determine skill level, qualifications, interests, and goals.

After an interview, workers must go through our safety assessment, which covers the importance of asking for instructions before attempting to perform a task or operating equipment with which they are unfamiliar and notifying their supervisor (client/host employer) if they are unsure how to perform their job or feel something is not safe. We encourage the worker to let Selectemp know so that we can follow up. We also review our accident/incident reporting procedures. Workers must notify Selectemp prior to driving a motor vehicle or working over 6 feet off the ground or lifting anything over 50 pounds, observe job site safety policies, especially those concerning operation of equipment and working with hazardous materials, using the proper tools for the task, and wearing the required safety equipment.

We make regular contact with our employees once they start working. We also interact with employees when they pick up their weekly checks. We seek opportunities for accolades, encouragement, evaluations, counseling, and coaching. People not currently on assignment are directed to call in weekly to assess their availability and share any additional skills and/or experience they may have acquired.



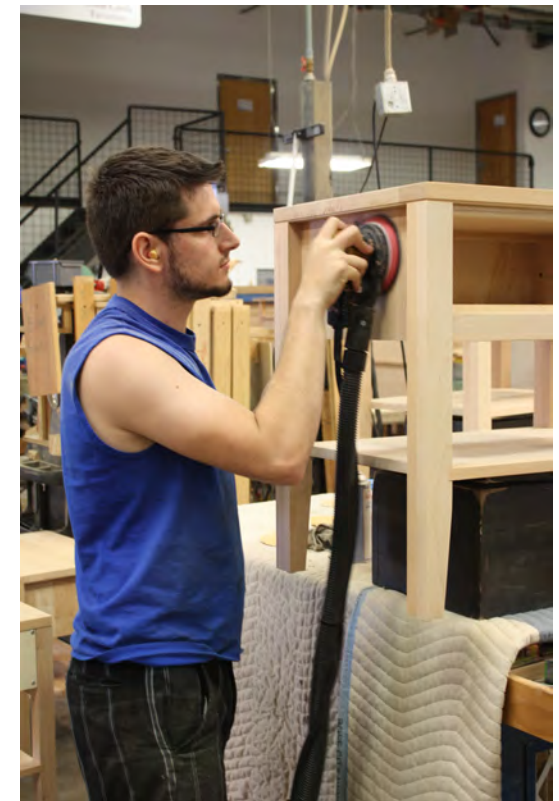
Mark Wiebe (right) has been working in Wood Castle's finishing department for seven months and recently completed his probation to become a full-time employee at the manufacturer.

Describe your relationship with host employers/clients and how you work together to address safety concerns?

Matching talent with opportunity is our No. 1 goal and the added value services reinforce our partnership with host employers. We strive to offer our clients the best service possible while assisting companies to be in compliance and be aware of the ever-changing state and federal rules and regulations.

The training that I've received while at Selectemp has taught me that how we communicate with each other is the foundation of bonding and building rapport. You can make a favorable net impression if you are viewed as competent, credible, compassionate, and likeable. The odds are that long after the details of the message are forgotten, you will be remembered. This is important because people who tend to like and trust one another will be heard and understood. Know your message, your audience, and how it ties in with your goal of providing a safe and healthy work environment. Communication is key. We not only listen to our employees, clients, and staff, we hear what they have to say.

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You have been involved in the Oregon SHARP Alliance for nine years. What do you get out of participating?

Selectemp joined the alliance in 2005 and I got involved after some alliance members urged me to be part of the organization. I had no knowledge of who this group was, let alone what they did, so my answer to them was, “Tell me why I want to sit around telling each other how good we are.” After they shared with me their goals and objectives, this was a group that I knew I needed to be a part of.

We continually share ideas, concepts, and existing programs. For instance, when I was assisting a construction client with revising their lockout/tagout program, I remembered the alliance had construction industry members who could possibly help. I gave a couple of them a call and before I got back to my office, they had sent copies of their written programs with the offer to replicate them and put the program into practice. I feel this is one of the premier organizations that I've ever had the privilege and honor of being associated with.

What advice do you have for other safety and health managers hoping to make a difference?

For many businesses, there are peaks in their hiring cycles due to special projects and/or seasonal factors. This can pose a challenge to the human resource

department, which must often hire a large amount of temporary workers for a specified period of time to meet demands and end their assignments within a few days, weeks, or months later when the work ends. Businesses also utilize staffing services to see if the worker is a good fit for their company before they roll them onto their payroll.



Grange has helped businesses such as Wood Castle improve their safety programs and offers on-site assistance when needed.

Here are some tips for getting the most out of hiring temporary workers:

Work with a temporary/staffing service/agency

Staffing services offer temporary, part-time, and full-time opportunities to job seekers. Often, there are a wide range of skill sets and people who have experience that exceeds the average entry-level candidate. Plus, a staffing service can handle all the hiring details, such as payroll, one-on-one interviews, etc. It is critical that the client/host employer provide site-specific training that is the same that would be done for full-time employees (hazard recognition, issue the appropriate personal protective equipment, etc.)

Communicate clear job descriptions and expectations

Before you bring any temporary workers on board, make sure your job descriptions and expectations of roles are clearly written out and explained to candidates. It's imperative that the temporary agency visit/tour the job sites to ensure a safe and healthy work environment exists. Maintaining a continued relationship with its employees helps the temporary agency ensure that their worker can share concerns.

Don't just train your employees.

Educate them as to how the job is to be done safely, why it's being done, who is involved, and when (timeline).

Many of Wood Castle's staff are hired through Selectemp, and Pierson says there is a "hope and expectation" that each candidate will grow to become a Wood Castle employee upon completion of the probationary period and training.

October 2014

2014 THE BUSINESS of SAFETY

24th Annual

Southern Oregon Occupational Safety & Health Conference

October 14-16, 2014

Smullin Health Education Center, Medford

Sessions include:

- Fundamentals of Enterprise Risk Management
- Economics of Ergonomics
- Combustible Dust Control
- Employee Involvement
- Preventing Catastrophic Risk
- Injured Worker Rights & Responsibilities
- Required Safety Committee Training
- New View of Safety – Building Defenses and Capacity
- Effective Stretching Strategies
- Active Shooter Awareness
- Hearing Conservation
- Young Worker Training
- Industrial Hygiene Instrumentation
- Fall Protection Basics
- Confined Spaces
- Electrical Safety
- Advanced Accident Investigation
- Safety Training Techniques
- Stress and Mental Health
- The Future of Healthcare

Costs to attend:

Pre-Conference workshop (Oct. 14) ~~Sold Out~~
 Full Conference (Oct. 15 and 16)..... \$130
 One day (Oct. 15 or 16) \$90
 Half-day (AM or PM on Oct. 15 or 16)..... \$60

Register now! www.regonline.com/southern_oregon14

Questions?

Contact the Conference Section, 503-378-3272 or toll-free in Oregon at 888-292-5247, option 1

www.asse-southernoregon.org
www.orsha.org/conferences



A joint effort of the American Society of Safety Engineers (ASSE), Southern Oregon Chapter, and the Oregon Occupational Safety & Health Division (a division of DCBS).



Anil Mathur – Keynote
CEO, Alaska Tanker Co.



Erike Young, CSP, ARM
Global Safety Manager, Google



Robin Rose, MS
Robin Rose Training & Consulting

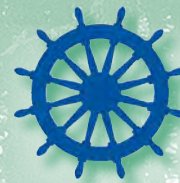


Jim Howe, CSP
President, Safety Solutions



Ali Reza, PE, CFI
Principal Engineer, Exponent

December 2014



Western Pulp, Paper, & Forest Products Safety & Health Conference

Partners in Safety – Steering Toward the Future

December 2-5, 2014 • Portland, Oregon

The 24th annual safety and health conference is specially designed for the pulp, paper, and forest products industry. An excellent workplace safety and health training resource!

Topics include:

- Hazard Recognition/Risk Assessment
- Heavy Equipment Safety
- Combustible Dust
- Fit for Duty
- Ergonomics
- Hearing Conservation
- New Hire Training
- Lockout/Tagout
- Driving Awareness/Safety
- Welding Safety
- Respiratory Protection
- Rigging and Signaling
- Fall Protection
- Proven Strategies for Improving Safety Committee Effectiveness
- Reporting
- Resilience and Change
- Mobile Apps for Safety
- Health and Wellness
- Sleep Disorders and Fatigue Management
- Topics specific for the Logging Industry
- Topics specific for Forest Products Operations
- OSHA 10 Hour for General Industry
- Roundtables – various topics
- *And more!*

• Exhibits • Awards • Industry networking

Look for more information in October

If you have questions or would like to receive registration materials contact the Conference Section, 503-378-3272 or toll-free, 888-292-5247, option 1

www.orsha.org/conferences

A joint effort of the Oregon/Idaho/Utah Pulp & Paper Workers Council of AWPPW, the Department of Consumer and Business Services Oregon Occupational Safety & Health Division (Oregon OSHA), the Washington/Alaska Council of AWPPW, the Washington Department of Labor & Industries (DOSH), USW, the pulp and paper manufacturing, and forest products industries.

January 2015

Save the date!
Construction Safety Conference • Bend
January 26 & 27, 2015

Keynote: Kina Repp
Safety Beyond PPE

For Kina, safety responsibility is very personal. Every moment of every day she is reminded there are significant, life-changing consequences when safety is not a priority. In just a matter of minutes, her life dramatically changed, as did the lives of her co-workers, family and friends...as she will tell us, the ripple effect of a tragic accident is like shockwaves of an earthquake.



14th Annual Mid-Oregon Construction Safety Summit

Join us for training designed for residential, commercial, and industrial construction workers.

Topics include:

- JHA/Pre-Task Planning
- Fall Arrest/Fall Protection
- Health and Wellness
- Employment Law 101
- Emergency Response
- Power Generation and Transmission
- Managing Multi-Employer Worksites
- Confined Space
- Hazard Communication
- Young Workers and Safety
- Natural Gas Safety
- LO/TO: Are You Doing it Correctly?
- Roadmap to SHARP
- Construction in Health Care Settings
- Effective Training Techniques
- How to be Safe Around Power Lines
- Electrical Safety for the Non-Electrician
- New! OSHA 10-Hour for Construction (Jan. 26 & 27)

Pre-Conference Workshops

- First Aid/CPR/AED
- Agriculture Pesticide Workshop
- Fatal Four
- Aerial Lifts
- Work Zone Safety/Flagging Course
- Excavation/Shoring Competent Person
- Construction Safety – Spanish Workshop

Registration opens in November!

www.regonline.com/construction_summit15 • www.cosha.org

Registration fees

Pre-Conference workshops (Jan. 26) . . . \$45 per person
 Conference (Jan. 27) \$75 per person
 OSHA 10-Hour for Construction \$130 per person

Continuing education credits available.

Lodging Call the Riverhouse for reservations, 800-547-3928. Refer to the "Central Oregon Health and Safety" group.

Rate per night: \$89 plus tax. Rates are good for 3 days prior to and 3 days after the event.

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- Safety and health management
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- Regulatory and legal issues
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Registration fee – \$110 per day
 includes lunch Monday, Tuesday, and Thursday
 Award Luncheon (Wednesday) – \$15

Questions?
 Contact the Conference Section 503-378-3272
oregon.gosh@state.or.us

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The GOSH Conference is a joint effort of ASSE, Columbia-Willamette Chapter, and Oregon OSHA.



ATTEND