



33rd Annual

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

Partners in Safety – Steering Toward the Future

December 2–5, 2025

Holiday Inn Portland - Columbia Riverfront • Portland, Oregon

Register online at safetyseries.cventevents.com/wppfp25

Conference Planning Committee



Steve Barham, ALC Service, Inc., Coeur d'Alene

Aaron Boedeker, AWPPW, Vancouver

Mandie Bryant, Smurfit WestRock, AWPPW Local 153, Longview

Eric Connelly, SAIF Corporation, Portland

Jason Crockett, Nippon Dynawave Packaging, Longview

Sheila Davis, Wilcox + Flegel, Longview

AJ Fourier, Georgia-Pacific, Toledo

David Grim, Associated Oregon Loggers, Salem

Darcy Hendrickson, Washington Labor & Industries, Kelso

Keith Johanson, Smurfit WestRock Container, Longview

Bob Kendall, Wilcox + Flegel, Longview

Debbie Mattinen, SAIF Corporation, Portland

Tracy McEntire, Georgia-Pacific Wauna, Clatskanie

Tyffany McIntyre, Georgia-Pacific, Camas

Niki Meredith, Georgia-Pacific Wauna, Clatskanie

Matthew Murray, AWPPW Washington Area Council, Longview

Ken Parsons, Smurfit WestRock, Longview

Brian Ray, International Paper, AWPPW Local 677, Springfield

Geni Sharon-Lefler, Smurfit WestRock, Tulare, California

Audrey Victor, Georgia-Pacific, Toledo

BJ Wawrak, Georgia-Pacific, Toledo

Jeremy Whiteside, Georgia-Pacific Wauna, USW 1097, Clatskanie

Nathan Young, Georgia-Pacific, Toledo



Table of Contents

Conference planning committee

AWPPW, Oregon OSHA, & DOSH.....	4
---------------------------------	---

Conference Information & Services

Registration	5
--------------------	---

Refunds.....	5
--------------	---

Lodging.....	5
--------------	---

Accreditation.....	5
--------------------	---

Accommodations for disabilities	5
---------------------------------------	---

Map to the Holiday Inn Portland — Columbia Riverfront	5
---	---

Schedule at a glance	6
----------------------------	---

Sessions

Tuesday.....	10
--------------	----

Wednesday	14
-----------------	----

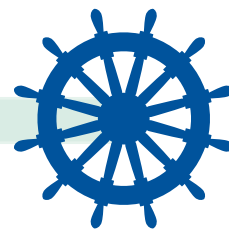
Thursday.....	19
---------------	----

Friday.....	24
-------------	----

Special thanks to conference sponsors	25
---	----

Registration form	26
-------------------------	----

Co-sponsorship of this conference by the Association of Western Pulp & Paper Workers and Oregon OSHA does not necessarily constitute endorsement or approval of the content of programs. Employers and employees should review applicable rules and regulations to ensure that the information they have received is appropriate to specific worksites and work situations. Oregon Safety Council of AWPPW is financially responsible for this event.



AWPPW

The Association of Western Pulp and Paper Workers (*AWPPW*) is a labor organization who represents members employed in pulp, paper, paper converting, packaging, and medium-density board industries in Washington, Oregon, Idaho, California, and Virginia. The AWPPW headquarters is located in Vancouver, Washington, and the UBC headquarters is in Washington, D.C.

Safety and health in the workplace is the first and foremost priority. Our goal is to make certain when a member goes to work each day, that person returns safely home. The Safety Steering Committee that helps plan the Annual Western Pulp & Paper Workers Safety & Health Conference is made up of dedicated participants who promote and endorse programs to provide safe workplaces and educate safety committee members in safety and health for all workers.

Oregon OSHA



Oregon OSHA administers the Oregon Safe Employment Act (*OSEA*). The OSEA authorizes enforcement of federal and state occupational safety and health regulations and provides consultation, educational opportunities, technical assistance, and creative programs to assist employers and workers in Oregon. Oregon OSHA is committed to reducing occupational fatalities, injuries, and illnesses, thereby reducing human suffering and workers' compensation costs. For training opportunities or for information about conferences, please call 503-947-7411, or toll-free 888-292-5247, option 1. For technical assistance or consultative services, call toll-free 800-922-2689.

DOSH



The Washington State Legislature passed the Washington Industrial Safety and Health Act in 1973, establishing the Division of Occupational Safety and Health program. DOSH enforces the state's occupational safety and health laws to ensure safe and healthful working conditions for all workers in Washington state. DOSH is dedicated to working in partnership with employers and employees to save workers' lives, and to prevent workplace injuries and illnesses. To report workplace hazards or request technical assistance or consultative services, call 1-800-4BE-SAFE.

Register online at safetyseries.cventevents.com/wppfp25

  | #WPPFP



Conference Information & Services

Registration

Early registration is encouraged. **Register online at safetyseries.cventevents.com/wppfp25.** Registrations also accepted by mail and scan/email. Checks, purchase orders, and credit cards are accepted for registrations. If space is available, you may register at the conference. Fees are as follows:

Full conference: Dec. 2–5 \$450
One day: Tuesday, Wednesday, or Thursday \$150
One day: Friday \$50

A hot breakfast buffet and lunch are included in your registration fee on Tuesday, Wednesday, and Thursday. On Friday, a hot breakfast buffet is included. Tickets to the Awards Presentation Dinner on Wednesday, December 3, are \$50 each. Please purchase tickets in advance.

Scan/email registration form to
oregon.conferences@dcbs.oregon.gov.

To register by mail, complete the conference registration form and make your check or purchase order payable to:

Pulp & Paper Conference
PO Box 5640
Salem, OR 97304-0640

A separate registration form must be completed for each person registering. A unique e-mail address must be included for each individual. If more than one person from your company is attending, photocopy the registration form for each person registering and issue a single check or purchase order for the total amount, or provide a single credit card number.

All parts of the registration form must be completed. If not, forms are returned for you to complete before we process your registration.

You can also register online at:
safetyseries.cventevents.com/wppfp25

Refunds

No refunds are granted after November 21, 2025. Substitutions are permissible.

Lodging

Attendees are responsible for making and paying for their own lodging arrangements. A block of rooms has been reserved at the Holiday Inn Portland — Columbia Riverfront. The conference rate is \$147 plus tax and \$15 facility fee. For room reservations, call 503-283-4466. When making reservations, the room block is under the name “2025 Western Pulp & Paper Safety & Health Conference.” Reservations received after **November 12, 2025**, are accepted only on a space-available basis, at standard room rates. Check-in time is 3 p.m. and check-out is noon.

To make your reservation online, click on [this link](#).

Deadline for reduced room rate is November 12!

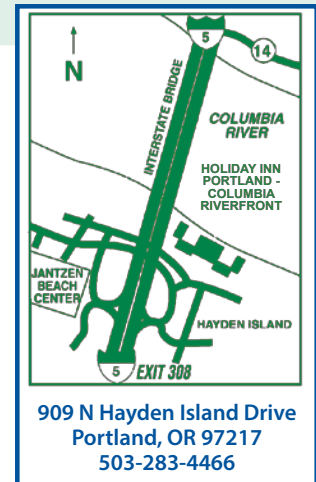
Accreditation

If you need continuing education credits (CEUs) to keep certifications or licenses current, complete the form provided in your on-site attendee packet. This form is proof of attendance at sessions you wish to submit for accreditation. Submit your form, with required signatures and program descriptions of applicable sessions, directly to your accrediting organization, and keep a copy for your records.

Accommodation for disabilities

The Holiday Inn Portland — Columbia Riverfront is wheelchair accessible. If you need special accommodations to attend conference sessions, be sure to complete the Special Accommodations Section of the registration form. Information concerning additional services for the disabled will be available at the registration desk.

**Pre-register for sessions
by November 24**



Schedule at a glance



Tuesday, December 2, 2025

- 7:30 a.m.** Registration opens
- 7:30-8:30 a.m.** Networking Breakfast (*hot breakfast buffet provided*) – Grand Ballroom
- 7:30 a.m.-3:30 p.m.** Exhibits open

SESSION 1

- 8:30-9:45 a.m.** Opening and Keynote: Accidents are Forever
- 9:45-10:30 a.m.** Break and Visit Exhibits; Passport activity begins

SESSION 2

- 10:30 a.m.-noon**
- Planning for Emergencies for Our Daily Lives
 - Address the Stress: Mental Health for You and Your Teams
 - Fleet Safety and Compliance: Making Decisions that Save Lives on Our Roadways
 - Leadership and the Human Element (*10:30 a.m.-5 p.m.*)
 - Roundtable: Training/Retaining Employees
- Noon-1:30 p.m.** Lunch (*provided*) and Visit Exhibits – Prize drawing at 12:30 p.m.

SESSION 3

- 1:30-3 p.m.**
- Leadership and the Human Element (*continued*)
 - Trust Me — It's Safe!: Psyching You Out With Psychological Safety (*1:30-5 p.m.*)
 - Heat Mapping Study in Clark County (*Washington*) and Heat Stress: Know the Signs and Prevent a Tragedy
 - Use AI to Improve Safety in Manufacturing Environments
 - Roundtable: Rope Rescue
- 3-3:30 p.m.** Break and Visit Exhibits

SESSION 4

- 3:30-5 p.m.**
- Leadership and the Human Element (*concludes*)
 - Trust Me — It's Safe!: Psyching You Out With Psychological Safety (*continued*)
 - Hand Safety
 - Valued Communication
 - Roundtable: One Team, One Goal: Communicating Safety Across All Levels

Register online at safetyseries.cventevents.com/wppfp25

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Schedule at a glance

Wednesday, December 3, 2025

- 7:30 a.m.** Registration opens
Networking Breakfast (*hot breakfast buffet provided*) – Grand Ballroom
- 7:30 a.m.-3 p.m.** Exhibits open

SESSION 5

- 8-8:45 a.m.** General Session: The Past, Present, and Future of Safety
- 8:45-9:30 a.m.** Visit Exhibits; Passport activity begins

SESSION 6

- 9:30-11:30 a.m.**
- Improving the Effectiveness of Safety Committees
 - Incident and Accident Analysis (*repeat session on Thursday*)
 - Managing Our Driving Behaviors (*repeat session on Thursday*)
 - Proven Strategies for Improving Interactions (*9:30 a.m.-4:30 p.m.; repeat session on Thursday*)
 - Roundtable: What Is My Why?
- 11:30 a.m.-1 p.m.** Lunch (*provided*) and Visit Exhibits – Prize drawing at noon

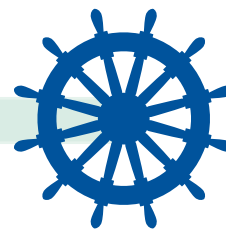
SESSION 7

- 1-2:30 p.m.**
- Proven Strategies for Improving Interactions (*continued*)
 - Roundtable: Safety Committees
 - Show Me the Way – Being a Leader for Safety
 - Hazardous Line Breaking: Program Overview and Best Practices Discussion
 - Health Impacts of Occupational Exposures in the Wood Products Industry: Evaluating Risk
- 2:30-3 p.m.** Break and Visit Exhibits

SESSION 8

- 3-4:30 p.m.**
- Proven Strategies for Improving Interactions (*concludes*)
 - Managing Strains and Sprains: From Prevention to Protocol
 - Chemical Safety Starts Here!
 - Stop the Bleed
 - Roundtable: PITs, Pedestrians, and Best Practices
- 5:30 p.m.** Awards Presentation and Dinner
Prize Drawing

Schedule at a glance



Thursday, December 4, 2025

7:30 a.m.

Registration opens

Networking Breakfast (*hot breakfast buffet provided*) – Grand Ballroom

SESSION 9

8:15-9 a.m.

General Session: What is My Why?

SESSION 10

9:30-11:30 a.m.

- So You Think You Know OSHA Codes – Test Your Safety Knowledge!
- Incident and Accident Analysis (*repeat session from Wednesday*)
- Fundamentals of Keeping Steam and Condensate Safe
- Proven Strategies for Improving Interactions (9:30 a.m.-3:30 p.m.; *repeat from Wednesday*)
- Managing Our Driving Behaviors (*repeat session from Wednesday*)

11:30 a.m.-12:30 p.m.

Lunch (*provided*)

SESSION 11

12:30-1:45 p.m.

- Proven Strategies for Improving Interactions (*continued*)
- Electrical Safety for All Employees: Tying NFPA 70E, OSHA, and NFPA 70B Together
- Communication: The Vital Key to Safety, No Matter the Generation
- Opioid Awareness, Education, and Overdose Reversal
- Roundtable: Hot Work

1:45-2:15 p.m.

Break – Lower lobby by breakout sessions



Schedule at a glance

SESSION 12

2:15-3:30 p.m.

- Proven Strategies for Improving Interactions (*concludes*)
- Nutrition and Wellness in the Workplace
- Synthetic Ropes in the Forest Products Industry
- Basic Air Monitoring for the Pulp and Paper Industry: Most Important Elements
- Roundtable: LO/TO

COMPANY MEETINGS

3:45-4:45 p.m.

- Spill the Tea with Mandie and Debbie – Reflections and Connections: Sharing Your Conference Experience (*open to those without a company meeting*)
- Georgia-Pacific Company Meeting
- International Paper Company Meeting
- Smurfit WestRock Paper Company Meeting
- Smurfit WestRock Container Plant Company Meeting

Friday, December 5, 2025

7:30 a.m.

Registration opens

7:30-8:30 a.m.

Networking Breakfast (*hot breakfast buffet provided*) – Grand Ballroom

SESSION 13

8:30-11:30 a.m.

General Session: No Awareness, No Safety, Know Awareness, Know Safety!

11:30-11:45 a.m.

Break

11:45 a.m.-noon

Conclusion and Prize Drawings

Register online at safetyseries.cventevents.com/wppfp25

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Tuesday, December 3

7:30 a.m.

Registration opens and Networking Breakfast
(hot breakfast buffet provided) – Grand Ballroom

7:30 a.m.-3:30 p.m.

Exhibits open

SESSION 1

8:30-9:45 a.m.

Opening and Keynote

- ▶ **Mandie Bryant and Debbie Mattinen**
Conference Planning Committee Co-chairs
- ▶ **Renée Stapleton**
Administrator, Oregon OSHA, Salem
- ▶ **Washington Department of L&I (DOSH)**
Representative

Keynote: Accidents Are Forever

When an accident happens, people typically only think of the immediate outcome, but the aftermath has long-lasting effects on everyone involved. Your family, friends, and co-workers all get exposed in different ways. We discuss how these relationships are affected by an injury.

- ▶ **Matt Pomerinke**
Safety Specialist
Smurfit WestRock, Longview, Washington

9:45-10:30 a.m.

Break and Visit Exhibits

SESSION 2

10:30 a.m.-noon

Planning for Emergencies for Our Daily Lives

We never know where or when an emergency will happen. You could be at work, family members at school, and your partner out of town. Do you have a plan in place for when everyone is separated by the many factors that are part of our daily lives?

- ▶ **Garye Twichell, CSP**
Senior Safety Leader
Smurfit WestRock, Longview, Washington

Address the Stress: Mental Health for You and Your Teams

If you are feeling stress, pressure, anxiety, or just plain burned out, this session is for you. If you have employees who are struggling, this session is for you. If you just wonder how your employees are getting by and want to help, this session is for you. We do a dive into the current statistics for mental health (including suicide and substance use disorder) as well as why it is a workplace concern. Attendees leave with the ability to identify and deploy best practices relative to mental health in the workplace. Attendees develop a plan for self-care by means of identifying healthy coping and resilience skills they can bolster for themselves and model for their teams. Lastly, attendees leave with a strategy on how to de-escalate someone in crisis in a psychologically safe and effective manner.

- ▶ **Mandy Kime, MS, BS, BA, CSP, CHST**
Director of Safety Services
Associated General Contractors of Washington
Seattle, Washington



Sessions

Tuesday, continued

Fleet Safety and Compliance: Making Decisions That Save Lives on Our Roadways

This session focuses on the lifesaving results of effective fleet compliance and driver safety practices. Drawing on more than 25 years of experience in motor carrier enforcement and DOT compliance, the speaker highlights strategies for reducing roadway conflicts, promoting collision prevention, and ensuring regulatory compliance. Attendees gain practical tools to help drivers make informed and responsible decisions that not only reduce risk and improve operations, but also protect lives on our roadways.

- ▶ **Dave Gaffney**
Senior Fleet Compliance Manager
Papé Group Inc., Eugene

Leadership and the Human Element (10:30 a.m.-5 p.m.)

Many managers and supervisors are promoted to leadership positions because of their technical skills. Unfortunately, they may focus their time addressing worker attitudes, but in reality, they can only influence worker performance. Much of a leader's success is based on motivating employees to perform tasks in ways that produce quality products and services quickly and efficiently. You will have the opportunity to examine your leadership skills and practice key management concepts that affect business success by expanding your people skills. This workshop explores conscious leadership from the following perspectives:

- Organizational culture
 - Continuous improvement
 - Performance technology
- ▶ **Dan Miller**
President
Dan Miller & Associates, Bend

Roundtable: Training/Retaining Employees

This roundtable is a time to share strategies facilities are using to keep new hires. It's also an opportunity to discuss what a solid onboarding process looks like. So you got new employees, how do you keep them?

- ▶ **Jeremy Whiteside**
Crane Tech
Georgia-Pacific Wauna, Clatskanie

Noon-1:30 p.m.

Lunch (provided) and Visit Exhibits
Prize drawing at 12:30 p.m.

SESSION 3

1:30-3 p.m.

Leadership and the Human Element (continued)

Trust Me — It's Safe!: Psyching You Out With Psychological Safety (1:30-5 p.m.)

What is psychological safety? Why does it matter? How does it relate to physical safety? More importantly, how can you create psychological safety in the workplace? Prepare for an engaging and thought-provoking workshop where we dive into the realm of psychological safety. With hands-on activities and group exercises, this session demonstrates the power of psychological safety to improve physical safety and health outcomes. It also shows how anyone, from top managers to front-line workers, can be a positive force for promoting psychological safety in the workplace.

- ▶ **Timothy Carrico**
PM 10 Team Member
Smurfit WestRock, Kelso, Washington

Sessions



Tuesday, continued

Heat Mapping Study in Clark County (Washington) and Heat Stress: Know the Signs and Prevent a Tragedy

In the first part of this session, Clark County Public Health presents findings from a data collection event in summer 2024 to map temperatures throughout Clark County, Washington. The project provides a snapshot in time of how urban heat varies across neighborhoods in the county and how local landscape features affect temperature and humidity. This data can be used to inform community decision-making, guide plans to mitigate the effect of hotter summers, create more resilient communities, and save lives. This portion specifically covers: how heat affects health, features in the environment that influences heat, the project's findings, and how to use this data. The second part of this session covers the signs and symptoms of heat stress and the different categories of heat stress. The discussion shares best practices to prevent a heat-stress event from occurring. This information may not only be impactful in your workplace, but also your home life.

- ▶ **Brandi Davis, MS, CIH, CSP**
Health Enforcement Manager, Industrial Hygienist
Oregon OSHA, Tigard
- ▶ **Amy Koski**
Built Environment Coordinator
Clark County Public Health, Vancouver
Washington
- ▶ **Beth Tryck**
Climate Action Systems Analyst
Clark County Public Health, Vancouver
Washington

Use AI to Improve Safety in Manufacturing Environments

In this session, the speakers share simple ways to use artificial intelligence (AI) to improve safety. They give you tips on how to talk to AI to get the best results. You leave with prompts you can try with your crew on the next shift.

- Identify potential safety risks before starting work.
 - Use AI to help you escalate safety risks that others dismiss.
 - Prepare for your next root-cause analysis meeting to get the best results.
- ▶ **Margaret Brown**
Capability Coordinator
Georgia-Pacific, Clatskanie
 - ▶ **Chris Burns**
Capability Coordinator
Georgia-Pacific, Clatskanie

Roundtable: Rope Rescue

This session covers essential components of technical rope rescue and its equipment (*the equipment is provided*). Also included is a roundtable session where attendees can share their experiences and ask questions.

- ▶ **Daniel Ammons, Rope Technician (DPSST)**
Fire Chief
Georgia-Pacific, Toledo
- ▶ **BJ Wawrak, Rope Technician (DPSST)**
Maintenance Utility
Georgia-Pacific, Toledo

3-3:30 p.m.
Break and Visit Exhibits



SESSION 4

3:30-5 p.m.

Leadership and the Human Element *(concludes)*

Trust Me — It's Safe!: Psyching You Out With Psychological Safety *(continued)*

Hand Safety

You are born with one set of hands. You must take care of them. Discussed are the hazards of working in the pulp and paper industry, ways to help protect the hands you were born with, and the effects of living without them.

- ▶ **Keith Johanson**
Safety Specialist
Smurfit WestRock, Longview, Washington
- ▶ **Matt Pomerinke**
Safety Specialist
Smurfit WestRock, Longview, Washington

Valued Communication

Strong communication is at the heart of a safe operation. This session on valued communication shows how listening and speaking with clarity can prevent misunderstandings, reduce conflict, and build trust across crews. Attendees learn practical tools to move beyond poor habits like “you” statements, judgment, or unchecked interruptions, and instead practice receptive listening and clear speaking that keep teams aligned. By connecting communication skills to core human needs—trust, empathy, and validation—participants leave ready to strengthen crew relationships, support leadership on the ground, and create safer, more effective operations.

- ▶ **Mark Kasel**
Safety Director
Pap , Eugene

Roundtable: One Team, One Goal: Communicating Safety Across All Levels

Join us for a roundtable where hourly and salaried safety advocates, safety captains, and safety co-chairs come together to talk openly about safety. We share challenges, success stories, and practical ideas for improving how we effectively communicate across all levels. Bring your voice, your experience, and your questions. This session is about learning from each other and building a safer workplace together.

- ▶ **James Froberg**
Electrician, Maintenance Department Safety Representative
Smurfit Westrock, Longview, Washington
- ▶ **Geni Lefler**
EHS Manager
Smurfit WestRock, Tulare, California

Register online at safetyseries.cventevents.com/wppfp25

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Wednesday, December 3

7:30 a.m.

Registration opens and Networking Breakfast
(hot breakfast buffet provided) – Grand Ballroom

7:30 a.m.-3 p.m.

Exhibits open

SESSION 5

8-8:45 a.m.

General Session: The Past, Present, and Future of Safety

What did safety look like when you started your career? Loria Holden shares her experiences working in and leading safety programs for the past 20 years, as well as looks ahead at the effects artificial intelligence and other technology may have on the future of safety. Attendees reminisce, laugh, and help ponder what the future holds for the world of safety.

- **Loria Holden, CSP**
Senior Safety Manager
Smurfit WestRock, Longview, Washington

8:45-9:30 a.m.

Break and Visit Exhibits

SESSION 6

9:30-11:30 a.m.

Improving the Effectiveness of Safety Committees

Have you ever sat in your safety committee meeting feeling as if you were trapped in an episode of "The Office"? Does it seem like your safety committee does little more than have meetings to discuss safety? This course presents simple and easy-to-implement techniques to transform your safety committee from a group that merely meets to satisfy state requirements into a dynamic team that truly advances the safety of the workforce.

- **Timothy Carrico**
PM 10 Team Member
Smurfit WestRock, Kelso, Washington

Incident and Accident Analysis (repeat on Thursday)

This session explores various approaches to incident investigation, including case scenarios and interactive exercises. Participants obtain data collection and analysis skills that equip them to participate in incident investigations. We explore the distinctions between root causes and causal factors and study an actual case involving an explosion at a paper converting plant that resulted in multiple fatalities.

- **Eric Connelly, CSP**
Senior Safety Management Consultant
SAIF Corporation, Lake Oswego

Register online at safetyseries.cventevents.com/wppfp25

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Managing Our Driving Behaviors

(repeat on Thursday)

If you like to have fun while learning, then you are in for a real treat. Syd Muzzy, known all across the United States as a “driver behavior specialist,” offers a unique and fresh approach to “defensive driving” courses that keeps you and your employees alive. Topics include driver distractions, physical and mental limitations, 15 good driving habits, driver behaviors, and truths and myths regarding “drowsy driving.” You learn all about what our minds and bodies can and cannot do, as well as the limitations of the vehicles we operate. This is a fast-paced, energetic, fun, and informative course. Hang on to your seats for a passionate and emotional ride during this presentation.

- **Syd Muzzy, MA, Driver Behavior Specialist**
Traffic Safety Education Consultant
Sydney W. Muzzy Traffic Safety Education
Consultant, Vancouver, Washington

Proven Strategies for Improving Interactions

(9:30 a.m.-4:30 p.m.; repeat session on Thursday)

This class focuses on the human element in safety. This interactive one-day workshop develops and sustains essential skills and creates mindsets to improve the quality of our relationships. When people take ownership for how their behaviors affect others, more meaningful and authentic interactions are possible. When relationships break down, information is withheld, immovable positions are taken, and interpersonal dramas escalate,

negatively affecting quality, safety, and productivity. This workshop explores the human element from the following perspectives:

- Conscious communication
- Personal responsibility
- Interpersonal neurobiology

Be prepared to take a deep dive in discovering your patterns/behaviors that influence your interactions with others. Develop skills that can be applied on and off the job with family, friends, and workmates.

- **Dan Miller**
President
Dan Miller & Associates, Bend

Roundtable: What Is My Why?

In this round table setting, participants are asked the question “What is my why?” In this interactive class, all participants have the opportunity to share their thoughts about their “why” and how it affects their lives, co-workers, family, and friends. The group discusses the importance of safety to them and the purpose that motivates them to go to work each day and work safely.

- **Edward Larson**
Safety Representative
Olsson Industrial Electric, Springfield
- **Paul Schultz**
Recruiting and Career Development
Olsson Industrial Electric, Springfield

11:30 a.m.-1 p.m.

Lunch *(provided)* **and Visit Exhibits**
Prize drawing at noon

If you have questions or need help registering, call the Oregon OSHA Conference Section at 503-947-7411 or toll-free 888-292-5247, option 1.

Sessions



Wednesday, continued

SESSION 7

1-2:30 p.m.

Proven Strategies for Improving Interactions
(continued)

Roundtable: Safety Committees

This is primarily intended to be a discussion-based session. According to Oregon OSHA Administrative Rule 437-001-0765, employers are required to establish and administer a safety committee, or to hold safety meetings, to communicate and evaluate safety and health issues. Many facilities in other states voluntarily use safety committees to address safety concerns and needed changes. We discuss how our facilities fulfill requirements, as well as how others leverage these safety committees to direct and promote positive changes in their places of work. Please come ready to share your own experiences, challenges, and wins!

- **Audrey Victor, ATC, LMT**
Injury Management Safety Specialist
Georgia-Pacific, Toledo

Show Me the Way – Being a Leader for Safety

Do you remember your best boss? What characteristics made them the best? Bring these memories with you as we discuss the importance of good leaders for safety. Whether you are a leader by title or not, you can be an effective leader for safety. A good leader has more influence than they often realize. We work as a group to build the profile of a good leader and encourage participants to strengthen their own leadership characteristics.

- **Loria Holden, CSP**
Senior Safety Manager
Smurfit WestRock, Longview, Washington

Hazardous Line Breaking: Program Overview and Best Practices Discussion

This presentation and discussion group focuses on the hazards of line breaking in manufacturing maintenance with an emphasis on worker safety. Key topics include risk identification, safe work procedures, and effective communication among all team members. The importance of proper permitting and the correct use of personal protective equipment are explored in detail. Participants leave this session with practical strategies to improve their safety program and manage risk during line-breaking tasks.

- **Dustin Crawford**
Environmental Engineer, Water
International Paper, Springfield

Awards Presentation and Dinner

Wednesday, December 3 • 5:30 p.m.
Grand Ballroom

*Join us as we
celebrate 33 years!*

Dinner tickets \$50 each

Purchase in advance

Grand Prize Drawing

You must be present to win!



Health Impacts of Occupational Exposures in the Wood Products Industry: Evaluating Risk

Risk + Exposure x Hazard. This simple equation is used by industrial hygienists and environmental health and safety professionals to determine your risk at work for a myriad of health effects. This course reviews various health hazards in the wood products industry, including different types of health effects from various chemical products. You learn how to review a safety data sheet (SDS) for important information, and how you can protect yourself and your team. We also facilitate a simple exercise for you to practice how to evaluate health risks based on your SDS and knowledge of the different possible exposure routes.

- **Kim Henry, MS, CHMM, CIH**
Industrial Hygienist
SAIF Corporation, Salem

2:30-3 p.m.
Break and Visit Exhibits

SESSION 8

3-4:30 p.m.

Proven Strategies for Improving Interactions
(concludes)

Managing Strains and Sprains: From Prevention to Protocol

This course outlines the differences between strains and sprains and the grading system for them. We review the best practices for strain and sprain prevention for common pulp and paper work settings, including heavy machinery operation, roll handling, slabbing, general desk work, maintenance work, and others. We also discuss treatment for differing levels of strains and sprains including shoulder rotator cuff strengthening, ankle balance and strength, epicondylitis, and carpal tunnel programs.

- **Dr. TJ Ablan, DPT**
Industrial Medicine Specialist
Ablan PT, Kelso, Washington

Sessions



Wednesday, continued

Chemical Safety Starts Here!

This session provides a high-level yet practical overview of chemical safety in the pulp and paper industry. Participants explore core principles of hazard recognition, safe handling, and emergency response for common and high-risk chemicals encountered in mill operations. The training covers hazard communication standards, personal protective equipment selection, spill prevention and containment, and initial response protocols for unknown substances. Attendees receive take-home reference materials, checklists, and resource links to support ongoing safety improvements at their worksites. Whether you are a safety manager, supervisor, or front-line operator, this session strengthens your ability to protect people, property, and the environment!

► **Shon Christensen**

Safety Training

Code 3 Safety & Training, Vancouver, Washington

► **Trinity James**

Chemical Contractor

Nalco Water, Vancouver, Washington

Stop the Bleed

Stop the Bleed is a public awareness campaign and educational program designed to empower bystanders to act as immediate responders in bleeding emergencies. The program trains individuals on how to recognize life-threatening bleeding and how to control it using techniques such as direct pressure, wound packing, and tourniquet application until professional medical help arrives. The goal is to increase survival rates in situations where severe bleeding occurs, such as in mass casualty events or other traumatic injuries.

► **Aaron Green**

Operations and Safety Specialist

*Willamette Valley Company, Centralia
Washington*

Roundtable: PITs, Pedestrians, and Best Practices

Join this interactive roundtable session focused on improving safety in environments where powered industrial trucks (PITs) and pedestrians share space. A roundtable is a collaborative discussion format where all participants are encouraged to share experiences, challenges, and insights rather than simply listening to a lecture. This session explores real-world scenarios, common risk factors, and proven best practices for managing pedestrian and PIT interactions. Expect to engage in open dialogue with peers, exchange strategies, and walk away with actionable ideas to enhance safety in your workplace. Participants are encouraged to bring questions, examples, and ideas to contribute to this dynamic conversation.

► **Sheila Davis**

*Safety, Compliance, and Training Specialist
Wilcox+Flegel, Longview, Washington*

Register online at safetyseries.cventevents.com/wppfp25

[f](#) [in](#) | [#WPPFP](#)



Thursday, December 4

7:30 a.m.

Registration opens and Networking Breakfast
(hot breakfast buffet provided) – **Grand Ballroom**

SESSION 9

8:15-9 a.m.

General Session: What is My Why?

In this general session we talk about the feedback received from the previous day's class on "What is my why?" What does this mean to you, and how it affects your family, the company, and co-workers you work with and for? One decision can change your entire life in a quick second.

- ▶ **Edward Larson**
Safety Representative
Olsson Industrial Electric, Springfield
- ▶ **Paul Schultz**
Recruiting and Career Development
Olsson Industrial Electric, Springfield

9-9:30 a.m.

Break

9:30-11:30 a.m.

So You Think You Know OSHA Codes – Test Your Safety Knowledge!

Test your safety knowledge and impress your friends in a fun quiz show atmosphere. Attendees are assigned teams to compete in, or bring your own team and get a leg up on the competition. Teams compete against each other to test their mental mettle of OSHA codes. Make sure to drink your coffee to keep up in this fast-paced session. Your safety knowledge can help you be part of the winning team with bragging rights to having the most safety knowledge!

- ▶ **Christopher Cooke**
Regional Consultation Manager
Washington Labor & Industries, Kelso
Washington

▶ **Darcy Hendrickson, CSP**

Safety and Health Consultant
Washington Labor & Industries, Kelso
Washington

Incident and Accident Analysis

(repeat from Wednesday)

This session explores various approaches to incident investigation, including case scenarios and interactive exercises. Participants obtain data collection and analysis skills that equip them to participate in incident investigations. We explore the distinctions between root causes and causal factors and study an actual case involving an explosion at a paper converting plant that resulted in multiple fatalities.

▶ **Eric Connelly, CSP**

Senior Safety Management Consultant
SAIF Corporation, Lake Oswego

Fundamentals of Keeping Steam and Condensate Safe

The power of steam is so great it can move mountains and has the ability to kill the worst of the bad germs...almost like a super hero! This session shares the hazards of working around steam and how to respect and take care of it.

▶ **Bryan Oguri**

Business Agent
UA Local 290, White City

Proven Strategies for Improving Interactions (9:30 a.m.-3:30 p.m.;

repeat from Wednesday)

This class focuses on the human element in safety. This interactive one-day workshop develops and sustains essential skills and creates mindsets to improve the quality of our relationships. When people take ownership for how their behaviors affect others, more meaningful and authentic interactions are possible. When relationships break

Sessions



Thursday, continued

down, information is withheld, immovable positions are taken, and interpersonal dramas escalate, negatively affecting quality, safety, and productivity. This workshop explores human element from the following perspectives:

- Conscious communication
- Personal responsibility
- Interpersonal neurobiology

Be prepared to take a deep dive in discovering your patterns/behaviors that influence your interactions with others. Develop skills that can be applied on and off the job with family, friends, and workmates.

► **Dan Miller**

President

Dan Miller & Associates, Bend

Managing Our Driving Behaviors

(repeat session from Wednesday)

If you like to have fun while learning, then you are in for a real treat. Syd Muzzy, known all across the United States as a “driver behavior specialist,” offers a unique and fresh approach to “defensive driving” courses that keeps you and your employees alive. Topics include driver distractions, physical and mental limitations, 15 good driving habits, driver behaviors, and truths and myths regarding “drowsy driving.” You learn all about what our minds and bodies can and cannot do, as well as the limitations of the vehicles we operate. This is a fast-paced, energetic, fun, and informative course. Hang onto your seats for a passionate and emotional ride during this presentation.

► **Syd Muzzy, MA, Driver Behavior Specialist**

Traffic Safety Education Consultant

*Sydney W. Muzzy Traffic Safety Education
Consultant, Vancouver, Washington*

11:30 a.m.-12:30 p.m.

Lunch *(provided)*

SESSION 11

12:30-1:45 p.m.

Proven Strategies for Improving Interactions

(continued)

Electrical Safety for All Employees: Tying NFPA 70E, OSHA, and NFPA 70B Together

The intention of this training is to highlight the ties between OSHA, NFPA 70E, and NFPA 70B. NFPA 70E has been a standard since 1979, and it continues to focus on the training of industry requirements for safely executing electrical work for not just electricians, but for all employees. NFPA 70E and OSHA require the workplace to be free from recognized hazards. Too often in our industry we focus on electricians. If a company has other employees performing lockout/tagout and electrical tasks, those employees are required to understand the dangers, complete quality pre-job briefings, and ensure everything is documented. With NFPA 70B becoming a standard in 2023, there are additional requirements that support the maintenance requirements and safety policies that come with the implementation of a structured electrical maintenance program. To touch the surface, this program requires a named electrical maintenance person to oversee this program. This presentation ties all these critical topics together and provides a high-level understanding of their importance as well as what is needed to be compliant. There is a Q&A included at the end of the presentation.

- **Christopher Fink, Master Electrician WA, OR, AR, CESCO (NFPA), IR level II (Snell), Disaster Preparedness Specialist (U.S. Navy), Safety Inspector (U.S. Navy), Electrical Instructor WA, OR**
Electrical Safety Consultant
e-Hazard, Grand Ronde



Communication: The Vital Key to Safety, No Matter the Generation

Clear communication saves lives in industrial environments. Whether working alone, or in a multi-generational setting, differences can sometimes create gaps that impact safety. With Baby Boomers, Gen X, Millennials, and Gen Z all working side-by-side, understanding how each group communicates is crucial to ensuring safety messages are heard, understood, and acted on. This course focuses on bridging the generational communication styles to strengthen the safety culture, reduce misunderstandings, and keep every worker protected. Whether you work alone or in a group, improving your communications skills is always key!

► **Geni Lefler**

EHS Manager

Smurfit WestRock, Tulare, California

Opioid Awareness, Education, and Overdose Reversal

The objectives of this session include increasing awareness of the opioid crisis, education regarding opioid use, misuse and addiction, and how to recognize the signs of an overdose. Also covered in this program is training on overdose reversal using naloxone (*Narcan*). Upon completion of the training, attendees are given a two-pack of Narcan to take home.

► **Adam Caba, SAP, CADC II, QMHA II**

Substance Abuse Professional

AND Services LLC, Estacada

Roundtable: Hot Work

According to the Chemical Safety Board, many tragedies occur every year due to hot work-related accidents. Join Mike and Shauna for an open discussion about hot work and what works, what doesn't, and how to improve your program. Bring a current copy of your plant's hot work permit for reference and come prepared to share what works for you at your workplace. The intention is to learn from each other and help ensure everyone goes home to their family at the end of the day without incident or injury. The highest priority of the session is dedicated to those who may have limited/minimal exposure to hot work safety.

► **Shauna Petty**

General Mechanic

Smurfit WestRock, Longview, Washington

► **Mike Sherman**

Fabricator/Safety Rep/Instructor

Smurfit WestRock, Longview, Washington

1:45-2:15 p.m.

Break and dessert (*Lower lobby by breakout sessions*)

Sessions



Thursday, continued

SESSION 12

2:15-3:30 p.m.

Proven Strategies for Improving Interactions
(concludes)

Nutrition and Wellness in the Workplace

This session is an interactive discussion on nutritional choices, dieting, and the importance of staying properly hydrated at work. It targets the overall wellness of employees, both mentally and physically. It teaches strategies to help overcome obesity, stress, and chronic fatigue. This program is designed to help identify potential health concerns before they become serious injuries.

- **Sam Rader, BA, Certified Nutritional Consultant**
Owner
Proactive Injury Prevention Inc., Vancouver
Washington

Synthetic Ropes in the Forest Products Industry

Synthetic ropes have already replaced steel wire in some forestry applications, and with the more recently developed ropes and newer fibers, there are more opportunities to replace steel wire, chain, and shackles. These replacements are lighter, easier to handle, and just as durable. Synthetic ropes, and the blocks designed to work with these high-tech ropes, are dramatically lighter than the industry standard steel wire and matching steel blocks and shackles.

These weight savings are a huge advantage, especially when you have to pack the gear in and out of active sites. In forestry or logging, as with fishing, switching to these products can make the job easier and help create a safer working environment.

- **Mike Spear**
General Manager
Gannet Nets, Vashon, Washington

Basic Air Monitoring for the Pulp and Paper Industry: Most Important Elements

In this session you learn about:

- Air monitoring basics
- TLV (*threshold limit values*)
- DLH
- Basic use and operation
- Calibration and testing
- Go and no-go scenarios
- Typical industry chemicals

- **Steve Brewer**
Hazmat Consultant and Trainer
Code 3 Safety & Training, Freeland, Washington
- **Derek Stabell**
Owner
Code 3 Safety & Training, Freeland, Washington

Roundtable: LO/TO

This lockout/tagout roundtable starts with a short demonstration of best practices for locking out and covers basics on alternate protective measures and zero energy. The session includes an open discussion on practices and procedures at your workplace.

- **AJ Fourier**
Lock Out Tag Out Coordinator
Georgia-Pacific, Toledo
- **Jeremy Whiteside**
Crane Tech
Georgia-Pacific Wauna, Clatskanie

3:30-3:45 p.m.

Transition time



Sessions

Thursday, continued

3:45-4:45 p.m.

Spill the Tea with Mandie and Debbie – Reflections and Connections: Sharing Your Conference Experience

Wrap up your conference journey by joining fellow attendees for an interactive session designed to capture your takeaways, insights, and highlights. This is your chance to reflect on what you've learned, exchange ideas with peers, and share stories about the sessions, speakers, and moments that made the biggest impact. Whether it's a new strategy, a fresh perspective, or a memorable connection, your experiences will help create a collective snapshot of the conference. Come ready to contribute, listen, and leave with renewed energy and inspiration to bring back to your work.

► **Mandie Bryant**

Conference Co-chair

Smurfit WestRock, Longview, Washington

► **Debbie Mattinen**

Conference Co-chair

SAIF Corporation, Lake Oswego

Georgia-Pacific Company Meeting

A safety meeting for Georgia-Pacific employees.

International Paper Company Meeting

A safety meeting for International Paper employees.

Smurfit WestRock Paper Company Meeting

A safety meeting for Smurfit WestRock Paper employees.

Smurfit WestRock Container Plant Company Meeting

A safety meeting for Smurfit WestRock Container Plant employees.

Sessions



Friday, December 5

7:30 a.m.

Registration opens and Networking Breakfast
(hot breakfast buffet provided) – Grand Ballroom

11:30-11:45 a.m.

Break

SESSION 13

11:45 a.m.-noon

Conclusion and prize drawings

8:30-11:30 a.m.

General Session: No Awareness, No Safety, Know Awareness, Know Safety!

This intensive three-hour training is a critical opportunity to confront the urgent reality of workplace and personal safety in America, especially as mass shootings continue to threaten our communities. Jesus will expose vulnerable areas in our building's safety protocols that must be addressed immediately to lower the risk of violence—at work and beyond. This session is designed to empower you with essential strategies so you can return home safely every day.

► **Jesus Villahermosa Jr.**

President

*Crisis Reality Training Inc., University Place
Washington*

Special Thanks — Sponsors

The Conference Planning Committee members thank the following organizations for their generous donations to this year's conference:

<i>AWPPW Local 5 Camas, WA</i>	<i>Georgia-Pacific Wauna Clatskanie, OR</i>
<i>AWPPW Local 13 Toledo, OR</i>	<i>International Paper Springfield, OR</i>
<i>AWPPW Local 153 Longview, WA</i>	<i>Jammie's Environmental Longview, WA</i>
<i>AWPPW Local 633 Longview, WA</i>	<i>Olsson Industrial Electric</i>
<i>AWPPW Local 677 Springfield, OR</i>	<i>SAIF Corporation</i>
<i>AWPPW Washington Area Council</i>	<i>SHARP Alliance</i>
<i>Boise Cascade</i>	<i>Smurfit WestRock Container Longview, WA</i>
<i>Cowlitz-Wahkiakim Central Labor Council</i>	<i>Smurfit WestRock Paper Mill . . . Longview, WA</i>
<i>Georgia-Pacific Camas, WA</i>	<i>United Rentals</i>
<i>Georgia-Pacific Toledo, OR</i>	<i>USW Int'l Union Local 1097 Clatskanie, OR</i>
	<i>Wilcox + Flegel Longview, WA</i>

(List as of 10/13/25)

Conference history

The Pulp, Paper, & Forest Products Safety & Health Conference (formerly *Pulp & Paper Workers Safety & Health Conference*) is celebrating its 33rd year! The conference started in 1990 as a single training day with an attendance of 50 people. It was developed by the AWPPW Oregon Area Council Safety Steering Committee and Oregon OSHA. As more people became involved with the conference, more mill managers realized the value in supporting it and they made this conference the one to send employees for outside training.

There is now a planning committee with labor, management, and government representatives from Oregon, Washington, Idaho, and California. This three-and-a-half-day event is the largest safety and health conference in the West dedicated to providing quality educational opportunities for the pulp, paper, and converting industries. Past attendance has exceeded 450 people and, each year, the conference program gets better. The conference offers more than 45 workshops and sessions and 40 exhibit booths showing the latest safety-and-health products and services. There is an awards ceremony and dinner that acknowledges safety and health excellence in the industry.



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



Holiday Inn Portland – Columbia Riverfront • Portland, Oregon

All parts of the registration form must be completed before we can process your registration.

Name: _____

Company: _____

Job title:

Business mailing address:

City: _____ State: _____ ZIP: _____

Phone: _____ Ext.: _____

(Must be unique e-mail address; no duplicate e-mails) _____

Is this the first WPPFP Conference you've attended? ☐ Yes ☐ No

Check all that apply

- | | |
|---|-------|
| ☐ Full conference (Dec. 2-5)..... | \$450 |
| ☐ One day – Tuesday (Dec. 2)..... | \$150 |
| ☐ One day – Wednesday (Dec. 3)..... | \$150 |
| ☐ One day – Thursday (Dec. 4)..... | \$150 |
| ☐ One day – Friday (Dec. 5)..... | \$50 |
| ☐ Awards dinner @ \$50 per person (<i>purchase in advance</i>) | |

How many Award dinner tickets _____ \$ _____

TOTAL ENCLOSED \$

*Check, credit card, or purchase order
must accompany registration form.*

Mailing address:

Pulp, Paper, & Forest Products Conference
PO Box 5640 • Salem, OR 97304-0640

Scan/email: oregon.conferences@dcbs.oregon.gov
Fax: 503-947-7019

Questions?

Call the conference Section toll-free at
888-292-5247, option 1 or in Salem **503-947-7411**

FOR PRE-REGISTRATION, RETURN BY NOVEMBER 24, 2025.

Some sessions may close; if you intend to register on-site, call for session availability, 503-947-7411.

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(Continued on next page)

Credit Card #:

For your protection, your credit card number will be shredded after processing.

Part 2

For each time period, circle the **1** next to the session you would most like to attend.
Also circle the **2** next to the session that is your second choice for that time period.

(See **Schedule at a glance**, pages 6–9
for registration times, breaks, and meals.)

Tuesday, December 2, 2025

7:30-8:30 a.m.

- ☐ Yes, I will attend the Networking Breakfast
(hot breakfast buffet provided)

8:30-9:45 a.m.

SESSION 1

- ☐ Yes, I will attend the Opening and Keynote:
Accidents are Forever

10:30 a.m.-noon

SESSION 2

- 1 2 Planning for Emergencies for Our Daily Lives
1 2 Address the Stress: Mental Health for You and Your Teams
1 2 Fleet Safety and Compliance: Making Decisions That Save Lives on Our Roadways
1 2 Leadership and the Human Element (10:30 a.m.-5 p.m.)
1 2 Roundtable: Training/Retaining Employees

1:30-3 p.m.

SESSION 3

- Leadership and the Human Element (continued)
1 2 Trust Me — It's Safe!: Psyching You Out With Psychological Safety (1:30-5 p.m.)
1 2 Heat Mapping Study in Clark County (Washington) and Heat Stress: Know the Signs and Prevent a Tragedy
1 2 Use AI to Improve Safety in Manufacturing Environments
1 2 Roundtable: Rope Rescue

3:30-5 p.m.

SESSION 4

- Leadership and the Human Element (concludes)
■ Trust Me — It's Safe!: Psyching You Out With Psychological Safety (continued)
1 2 Hand Safety
1 2 Valued Communication
1 2 Roundtable: One Team, One Goal: Communicating Safety Across All Levels

Wednesday, December 3, 2025

7:30-8:45 a.m.

SESSION 5

- ☐ Yes, I will attend the Networking Breakfast
(hot breakfast buffet provided) and General Session:
The Past, Present, and Future of Safety

9:30-11:30 a.m.

SESSION 6

- 1 2 Improving the Effectiveness of Safety Committees
1 2 Incident and Accident Analysis (repeat session on Thursday)
1 2 Managing Our Driving Behaviors (repeat session on Thursday)
1 2 Proven Strategies for Improving Interactions (9:30 a.m.-4:30 p.m.; repeat session on Thursday)
1 2 Roundtable: What Is My Why?

1-2:30 p.m.

SESSION 7

- Proven Strategies for Improving Interactions (continued)
1 2 Roundtable: Safety Committees
1 2 Show Me the Way – Being a Leader for Safety
1 2 Hazardous Line Breaking: Program Overview and Best Practices Discussion
1 2 Health Impacts of Occupational Exposures in the Wood Products Industry: Evaluating Risk

3-4:30 p.m.

SESSION 8

- Proven Strategies for Improving Interactions (concludes)
1 2 Managing Strains and Sprains: From Prevention to Protocol
1 2 Chemical Safety Starts Here!
1 2 Stop the Bleed
1 2 Roundtable: PITs, Pedestrians, and Best Practices

Thursday, December 4, 2025

7:30-9 a.m.

SESSION 9

- ☐ Yes, I will attend the Networking Breakfast (hot breakfast buffet provided) and General Session: What is My Why?

9:30-11:30 a.m.

SESSION 10

- 1 2 So You Think You Know OSHA Codes – Test Your Safety Knowledge!
1 2 Incident and Accident Analysis (repeat session from Wednesday)
1 2 Fundamentals of Keeping Steam and Condensate Safe
1 2 Proven Strategies for Improving Interactions (9:30 a.m.-3:30 p.m.; repeat from Wednesday)
1 2 Managing Our Driving Behaviors (repeat session from Wednesday)

12:30-1:45 p.m.

SESSION 11

- Proven Strategies for Improving Interactions (continued)
1 2 Electrical Safety for All Employees: Tying NFPA 70E, OSHA, and NFPA 70B Together
1 2 Communication: The Vital Key to Safety, No Matter the Generation
1 2 Opioid Awareness, Education, and Overdose Reversal
1 2 Roundtable: Hot Work

2:15-3:30 p.m.

SESSION 12

- Proven Strategies for Improving Interactions (concludes)
1 2 Nutrition and Wellness in the Workplace
1 2 Synthetic Ropes in the Forest Products Industry
1 2 Basic Air Monitoring for the Pulp and Paper Industry: Most Important Elements
1 2 Roundtable: LQ/TO

3:45 a.m.-4:45 p.m.

- ☐ Spill the Tea with Mandie and Debbie – Reflections and Connections: Sharing Your Conference Experience
☐ Georgia-Pacific Company Meeting
☐ International Paper Company Meeting
☐ Smurfit WestRock Paper Company Meeting
☐ Smurfit WestRock Container Plant Company Meeting

Friday, December 5, 2025

7:30-11:30 a.m.

SESSION 13

- ☐ Yes, I will attend the Networking Breakfast (hot breakfast buffet provided); General Session: No Awareness, No Safety, Know Awareness, Know Safety!

Special accommodations:

- ☐ Check if you require special (ADA or dietary) services.
Attach a written description of your needs.

Part 3 – Attendee Profile

Check one:

- ☐ Employee ☐ Management ☐ Owner
☐ Consultant ☐ Other

Are you a safety committee member?

- ☐ Yes ☐ No

How many years have you attended the conference?

- ☐ First year ☐ 2–3 years
☐ 4–6 years ☐ more than 6 years

How many employees are at your worksite:

- ☐ 1–20 employees ☐ 21–50 employees
☐ 51 or more employees