OREGON HEALTH & SAFETY RESOURCE

A QUARTERLY PUBLICATION OF OR-OSHA

Safe lift techniques

— An introduction to equipment designed to assist with safely lifting patients from beds and exam tables First Quarter 2005

www.orosha.org

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Department of Consumer and Business Services



Administrator's Message

Time to post the new calendar (and your Form 300A) in the breakroom and make a fresh start for safety and health in 2005.

The new year means new tools to help you build safer workplaces. The Oregon Nurses Association and several partners recently teamed up with the medical staff of Bay Area Hospital in Coos Bay and, thanks to an OR-OSHA grant, produced an innovative video about how to safely lifting patients in health-care settings (see Page 4).

A comment made by one of the emergency-room nurses on the project struck me: "I'm one bad lift away from unemployment."

That one phrase may speak volumes about why we need to prevent injuries. Work goes beyond providing comfort and a roof over our heads; work contributes to our lives and livelihoods. Despite the monetary benefits provided by disability insurance, workers' compensation, and other "safety nets" should an accident or injury occur, we are all truly one serious injury away from being unable to fulfil our dreams, provide for our families, and enjoy life without barriers. One more reminder to prevent injuries from occurring today — people's lives depend on it.

Ongoing training and effective supervision are still the two most important things that an employer can focus on to protect their workers. Oregon OSHA's Safe Jobs, Smart Business initiative seeks to prevent workers from



Peter De Luca

becoming injury statistics while it encourages economic growth in Oregon.

Everyone deserves to make it home from work safely every day. Let's be careful out there.

Cover:

Randi Camreta, RN, demonstrates patient safe-lift equipment at Bay Area Hospital in Coos Bay.

RESOURCE

Oregon Health and Safety Resource is published quarterly by the Oregon Occupational Safety and Health Division of the Department of Consumer and Business Services.



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If you have questions about the information in **Resource**, please call (503) 947-7428.

For general information, technical answers or information about Oregon OSHA services, please call (503) 378-3272 or toll-free within Oregon, (800) 922-2689.

Safety Break for Oregon, May 11

Employers across the state are encouraged to take part in the third annual Safety Break for Oregon on May 11.

Oregon OSHA coordinates the one-day event, designed to raise awareness and showcase the value of workplace safety and health in preventing injuries and illnesses. The Safety Break for Oregon is flexible and adapts easily to an employer's safety program. Last May, employers across Oregon found creative ways to recognize the value of safety in the workplace, honor safety achievements, salute safe workers, and demonstrate their commitment to keeping workplaces safe. Information about this year's Safety Break, including graphics for employers to use in promoting the event, is available on the Oregon OSHA Web site, www.orosha.org.

Safety Break for Oregon is an important component of the "Safe Jobs, Smart Business" education and outreach campaign launched last year by the Department of Consumer and Business Services. The purpose of the campaign is to help employers plan ahead for working safely and reduce the cost of serious workplace accidents in Oregon.

For additional information about the Safety Break for Oregon or to let Oregon OSHA know about your Safety Break event, call (503) 947-7428.



Mid-Oregon Construction Safety Summit



Two hundred people participated in the Mid-Oregon Construction Safety Summit at Eagle Crest Resort near Redmond on January 31. The one-day training session was presented by the Central Oregon Safety and Health Association (COSHA) with assistance from Oregon OSHA. Here, participants update their knowledge about fallprotection systems.

New safety videos aim to keep health care workers healthy



wo new safety-training videos to help prevent back injuries among health-care workers and their patients, which were produced from a grant provided by Oregon OSHA, are available through the Oregon OSHA Resource Center.

The Oregon Nurses Association spearheaded a project team in 2004 to educate health-care workers in Oregon about safe lift techniques and introduce them to equipment designed to assist with safely lifting patients from beds and exam tables. A second video teaches patients' family members about how safe lifting equipment can prevent injuries to patients and health-care workers.

"Family members were sometimes alarmed to see a health-care provider hoisting their loved one out of bed," says Lynda Enos, RN, video project coordinator. "Not understanding how the equipment can protect the patient and the provider from a serious injury, some people refused to allow family members to be moved this way. There was a definite need to educate family members on what this equipment was for."

The video uses medical staff of Bay Area Hospital in Coos Bay as actors.

e didn't know a lot about new procedures and new equipment, so the video was educational for us," says Kevin Rood, an emergency room nurse with Bay Area

Hospital and one of the actors in the video. "Since the video was made, we're using the safe lift techniques and equipment more. We have even loaned some equipment to a local ambulance company to help EMTs safely get patients into an ambulance. The equipment helps when the patient reaches us, too."

Seconds count when an injured person is lifted out of an ambulance upon arrival at the hospital or lifted from a gurney onto an examination table. ER personnel are most at risk for lifting injuries during these procedures.

"Back injuries and poor lifts hit pretty close to home for us in the ER," says Rood. "We joke that we're all one bad lift away from unemployment." Not all injuries are career-ending, but more than 500 Oregon health-care providers a year report serious back injuries due to sprains and strains, according to Workers' Compensation Division data.



∢ Bay Area Hospital, Coos Bay, Oregon.

The education project produced two video presentations. "Safe Patient Handling in Health Care: Applied Ergonomics for Nurses and Health Care Workers" is the instructional video for medical professionals. The second video, for patients and their families, is "Safe Patient Handling in Health Care: Patient Orientation." Each video comes with instructor and student manuals for safe-lift classes and a CD-ROM with additional resource materials.

Organizations that contributed support to the video project and assisted the ONA: Bay Area Hospital, Legacy Healthcare Systems, PeaceHealth, Oregon Association of Hospitals and Healthcare Systems, Labor Education and Research Center, Corvallis Health Services, SAIF Corporation, and Mt. Hood Community College Allied Health.

regon OSHA provides grant awards to nonprofit organizations (including associations, employee organizations, labor unions, labor-management partnerships and educational institutions) through the Safety and Health Education Grant Program. Oregon OSHA seeks innovative training projects that lead to injury and illness reduction in the health-care industry, agriculture, lumber and wood products industries, food processing and construction. For additional information about the Safety and Health Education Grant Program, go to the Oregon OSHA Web site, www.orosha.org.

"We're all one bad lift away from unemployment" — Kevin Rood, ER Nurse, Bay Area Hospital

"Safe Patient Handling in Health Care: Applied Ergonomics for Nurses and Health Care Workers" and "Safe Patient Handling in Health Care: Patient Orientation" are available for loan from the Oregon OSHA Resource Center. Contact the Resource Center, (800) 922-2689 or visit online through the Oregon OSHA Web site, www.orosha.org.





Oregon workers' compensation costs: 42nd in the nation

There's more good news about doing business in Oregon. A recent study by the Department of Consumer & Business Services shows that Oregon workers' compensation premium rates have continued to improve significantly relative to rates in other states. The report ranked Oregon premium rates at 42nd in the nation in 2004, better by seven positions from Oregon's 2002 ranking.

"I've said before that one of the great — but often ignored — truths about Oregon is our favorable business climate," Governor Ted Kulongoski said. "Oregon's workers' compensation rate ranking is a key component to this fact and continues to strengthen Oregon's ability to compete in the national and global marketplace, not only in recruiting new businesses, but also in supporting and growing existing Oregon-based companies."

The newest ranking is based on premium rates that went into effect January 1, 2004, for the 50 states plus the District of Columbia. California retained its status as the most expensive state for average workers' compensation premium rates, while North Dakota had the lowest rates. Oregon neighbors Washington and Idaho came in at 35th and 34th, respectively. Oregon's index for 2004 stood at \$2.05 per \$100 of payroll.

The rate-ranking study is updated by DCBS research analysts every two years and reported to the legislature as a measure of workers' compensation system performance. The first report, based on 1986 data, showed Oregon at that time with the sixth-highest rates in the nation. The state's rank has improved steadily since then, due to 1990 reforms of the workers' compensation system and ongoing improvements in workplace safety and health. The rate-ranking study is considered the only one of its kind nationally that is updated on a regular basis, so its results are often used as a benchmark in discussions of workers' compensation issues in other states.

"It's critical to note that as Oregon's premium rate ranking has fallen, we have also improved benefit levels significantly for injured workers," DCBS Director Cory Streisinger said. "For example, we have increased wage-replacement benefits when an injured worker is off work, and increased compensation for permanent disability. This success is not just about cutting costs for employers."

Governor Kulongoski announced in September that average Oregon workers' compensation pure-premium rates will remain flat in 2005, the third year in a row with no overall rate change. Oregon rates fell for 12 consecutive years from 1990 through 2002, for a total of 15 years of declining or flat rates and cumulative savings to employers of \$10.1 billion in premium costs.



Governor Ted Kulongoski

Source: Department of Consumer and Business Services

Oregon OSHA issues safety advisory on metal halide lamps

Oregon OSHA released a safety advisory in February to educate employers and workers about the hazard posed by ultraviolet (UV) light overexposures from broken metal halide lamps. In November 2004, almost half of the approximately 120 employees attending a meeting in a school gymnasium reported eye and skin irritation or sought medical attention in the several days following the meeting. The source of alleged UV overexposure was identified as a metal halide lamp with a broken protective cover.

Light measurements were conducted in the gymnasium by Oregon OSHA and by an environmental contractor using a broken bulb similar to the one present on the day of the exposure incident. Readings from intact bulbs were within acceptable national standards, while radiation from directly beneath the broken lamp reached the maximum allowed daily exposure levels for UV radiation within eight minutes.

The source of the excessive light radiation was a 400-watt metal halide bulb with a damaged outer protective cover. The bulb's inner quartz tube continued to function properly and radiated light energy without the UVfiltering properties of the glass cover absorbing the UV radiation. This form of lamp is common in many large building and outdoor facilities where lighting must cover a broad area such as gymnasiums, auditoriums, warehouses, warehouse retail stores, and sports facilities.

Oregon OSHA recommends the following to protect workers and visitors from possible UV overexposures:

- Educate workers about the potential hazard of UV light overexposure.
- Regularly inspect overhead lights for cracks or breakage.
- Use self-extinguishing metal halide lamps. When breakage occurs, these lamps shut down automatically; metal halide lamps with this feature are available.
- For existing lamps, consider an additional glass or plastic lens to screen UV rays. The protective lens fits beneath the light fixture.



A Hazard Alert is available for download from the Oregon OSHA Web site, **www.orosha.org**, in the "News Room" section under "Hazard Alerts" — the direct link to this page is http://www.orosha.org/ hazards/hazard.htm.



Two employers in Oregon OSHA's Voluntary Protection Program recently celebrated "Star" milestones

Timber Products Spectrum Division in White City,

was awarded VPP Star status in January. Timber Products Spectrum had a lost-workday-injury rate during 2001-2003 that was 75 percent lower than the national industry average for specialty laminators.

Timber Products Spectrum Division employs 47 people at the White City facility, which manufactures laminated wood products used in furniture, shelving, cabinets, stage sets, and other applications. The company joined the Oregon OSHA Safety and Health Achievement Recognition Program (SHARP) in May 1999 and achieved 'VPP Merit' status in 2003. 'Merit' sites meet many requirements of VPP while 'Star' sites achieve all safety-andhealth-management requirements.



Oregon OSHA also celebrated a "VPP Star" renewal for **Georgia-Pacific's Philomath operations**. Georgia-Pacific employs 140 people at the Philomath sawmill and planer facility, which manufactures dimensional lumber. The mill had a lost-workday-injury rate during 2001-2003 that was 80 percent lower than the national average for sawmills and planers.

Renewal of "Star" status for Georgia-Pacific Philomath is for a three-year period. The mill joined the Oregon OSHA Safety and Health Achievement Recognition Program (SHARP) in May 1999 before achieving VPP "Merit" status in 2003, becoming the first employer in Oregon to graduate from SHARP to VPP status.

Georgia-Pacific Philomath is one of seven VPP sites in Oregon. The other VPP sites are Georgia-Pacific Coos Bay mill, Georgia-Pacific Toledo pulp and paper mill, Kerr McGee Chemical LLC in The Dalles, Marvin Wood Products in Baker City, PW Eagle in Eugene, and Timber Products Spectrum Division (TP Spectrum) in White City.



Oregon OSHA Training Workshops

To register for the free training workshops offered by Oregon OSHA, fax your request on company letterhead to (503) 947-7462 or register on the Oregon OSHA Web site, www.orosha.org under "Education." To ask about Oregon OSHA training, call (503) 947-7443 or call toll-free within Oregon, (888) 292-5247, Option 2.

BEAVERTON

Portland Community College Capital Center, 18624 NW Walker Road in Beaverton.				
4/6/05	8:00 - Noon	#215 CONFINED SPACE SAFETY		
4/6/05	1:00 - 5:00 p.m.	#220 MANAGING YOUR VEHICLE SAFETY PROGRAM		
4/7/05	8:00 - Noon	#301 FALL PROTECTION		
4/7/05	1:00 - 5:00 p.m.	#302 EXCAVATION SAFETY		
4/19/05	8:00 - 5:00 p.m.	#199 SAFETY COMMITTEE BASIC TRAINING		
4/20/05	8:00 - Noon	#104 HAZARD IDENTIFICATION AND CONTROL		
4/20/05	1:00 - 5:00 p.m.	#106 WHAT TO EXPECT FROM AN OR-OSHA INSPECTION		

COOS BAY

Southwestern Oregon Community College Newmark Center, 2110 Newmark Avenue				
4/12/05	8:00 - 5:00 p.m.	#600 2-DAY TRAIN THE TRAINER (Continues 4/13/05)		

EUGENE

Oregon OSHA Eugene field office, 1140 Willagillespie Road, Suite 42 in Eugene

(near Valley River Center ar	d the Delta Highway).
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3/22/05	8:00 - Noon	#112 SAFETY AND THE SUPERVISOR
3/22/05	1:00 - 5:00 p.m.	#217 HEARING CONSERVATION PROGRAM
3/23/05	8:00 - Noon	#117 INDUSTRIAL HYGIENE FOR THE NON-IH
3/23/05	1:00 - 5:00 p.m.	#216 EXPOSURE CONTROL/BLOODBORNE
4/13/05	8:00 - Noon	#122 SAFETY COMMITTEE MEETING MANAGEMENT
4/13/05	1:00 - 5:00 p.m.	#126 RECOGNITION AND INCENTIVE PROGRAMS
4/14/05	8:00 - Noon	#201 ERGONOMICS AWARENESS
4/14/05	1:00 - 3:00 p.m.	#202 ERGONOMICS - BEFORE AND AFTER

KLAMATH FALLS

Klamath Falls Community College Room 310, 7390 South Sixth Street

4/5/05	8:00 - 5:00	#199 SAFETY COMMITTEE BASIC TRAINING
4/6/05	8:00 - Noon	#499 SAFETY TRAINING AND YOUR HISPANIC WORKFORCE
4/6/05	1:00 - 5:00 p.m.	#221 FORKLIFT SAFETY
4/7/05	8:00 - Noon	#201 ERGONOMICS AWARENESS
4/7/05	1:00 - 3:00 p.m.	#202 ERGONOMICS - BEFORE AND AFTER

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Oregon OSHA Training Workshops continued

LEBANON

Linn-Benton Community College - Lebanon Center, 44 Industrial Way3/16/058:00 - Noon#800 SFSB - SAFETY COMMITEE TRAINING

MCMINNVILLE

McMinnville National Guard Armory, 333 Armory Way

8:00 - Noon	#301 FALL PROTECTION
1:00 - 5:00 p.m.	#302 EXCAVATION SAFETY
8:00 - Noon	#204 LOCKOUT/TAGOUT AND MACHINE SAFEGUARDING
1:00 - 5:00 p.m.	#205 HAZARD COMMUNICATION PROGRAM
	1:00 - 5:00 p.m. 8:00 - Noon

PENDLETON

Blue Mountain Community College, Pioneer Hall Room 132, 2411 NW Carden 3/29/05 8:00 - 5:00 p.m. #600 2-DAY TRAIN THE TRAINER (Continues 3/30/05) 4/19/05 8:00 - 5:00 p.m. #199 SAFETY COMMITTEE BASIC TRAINING 4/20/05 8:00 - Noon #107 SELLING SAFETY TO MANAGEMENT 4/20/05 1:00 - 5:00 p.m. #112 SAFETY AND THE SUPERVISOR

PORTLAND

Sheet Metal Worke	rs Training Center Room 22	21, 2379 NE 178th Avenue in Portland, near 181st and Interstate 84.
4/12/05	8:00 - Noon	#117 INDUSTRIAL HYGIENE FOR THE NON-IH
4/12/05	1:00 - 5:00 p.m.	#126 RECOGNITION AND INCENTIVE PROGRAMS
4/13/05	8:00 - Noon	#119 SAFETY ACCOUNTABILITY
4/13/05	1:00 - 5:00 p.m.	#204 LOCKOUT/TAGOUT AND MACHINE SAFEGUARDING
4/27/05	8:00 - Noon	#201 ERGONOMICS AWARENESS
4/27/05	1:00 - 3:00 p.m.	#202 ERGONOMICS - BEFORE AND AFTER
4/28/05	8:00 - Noon	#401 WORKER PROTECTION STANDARD
4/28/05	1:00 - 5:00 p.m.	#205 HAZARD COMMUNICATION PROGRAM

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Where are the Safety Notes?

Loyal readers of the **Oregon Health & Safety Resource** have made it very clear — you count on our Safety Notes feature in the center of *Resource* for teaching about accident prevention. *Resource* staff are retooling the layout of Safety Notes to meet the needs of business in the 21st century. Safety Notes will return in the Second Quarter 2005 issue of *Resource*.

OregonOSHA<u>Training Workshops</u> continued

SALEM

Labor and Industries Building, Basement Room C, 350 Winter Street NE

4/5/05	8:00 - 5:00 p.m.	#199 SAFETY COMMITTEE BASIC TRAINING
4/6/05	8:00 - Noon	#105 SAFETY TRAINING BASICS
4/6/05	1:00 - 5:00 p.m.	#106 WHAT TO EXPECT FROM AN OR-OSHA INSPECTION
4/20/05	8:00 - Noon	#100 SAFETY AND HEALTH MANAGEMENT
4/20/05	1:00 - 5:00 p.m.	#107 SELLING SAFETY TO MANAGEMENT
4/21/05	8:00 - Noon	#499 SAFETY TRAINING AND YOUR HISPANIC WORKFORCE
4/21/05	1:00 - 5:00 p.m.	#220 MANAGING YOUR VEHICLE SAFETY PROGRAM

SEASIDE

Clatsop Community College South County Center, 1761 North Holladay Drive

4/5/05	8:00 - Noon	#216 EXPOSURE CONTROL/BLOODBORNE
4/5/05	1:00 - 5:00 p.m.	#217 HEARING CONSERVATION PROGRAM
4/6/05	8:00 - Noon	#112 SAFETY AND THE SUPERVISOR
4/6/05	1:00 - 5:00 p.m.	#126 RECOGNITION AND INCENTIVE PROGRAMS

_____ Mark your calendar _____ for these important dates for 2005!

February 1

300A forms must be posted

The summary of the past year's occupational injuries and illnesses must remain posted in a workplace common area **until April 30**. For more information about record keeping or Form 300 or Form 300A, call Oregon OSHA's Technical Section, **(503) 378-3272**.

April 28

Worker Memorial Day

Remember workers who have lost their lives on the job. For additional information, go to www.afl-cio.org.

April 29

Statewide observance of Worker Memorial Day during the 2005 Workplace Health and Safety in the Global Economy conference at the University of Oregon, Eugene. For additional information, go to **darkwing.uoregon.edu**/~**lerc**

May 1-7

North American Occupational Safety and Health Week For additional information, go to www.naosh.org.

May 11

Safety Break for Oregon

A one-day event to raise awareness and showcase the value of workplace safety and health in preventing injuries and illnesses. For additional information, go to **www.orosha.org** or call **(503) 947-7428**.

June 1-30

National Safety Month

For additional information, go to www.nsc.org.

One serious injury can stop the growth of your business in its tracks.

Oregon OSHA is committed to advancing workplace safety and health throughout our state. Our services help bring workers home safely to their families at the end of each day and have helped employers save \$8.8 billion in workers' compensation costs since 1990.

Training and supervision are vital for reducing injuries. Newly hired workers are especially at risk. In 2002, one-third of seriously injured workers had been on the job less than one year — 10 percent did not even make it through their first 30 days without a serious injury. Take the time to effectively train your workforce — a shortcut may cost your business in the long run.

Oregon OSHA has resources available to help you provide a safer place to work and contribute to the success of your business.

- **Consultation.** Oregon OSHA can come to your worksite and help you evaluate what your program for safety and health. Together, with an Oregon OSHA consultant, you will look for areas where improvements can be made. The consultation is free and will not trigger an enforcement action.
- **Training and Education.** Oregon OSHA offers safety-and-health workshops throughout the state, and online classes through the Oregon OSHA Web site. Training at your place of employment is also available. In addition, Oregon OSHA and its safety partners hold occupational safety-and-health conferences annually.
- **Recognition.** Employers that demonstrate commitment to workplace safety and health may qualify for Oregon OSHA's Safety and Health Achievement Recognition Program (SHARP) or Voluntary Protection Program (VPP). Successful SHARP or VPP employers with a track record of safety are removed from Oregon OSHA's scheduled inspection list.
- **Resource Center.** Oregon OSHA has publications and more than 900 videos and CD-ROMs with the latest training in workplace safety and health. These materials are available for loan to employers. Resource Center services are also available through the Oregon OSHA Web site.

Safe jobs are smart business.

Contact Oregon OSHA, (800) 922-2689 for more information, or find us on the Web: www.orosha.org.



Skanska recognized for safety at Bend and Redmond hospital projects



S kanska USA Building (Central and Southern Oregon Projects Division) was welcomed into the Oregon OSHA Safety and Health Achievement Recognition Program (SHARP) in November for an exceptional commitment to safety during the expansion of the St. Charles Medical Centers in Bend and Redmond.

At the Bend and Redmond hospital projects, Skanska did not incur an injury causing a day of work to be lost or restricted during 2003. By comparison, the statewide average injury rate for the construction industry in Oregon for 2003 was 2.3 days of lost time or restricted duties.

Skanska's contract includes 200,000 square feet of new construction at the Bend and Redmond campuses of

Cascade Healthcare Community. The work during the first part of expansion at St. Charles Medical Center in Bend involved the added challenge of erecting steel, pouring and forming concrete, and installing electrical or plumbing infrastructure while working in a fully functioning hospital and trauma center.

SHARP is a recognition program that provides incentives for, and assistance to, Oregon employers and their employees to help them find and correct hazards, develop and implement effective safety-and-health programs, continuously improve, and become self-sufficient in managing occupational safetyand-health issues. Currently, 86 employers in Oregon participate in the safety-and-health recognition program.

Employees of active SHARP worksites retain all workplace-safety-and-health rights contained in the Oregon Safe Employment Act. Oregon employers who have been in business for more than one year are eligible to apply for SHARP, regardless of size or type of business.

For additional information about creating safer workplaces through the SHARP program, contact Mark Hurliman, Oregon OSHA, (503) 947-7437.



Sisters SHARP employer makes safety easy on the hands and feet

'Keeffe's Company, makers of Working Hands and Working Feet skin-therapy products, joined the Oregon OSHA Safety & Health Achievement Recognition Program (SHARP) in February.

SHARP recognizes Oregon employers who have made a commitment to improving safety and health.

"Working with OSHA consultants Nancy Graf and Bruce DeRosier was a great experience," said Ruth Hack, safety coordinator for O'Keeffe's. "Their guidance and support throughout the safetyand-health assessment process has been a tremendous help and makes O'Keeffe's commitment to exceed expectations enjoyable."

"We're very proud to receive the SHARP certification," said Tara O'Keeffe-Broadbent, founder and president of O'Keeffe's. "We've always set high standards for health and safety in our workplace, and this demonstrates the commitment of management and our employees to maintain an injury-free environment."



The safety team of O'Keeffes accept their SHARP award from Oregon OSHA safety consultant Bruce Derosier.

O'Keeffe's Company is a familyowned business based in Sisters since 2001. The Working Hands and Working Feet products were developed by Tara O'Keeffe-Broadbent to help her father, a rancher in the Klamath Basin who suffered from dried, cracked hands and feet, despite having tried numerous skincare treatments and prescription medications. After several years of experimentation, she came up with a product that healed her father's split, cracked skin. In 2002, the company won the Austin Family Business Award sponsored by Oregon State University for the best small business owned by a woman.



▶ The staff of Jeld-Wen Millwork Manufacturing in Klamath Falls celebrates its SHARP award.





OR-OSHA has field offices across Oregon. If you have questions

or need information, call us toll-free (800) 922-2689, or phone one of the offices listed below.

Portland

1750 N.W. Naito Pkwy., Ste. 12 Portland 97209-2533 (503) 229-5910 Consultations: (503) 229-6193

Eugene

1140 Willagillespie, Ste. 42 Eugene, OR 97401-2101 (541) 686-7562 Consultations: (541) 686-7913

Pendleton

721 SE Third St., Ste. 306 Pendleton, OR 97801-3056 (541) 276-9175 Consultations: (541) 276-2353

Medford

1840 Barnett Rd., Ste. D Medford, OR 97504-8250 (541) 776-6030 Consultations: (541) 776-6016

Salem

DAS Bldg. 1st. Floor 1225 Ferry St. SE, U110 Salem, OR 97301-4282 (503) 378-3274 Consultations: (503) 373-7819

Bend

Red Oaks Square 1230 NE Third St., Ste. A-115 Bend, OR 97701-4374 (541) 388-6066 Consultations: (541) 388-6068

Salem Central

350 Winter St. NE, Rm. 430 Salem, OR 97301-3882 (503) 378-3272 Fax: (503) 947-7461

Visit us at www.orosha.org

RESOURCE

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Save these dates:

11th Annual **Region X VPPPA Conference**



May 3-5, 2005

Featuring Keynote Speaker: Dr. Rick Brinkman Rick Brinkman Productions, Inc.

DoubleTree Hotel – Riverside Boise, Idaho

Questions?

Call the Conference Section (503) 378-3272 or toll-free in Oregon (888) 292-5247 option 1 Visit www.orosha.org or www.RegionXVPPPA.org

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2005



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