



## Sacramento Safety & Health Summit

Tuesday, October 2, 2018  
Crowne Plaza Sacramento Northeast  
Sacramento, CA

Conference Presenting Sponsor

8:00 AM – 9:00 AM

Welcome / Introductions / Opening Keynote  
R.E.A.L. Safety Leadership  
Denis Baker, CSP, ASP



R.E.A.L. Safety Leadership = Relationship, Engagement, Attitude, Leadership

Safety leadership is a popular phrase. In fact, it's so popular it is typically integrated into most leadership keynotes, training and even in general conversations. It has recently become an overused phrase, but the principle of safety leadership is grossly misunderstood. The phrase, "Safety Leadership," has come to refer to one's leadership through the realm of management; creating policies and procedures, reporting incidents and gathering and analyzing statistics. While those are critical processes and important tasks, it isn't true leadership. John Maxwell said, "Leadership is influence, nothing more, nothing less." While policies, procedures, and statistics can support the direction of an organization, the leadership of people will influence employees to embrace and buy-into the goals and vision. In fact, I believe it takes leadership to change behaviors and achieve an incident-free culture. R.E.A.L. Safety Leadership will build a lifelong professional strategy by focusing on people's strengths and minimizing their weaknesses through influence. It focuses on the people and points of the safety profession that are most important;

1. Building strong, effective Relationships
2. Engaging supervisors, managers, and employees in the safety process
3. Ensuring the right Attitude exists all the time, every time
4. You'll learn how mastering the first three principles will result in Leadership.

### LEARNING OBJECTIVES

1. Examine the elements that make a person a R.E.A.L. Leader in the Safety Profession.
2. Identify what it takes to influence others to embrace the safety process.
3. Understand the role the safety professional plays in creating the safety culture through their personal leadership



**Denis Baker, CSP, ASP**  
Coach, Trainer, Speaker  
Leader influence LLC

John Maxwell says, "Leadership is influence, nothing more, nothing less." As Denis reflected on his past leadership struggles, he realized how accurate and relevant John's quote is. Because, without influence, there is no leadership, and if there is no leadership, you can achieve nothing worthwhile. With an immense desire and passion for increasing his influence and help others do the same, Denis started Leader Influence LLC and leaderinfluence.net (blog).

Through these two platforms, he has taken his passion, conviction, and desire for leadership to a higher level. In addition to his safety-related experience, Denis has become a respected leadership advisor and expert to many companies and organizations. Denis has a weekly LinkedIn post titled, "Insights To Influence," where he provides realistic and achievable insights to increase one's influence.

Denis is a John Maxwell Group Executive Director and a certified executive coach, trainer and keynote speaker. He is a passionate person of influence committed to teaching and communicating practical and relevant influencing techniques. His uniquely passionate and emotionally driven style resonates with many, creating a desire for change and becoming a more effective leader.

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[www.SacramentoSafety.com](http://www.SacramentoSafety.com) Phone: 661-472-6591 Fax: 866-751-2090

**Breakout Session #1A 9:15 AM - 10:15 AM**  
**Culture / Leadership Track**  
**The Psychology Behind Safe Decision Making:**  
**Linking Safe Behaviors To Injury Prevention**  
**Daniel Cortes, PhD**

Using Dr. Cortes' experiences in Risk Management, Law Enforcement, the Marines, and what he has learned during his studies of business psychology, this presentation will answer the question, "Why do employees do the things they do?" Knowing how psychology plays a part in the decision-making process puts safety leaders in the position to better influence safety attitudes as well as identify and deal with resistance and non-compliance as it occurs. You will leave this discussion with a better ability to motivate your staff, align their efforts to productivity, as well as create a more collaborative and proactive safety culture.

**Learning Objectives:**

1. Enable attendees to clearly define their safety goals
2. Align these goals with the needs and motivations of their staff
3. Get a better understanding of some of the forms of resistance they may have to face
4. Provide tools to address this resistance and change employees safety behaviors from that of non-compliance or compliance to commitment



**Daniel Cortes, PhD**

Safety & Health Manager - Los Angeles Region  
Zenith Insurance

Dr. Cortes has been working in the field of loss control since 2002 and has been with Zenith since 2006. He has worked with both small businesses and large multi-state organizations under a myriad of industries. Daniel uses his knowledge of business psychology and organizational leadership to engage his clients in a way to maximize financial impact and safety program effectiveness. By matching his guidance to the natural motivations of the staff,

he is best able to encourage lasting change throughout the organization. Although his service plans are specific to the needs of the client, most incorporate some level of the following activities:

- Supervisory development
- Litigation avoidance and management
- Incident investigations and root cause analysis
- Implementation of safety incentive programs and positive reinforcement

Daniel has a MA in Organizational Leadership and a PhD Business Psychology.

## **Breakout Session #1B 9:15 AM - 10:15 AM**

### **Legal / Regulatory Track**

#### **Make It Safe: Protecting the Public in or Around Construction Sites**

**Dave K. Smith, CSP, ARM, CSHM**

All construction and property owners have legal liability exposures for injuries, illness or damage caused by their operations. A sometimes-ignored element in a construction safety/risk management program is to protect the members of the public in or around your jobsites. The ASSP publishes an excellent tool ANSI/ASSE A10.34-2001 (R2012) Protection of the Public on or Adjacent to Construction Sites.

Dave Smith will discuss using the ANSI Standard to guide and document your efforts to prevent injuries. We'll review how construction contractors and owners are found legally responsible. The specific types of hazards, and hazard controls will be covered along with risk awareness for jobsite management. Bring your questions, or lessons learned, to a visually rich talk about protecting your organization

#### Learning Objectives:

1. Understand legal Liability from operations, especially in California
2. Reduce Liability Exposures by using ANSI/ASSE A10.34-2001 (R2012) Protection of the Public on or Adjacent to Construction Sites
3. Recognize Specific Hazards and Controls, illustrated



#### **Dave K Smith, CSP, ARM, CSHM**

Managing Consultant  
Dave Smith & Co

#### Career Summary Dave K Smith

- Board Certified Safety Professional with over 35 years of professional safety experience
- Broad industry experience in construction, manufacturing, services, and health care with Fortune 1000 companies to small employers
- Dave Smith & Co (20+ years), insurance risk control (15 years)
- Bachelor of Science, Safety Management, Cogswell Polytechnical College

**Breakout Session #1C 9:15 AM - 10:15 AM**  
**Training Track**  
**Communication Strategies For Difficult Conversations**  
**Robin Paggi, MA, SPHR-CA, CPLP, CPC, SHRM-SCP**

A difficult conversation usually involves having to tell someone something they don't want to hear (such as, "you're not meeting performance expectations," "I'm giving you a written warning," or "you're fired.") This workshop will identify strategies on how to deliver a difficult message and how to help the listener receive a difficult message. Participants will leave with an action plan on how to handle difficult conversations more effectively.

**Learning Objectives:**

1. Identify strategies to deliver a difficult message.
2. Identify strategies to help the listener receive a difficult message.
3. Create an action plan to handle difficult conversations more effectively.



**Robin Paggi, MA, SPHR-CA,  
CPLP, CPC, SHRM-SCP**  
Training & Development Specialist  
Worklogic HR

Robin is the Training & Development Specialist at Worklogic HR, a human resources outsourcing company in Bakersfield. She spends most of her time creating and delivering training programs for employers who want to develop their employees. She also coaches employees who need individual support to be successful in their jobs.

Robin really likes school, so she has a master's degree in Communication Studies, a master's degree in Human Resource Development, and a graduate certificate in industrial and organizational psychology. She also has certifications in human resources, training, coaching, conflict resolution, emotional intelligence, conducting investigations, and administering personality assessments.

**Breakout Session #1D 9:15 AM - 10:15 AM**  
**Industrial Hygiene Track**  
**Valley Fever - Avoidance And Mitigation -**  
**Current State Of Knowledge For Concerned Employers**  
**Michael Geyer, PE, CIH, CSP**

Valley Fever – The Disease - Coccidiomycosis

Learning Objectives:

1. Coccidioides Immitus – The biological agent that causes Valley Fever (the disease)
2. Coccidioides sp. – Where is it? Where is it not?
3. Environments that are favorable/unfavorable to the growth of Coccidioides sp.
4. How to sample a site for Coccidioides sp.
5. Is one sample at one time sufficient?
6. Can air sampling detect Coccidioides sp. spores?
7. Can inhaling a single Coccidioides sp. spore cause disease?
8. Who is at risk of exposure to the agent/disease?
9. Current institutional warnings – Cal-OSHA’s Fact Sheet, among others
10. Conflicts between the warnings and what we know about Coccidioides sp.
11. Can occupational exposure be separated from environmental exposure?
12. What employers can do to limit employee exposure?
13. Status of the Valley Fever vaccine



**Michael Geyer, PE, CIH, CSP**  
Project Director-President  
KERNTEC Industries, Inc.

Michael Geyer has worked for over 25-yrs in the field of environmental assessment, hazard mitigation/remediation, and safe work-practices. Previous to that, Mr. Geyer worked for 15-yrs in the building industry...constructing commercial, retail, and residential structures. Mr. Geyer is an expert in assessing structures for chemical and biological contaminants, and structure rehabilitation to improve building health, occupant safety, and enhance indoor air quality. He is a California-licensed general engineering contractor and a licensed Professional Engineer. He is board-certified in Industrial Hygiene and is a Certified Safety Professional. Mr. Geyer has two undergraduate degrees, one in Engineering and the other in Geology, and is near completion of a master program in Public Health.

## **Breakout Session #2A 10:45 AM - 11:45 AM**

### **Culture / Leadership Track**

#### **Safety Culture Index - How Data Can Improve The Health Of Your Safety Culture Mauricio Paz , PE, PMP, CSP, CEM & Jessica Shields**

Many safety leading indicators fall short of helping your account for areas of risk within your organization. The best leading indicator of the health of your safety program and predictor of safety risk, is safety culture. Since measuring safety culture is an intricated matter, we will discuss during this presentation an approach to measure safety culture, through the Safety Culture Index (SCI). This presentation will elaborate on how we identify the aspects that measure the SCI in your organization as well as to help the safety professional to understand, interpret, and influence SCI trends.

#### **Learning Objectives:**

1. Examine how to determine your Safety Culture Index.
2. Applying the Safety Culture Index to promote a better safety culture
3. Identifying the right leading indicators for your business to examine how these provide a way to measure culture



**Mauri Paz, PE, PMP, CSP, CEM**  
**Manager – EHS Products**  
**Cority**

Mauri Paz, PE, CSP is Cority's Manager of EHS Products. With over 15 years of experience in the field of EHS and EMIS program design and implementation management, Mr. Paz has developed and implemented EMS systems, consulted for Fortune 1000 companies in matters of EHS, and implemented various EMIS platforms for several Fortune 1000 clients. He possesses an MS degree in Chemical Engineering from UCI, holds a Professional Engineer license in the State of California, a Project Management Professional (PMP), he is a Certified Safety Professional (CSP) and a Certified Energy Manager (CEM). Before joining Cority, Mr. Paz held an EHS Manager position at a chemical plant where he helped obtain the Cal-VPP certification status for the site.



**Jessica Shields**  
**Product Marketer – Platform, Analytics, and Mobile**  
**Cority**

Jessica Shields is the Product Marketing Manager responsible for Cority's platform, BI/ Analytics, and Mobile initiatives. She's a seasoned marketer who has experience working in product management, strategy, and partner management. She has worked in leading organizations such as Rogers, Ceridian HCM, and AT&T Canada.

**Breakout Session #2B 10:45 AM - 11:45 AM**  
**Legal / Regulatory Track**  
**Top 10 Title 8 Violations and DOSH Regulatory Update**  
**Juan A. Calderon**

Join Juan Calderon from Cal/OSHA who will answer questions about Title 8 violations and also provide a DOSH regulatory update.

Learning Objectives:

1. Identifying the root causes that result in the violation of top 10 violations.
2. Conducting workplace inspections and identifying serious conditions that have the realistic possibility of injury or death.
3. Preparing for compliance with new regulations.



**Juan A. Calderon**  
District Manager  
State of California  
Division of Occupational Safety and Health  
Outreach Coordination Program

District Manager, San Francisco District Office Enforcement  
June 2011 through September 2014

District Manager, Fremont/San Jose District Office Enforcement  
February 2005 through May 2011

Associate Safety Engineer, Oakland District Office Enforcement  
July 2000 through January 2005

**Breakout Session #2C 10:45 AM - 11:45 AM**  
**Training Track**  
**4D Exercise - Do, Drop, Delegate, Defer**  
**Atis Zikmanis**

Have you ever looked at your To-Do list for today, for the week, for the month, and thought you'd never have time to do all this work? Has your calendar been so filled up with appointments and meetings and other stuff that you're actually afraid to take personal time off? Then this session on organizing your work is just for you.

**Learning Objectives:**

1. Recognize what's mission critical to your company and what's not.
2. Be able to sort your common, routine, oft-repeated tasks by the 4 D's: Do, Drop, Delegate, Defer.
3. Take Charge of your own calendar versus others filling it for you.



**Atis V. Zikmanis**  
Regional Relationship Manager  
Liberty Mutual Insurance

Atis V. Zikmanis is currently a Regional Relationship Manager, or RRM, within National Insurance Distribution at Liberty Mutual. In this position he works to strengthen relationships between Liberty Mutual and large insurance agents/brokers in Southern California, Nevada, Arizona, New Mexico, and Hawaii. His role is to be an ambassador for Liberty Mutual's value proposition, a navigator across all the National Insurance underwriting segments, and a facilitator for ease of doing business with Liberty Mutual.

Immediately prior to his RRM role, Atis spent 15 months as a Continuous Improvement Coach, coaching 5 front line managers during the implementation of the company's new management system. And for many years, Atis was a Sr. Service Director, or SSD, in Risk Control. His responsibilities as a SSD included corporate level safety consulting, risk control service plan design, and project/resource management. His background includes working with Liberty Mutual customers in virtually all industries: high tech, service, manufacturing, retail, construction, transportation, energy, finance, insurance, public entities, healthcare, entertainment, and hospitality.

Atis has been with Liberty Mutual for over 32 years. Though most of his career with Liberty Mutual has been in Risk Control, he also spent 8 years in Liberty Mutual's National Sales group as a Customer Service Manager and later Major Account Manager. So, Atis has a strong background in not only safety and risk reduction, but also the broader disciplines of risk management, claims, underwriting and insurance.

After graduating in 1980 from Duke University with a Bachelor of Arts in Mathematics and German, and prior to joining Liberty Mutual, Atis served in the military as a US Naval Officer. He was stationed in Pearl Harbor aboard the USS Sargo – one of the early nuclear-powered submarines in the fleet.

## **Breakout Session #2D 10:45 AM - 11:45 AM**

### **Industrial Hygiene Track**

#### **Controlling The Uncontrollable: Managing Exposures And Injuries In The Field**

**Peter P. Greaney, M.D.**

Non-serious incidents that could be safely managed in the field are often referred to an offsite clinic or treated as an emergency. Instruction of the use of specialized first aid kits and protocols for commonly occurring field exposures/injuries improves health outcomes. Educating employees about first aid/self-care options raises satisfaction scores, lowers costs, and reduces workers' comp claim and OSHA-recordable rates. First-aid guidance provided by an occupational clinician (physician or nurse) using telehealth applications helps relieve anxiety, expedite care and facilitate safe return to work.

#### **Learning Objectives:**

1. Use analytical techniques and practical applications to reduce potential exposures hazard before the result in injury of illness including musculoskeletal complaints
2. Learn how employer are applying telemedicine, time-of-need apps, and innovative prevention and care interventions to better manage workforce health
3. Review case studies and outcome data to understand why work during recovery is therapeutic and the serious detrimental effects associated with "worklessness"



#### **Peter P. Greaney, M.D.**

President, CEO and Medical Director  
WorkCare, Inc.

Peter P. Greaney, M.D., is a visionary thought leader who applies his clinical training and experience as a successful medical practitioner and business owner to transform the occupational health landscape. Dr. Greaney prides himself on analyzing global trends to deliver practical, integrated workforce health management solutions. His willingness to be innovative – even disruptive – sets him and his company apart. Dr. Greaney aims to produce positive outcomes for employers, working

populations and society.

As President, CEO and Medical Director of WorkCare, Inc., Dr. Greaney has multiple responsibilities. They include:

- Supervising the occupational physician team
- Consulting medical director to client companies
- Direction on strategic business development
- Ensuring the use of best clinical practices
- Presenting at professional conferences and via webinars
- Providing occupational and toxicological medical expertise

Dr. Greaney is board-certified in occupational medicine. He earned his medical degree in Ireland and completed his occupational medicine residency at the University of California Southern Occupational Health Center, Irvine, CA. Under his leadership, WorkCare serves approximately 1 million employees a year across the occupational health continuum.

## **Breakout Session #3A - 1:30 PM - 2:30 PM**

### **Culture / Leadership Track**

#### **The Many Benefits of Adding Risk Management to Your Safety Skill Set**

**Tom Kline**

If you are currently a safety professional, should you consider making a transition to a safety and risk management professional?

Safety professionals currently focused on workplace safety should consider expanding their workplace skills to include risk management. A risk management perspective will have many benefits including having more problem-solving approaches for both new and existing exposures. The additional value to your organization may enhance your professional growth opportunities.

#### **Learning Objectives**

1. How adding risk management to your workplace safety knowledge may enhance your problem-solving skills
2. Why expanding current workplace safety skills to include risk management may promote your professional growth
3. Why and how to make the transition from a workplace safety professional to a safety and risk management professional



**Tom Kline, ARM**  
**Senior Manager**  
**Risk Control Pooling**  
**Bickmore**

Tom Kline provides safety and risk management services to a wide variety of public sector clients, including cities and special districts. He helps clients assess their risk, establish and maintain their risk control programs, and comply with local, state and federal regulations. Tom provides safety and risk management training on a wide range of subjects.

Prior to joining Bickmore in 2001 as a Risk Control Manager, Tom spent over 18 years as a Safety Manager leading the safety, health, emergency response, and fire prevention efforts for several large private sector employers. Those employers experienced substantial reductions in the number of injuries, workers' compensation costs and property loss claims. He conducted numerous ergonomic studies, corporate safety audits, accident investigations, and a variety of other safety services.

Tom has a Bachelor of Science in Biochemistry from the State University of New York and an Associate in Risk Management (ARM)

Tom is a past president and current member of Sacramento Chapter American Society of Safety Professionals (ASSP).

**Breakout Session #3B - 1:30 PM - 2:30 PM**  
**Legal / Regulatory Track**  
**Workplace Violence**  
**Juan A. Calderon & Michael Alvarez**

Join Cal/OSHA leaders Juan Calderon and Michael Alvarez who will answer questions about current and proposed workplace violence regulations.

Learning Objectives:

1. Current and proposed workplace violence regulations
2. Role and duties of the employer
3. The importance of employee engagement



**Juan A. Calderon**  
District Manager  
State of California  
Division of Occupational Safety and Health Outreach  
Coordination Program

District Manager, Cal/OSHA Enforcement Outreach Coordination Program Unit  
District Manager San Francisco District Office Enforcement – June 2011 to September 2014  
District Manager, Fremont/San Jose District Office Enforcement - February 2005 to May 2011  
Associate Safety Engineer, Oakland District Office Enforcement - July 2000 to January 2005



**Michael C. Alvarez**  
Educational Outreach Trainer for the Division of  
Occupational Safety and Health (Cal/OSHA 2012 Heat  
Illness Campaign – post retired)

Chair – Board of Directors for the Safety Center Incorporated

Retired Regional Manager & Acting Program Manager for Cal/OSHA Consultation.

Cal/OSHA Emergency Response Manager, which included services during the Katrina Emergency and California Wild Fires.

Manager for Cal/OSHA's Education and Training Unit, which included formation of the unit, co-authored and edited several publications, and host of educational outreach.

Program Manager and Engineer for the Department of Transportation (CalTrans) – responsible for the California Highway Congestion Monitoring Program.

Cal/OSHA Engineer Enforcement from 1976-1987

Education: B/S Degree in Industrial Engineering and Management

**Breakout Session #3C - 1:30 PM - 2:30 PM**  
**Training Track**  
**The Future Of Office Ergonomics**  
**Kathy Espinoza, MBA, MS, CPE, CIE**

Office environments have come a long way. Yesterday's office was designed for administrative tasks and mounds of paperwork, whereas today's offices focus on computers, adjustability and sit/stand workstations. How do we prepare for the mobile workforce of the future that has more than tripled in the past decade and has turned coffee shops, cars, airports and homes into 'offices'? This session will look at the future of what 'work' looks like and discuss the shift in workforce demographics, the pace of technology and 'where' work is being done. It will also look at back pain commonly found in office workers and review what's trending in worker care.

**Learning Objectives:**

1. Attendees will be able to describe the office environment and purpose: Past, present and future
2. Attendees will be able to understand how a shift in workforce demographics brings new challenges to ergonomics
3. Attendees will be able to understand current burdens of back pain in the office and offer a look at what's trending in worker care



**Kathy Espinoza, MBA, MS, CPE, CIE**  
AVP, Ergonomics & Safety  
Keenan & Associates

Kathy Espinoza is a Board Certified Professional Ergonomist, with dual Master's Degrees: one in Work Science/Physiology and the other in Business Administration. She has worked at Keenan for over 15 years providing ergonomic assessments and injury prevention training to office personnel, management, executive boards, purchasing, custodial and nutrition services departments. She gained most of her experience in ergonomics while serving as the Coordinator of the Chronic Back Pain Program for Kaiser Permanente in Fontana for over 12 years. Kathy taught Ergonomics in the Workplace at UC, Riverside for over 10 years and was the 2010 recipient of the UCR Instructor Excellence Award. She has 68 articles published in the field of ergonomics.

**Breakout Session #3D - 1:30 PM - 2:30 PM**  
**Industrial Hygiene Track**  
**EH&S Compliance, Controls And Case Studies In**  
**The Lead-Based Coatings Industry**  
**Sylvia Fontes, CIH**

This session summarizes environmental health and safety compliance issues as they relate to coatings projects. It summarizes control measures that should be taken to protect employees from exposure to agents such as silica, methylene chloride, n-methyl 2 pyrrolidone, and lead. Best practices are discussed. This information is taken from the Occupational Safety and Health Administration, the National Institute of Occupational Safety and Health and the American Conference of Governmental Industrial Hygienists and Forensic Analytical Consulting Data.

**Learning Objectives:**

1. Identify the health hazards associated with the coatings industry,
2. Examine the exposure assessment data for lead and other site contaminants.
3. Evaluate control methods to reduce personal exposure



**Sylvia Fontes, CIH**  
**Director**  
**Forensic Analytical Consulting Services**

Ms. Sylvia Fontes is a Certified Industrial Hygienist (CIH) with more than 33 years' experience in comprehensive industrial hygiene services. She has worked for a variety of consulting firms and private industry throughout her career (State Fund, The FPE Group, Crawford & Co, Los Angeles County Sanitation District, HDR, Health Science Associates, Forensic Analytical Consulting) and this experience has given Ms. Fontes a comprehensive understanding of the field of Industrial Hygiene and Safety.

Ms. Fontes' environmental health and safety experience focused on supporting engineers, scientists, geologists, archeologists, and other staff with respect to their environmental, health, and safety needs. Ms. Fontes supports clients by developing safe work procedures and health & safety plans that are designed for employee use in the field. These are developed to assist in preventing injury or illness on the job site. Ms. Fontes has supported a variety of projects including Superfund sites, archeological projects, construction and restoration, landfill work, compliance assessments, assessment and removal of underground storage tanks, a border fence project, and a variety of projects on military bases.

Ms. Fontes has been actively involved in professional associations throughout her career, providing leadership on local and regional levels. Ms. Fontes is also a member of the American Industrial Hygiene Association (National and Sacramento Chapter), American Conference of Governmental Industrial Hygienists, and the American Chemical Society.

## **Breakout Session #4A - 3:00 PM - 4:00 PM**

### **Culture / Leadership Track**

#### **A Day Like Any Other: Refocusing Safety On Everyday Work**

**Ron Gantt**

Much of what we do in safety management is based on our understanding of how things can and do fail, not necessarily on how things succeed. We tend to focus on what should happen, rather than what is happening. These perspectives have pretty significant consequences on what we see as the problems we need to solve as safety professionals and the tools at our disposal to solve them. We have created a blindspot for ourselves that is limiting our ability to improve our organizations. This presentation will argue for a shift in focus in the safety profession. Rather than seeing safety management as a means to improve how work is done, perhaps we can get more benefit by seeing improvement of everyday work as a means to improve safety.

#### **Learning Objectives:**

1. Identify the need to learn from everyday work.
2. List the advantages of learning how things work to improve safety performance.
3. Identify how to begin learning from everyday work.



#### **Ron Gantt**

Director of Innovation & Operations  
Reflect Consulting Group

Ron is the Director of Innovation and Operations for Reflect Consulting Group. He has over 17 years experience working with organizations in chemical manufacturing, utilities, and construction to develop leadership skills, resilience, and safety management. He is a Certified Safety Professional, a Certified Environmental Safety and Health Trainer, and an Associate in Risk Management. Ron has a graduate degree in safety engineering and management, as well as undergraduate degrees in psychology and occupational safety and health. He is also a PhD student at the University of Alabama at Birmingham in Interdisciplinary Engineering. Ron is also owner and contributor at [SafetyDifferently.com](http://SafetyDifferently.com).

**Breakout Session #4B - 3:00 PM - 4:00 PM**

**Legal / Regulatory Track**

**Safety Expectations vs Reality In The Manufacturing Industry:  
Where The Breakdown Occurs, And How To Remedy It  
Doug Wilmsmeyer & Erick Watkins**

Federal and state OSH laws mandate that employers provide a safe workplace for their employees. Companies rally around safety, yet injuries and fatalities are still too high in manufacturing. According to the Mind of the Food Worker survey, 82% of frontline workers feel comfortable approaching supervisors with questions or concerns about safety. So, what is the disconnect if the great majority of workers and companies want a safe workplace?

Join Erick Watkins, Director of EHS at Pacific Coast Producers, and Alchemy Systems as we look into this peculiar phenomenon. Based on information gleaned from millions of employer-employee safety training interactions, we will pinpoint the areas where the breakdowns occur and what leading companies are doing to rectify them.

**Learning Objectives:**

1. Top-down safety messaging only goes so far
2. Peer pressure has a larger influence on day-to-day safety than corporate commitment
3. What tools companies are using to make sure everyone is on board
4. How to create an environment where each employee feels empowered to speak up about safety issues



**Doug Wilmsmeyer**

Senior Director of Strategic Relations, Alchemy Systems

Doug Wilmsmeyer is a seasoned professional focused on helping our food and manufacturing clients achieve their safety and regulatory compliance goals.

Since joining Alchemy in 2006, Doug has worked with our customers, account teams and partners to develop and deploy solutions to mitigate client risk. He has cultivated relationships with premier risk-reduction partners, including Lockton and Seyfarth Shaw.

Doug spearheaded the effort to educate Alchemy's clients in advance of the looming OSHA Special Emphasis Program (SEP) that targeted the poultry industry. He brought together experts from OSHA legal defense firms, insurance companies, poultry companies, and

Alchemy consulting teams, and formulated a proactive program that prepared clients for the increased scrutiny. The result was that Alchemy poultry clients were better prepared than their peers for the SEP. He also organized webinars and outreach on OSHA's Joint Employer rule, which has a major impact on our food processing clients.

Doug has developed partnerships to provide specialized content to our clients around the risks that they face in their specific industries, including Ecolab (chemical safety), Bettcher (meat processing safety) and ITI/Pro-Tread (driver safety). He regularly fields questions from team members on OSHA, state OSH, Workers Comp, general liability and EEOC issues.

Prior to joining Alchemy, Doug was instrumental in developing products and solutions at several startup companies in the technology, certification and education industries. With his strong business and financial background, he guided one startup to its IPO and negotiated several acquisitions.

Doug received his Bachelors in Business Administration and Quantitative Analysis from St. Louis University. He resides in the St. Louis area and is an advocate for that region's parks and bike trails network.



**Erick Watkins**

Director of EHS at Pacific Coast Producers

Certified Safety Professional (CSP) with 19 years of safety and environmental management experience. Subject Matter Expert in industrial, manufacturing and construction safety settings. Honorably discharged US Navy veteran with the Seabee construction battalions, where I engaged in contingency construction, humanitarian operations and combat engineering in a variety of worldwide locations. Bachelor's degree from University of California Davis in

Environmental Planning, a Masters Degree in Occupational Health and Safety as well as post degree certificates in Project Management & Health and Safety.