



**2019 Southwest Chapter ASSP
Professional Development Conference**
Thursday, April 11, 2019
Grapevine Convention Center, Grapevine, TX

8:30 AM – 9:30 AM - Opening Keynote
The Real Cost Of Safety
Richard McElhaney CSP, CRIS, MS

You're invited to a candid discussion with Mr. Richard McElhaney as he talks about the effects of traumatic injuries not only on the employee but on the family, coworkers, and the company. Mr. McElhaney will also speak about six accident reduction techniques that had the greatest impact over his 26 years in the health and safety field. He will also reveal what the real costs are of being safe. He will revisit the importance of the Job Safety Analysis (JSA) as a preplanning tool. "JSA's have been around for many years, but they have become complacent on many projects globally." Mr. McElhaney will review in detail an injury that occurred on one of his projects and how the use of JSA's would have prevented the injury and how the JSA process turned things around.

Learning Objectives:

1. Define Safety and Risk Management
2. Differences between Lessons Learned and Near Misses
3. Who pays the ultimate price of an injury



Richard McElhaney CSP, CRIS, MS

Richard McElhaney has been in the Health and Safety Management field for over 26 years. He has provided safety consulting services for many companies on a global scale. Mr. McElhaney has presented and worked in Australia, Canada, China, Panama, and Africa.

Mr. McElhaney received his B.S. in Occupational Safety and Health Management from Slippery Rock University of Pennsylvania in 1992. He has also earned his M.S. in Safety Science from West Virginia University in 2011. His professional designations include, Certified Safety Professional (CSP) and Construction Risk Insurance Professional (CRIS).

With over 26 years of diverse safety experience, Mr. McElhaney's expertise includes an extensive knowledge in oil & gas, heavy civil construction, general industry, and MSHA. Areas of concentration include cranes, fall protection, confined spaces, safety training, scaffolding, and global safety program development. He is also an authorized safety trainer for OSHA, MSHA, and PEC Safeland. Mr. McElhaney has been an active member in American Society of Safety Engineers since 1990.

Breakout Session #1A - 9:45 AM - 10:45 AM
Safety Management Track
Contractor Safety Prequalification: Benefits and Limits
David W. Wilbanks, Ph.D., CSP

Safety prequalification practices are increasingly recommended and used for contractor selection with the goal of reducing work-site accident risk. However, there is scarce research data to support the use of the common, well established general industry contractor safety prequalification criteria utilized. Nor is there research supporting the benefits provided by the increasing number of third party service providers facilitating the process for general industry. Are the commonly applied selection factors reflective of what safety professionals actually find important when selecting or retaining contractors?

Learning Objectives:

1. Understand the contractor safety prequalification factors commonly applied in general industry.
2. Appreciate factors commonly applied to qualify general contractors for large scale work but not commonly applied to safety prequalification.
3. Discriminate between value and non-value-added prequalification activities.



David W. Wilbanks, Ph.D., CSP
Murray State University
Assistant Professor

David Wilbanks is an assistant professor at Murray State University's Department of Occupational Safety and Health. He has more than 30 years' continued safety and health experience, including on-site and corporate assignments, in addition to servicing high-risk industries nationally and internationally. He earned a B.S. from Murray State University, an M.P.H. from Tulane University and a Ph.D. from Indiana University of Pennsylvania. Wilbanks is a Professional Member of ASSP's Purchase Area Chapter.

Breakout Session #1B - 9:45 AM - 10:45 AM
Ergonomics Track
Activity Permissive Environments
Martha Parker

What is an Activity Permissive Environment? We all know that movement is good, but what does it mean to create and use a work environment so that movement is promoted? We will review recent research from the Texas A&M ErgoCenter and discuss applications for you and your employees. In addition, we'll share ideas and example of components of activity permissive environments that we know that have been successful. You will finish this session with distinct takeaways!

Learning Objectives:

1. We will examine several different kinds of activity permissive environments and when they are most applicable.
2. Participants will be able to identify activity permissive environments and the components that make it such.
3. I will summarize recent research findings on activity permissive environments and demonstrate the "take aways" from peer reviewed research.

Martha Parker
Texas A&M ErgoCenter
Ergonomist/Project Manager

Martha Parker, M.S., CPE is an ergonomist and project manager with the Texas A&M ErgoCenter in College Station, TX. She contributes to and manages multiple consulting projects, continuing education classes, and research projects within the ErgoCenter. Formerly with m-erg, an ergonomic consulting firm based in Houston, TX, Martha was president and founder. Her m-erg team technically supported customers by offering ergonomic assistance in design, redesign, and retrofit of new and existing office and industrial workspaces. m-erg also provided ergonomic training through seminars and individual workstation evaluations. Prior to that, Martha worked for Neutral Posture, Inc. as an ergonomist and was a founding member of the Neutral Posture Ergonomic Engineering Team (NEET). She also worked for ALCOA, Tennessee Operations as the smelting safety engineer and for Texas A&M University as a graduate research assistant. She earned her M.S. degree in Safety Engineering with an Ergonomic Specialty from Texas A&M in May 1997. Her graduate thesis is entitled "An Investigation of the Transportation Methods of Laptop Computers". She acquired a B.S. in Bioengineering with an Industrial Engineering Specialty from Texas A&M in December 1995. She is a member of the Human Factors and Ergonomics Society (HFES), Institute of Industrial and Systems Engineers (IISE), and the American Society of Safety Professionals (ASSP). She is registered with the Board of Certification in Professional Ergonomics as a Certified Professional Ergonomist (CPE).

Breakout Session #1C - 9:45 AM - 10:45 AM
Developing Trends Track
Medical Marijuana & Workplace Safety Issues
Adele L. Abrams, Esq., CMSP

Medical marijuana is now legal in 33 states and DC and the laws create a confusing patchwork of protections for workers and responsibilities for employers. This session will explore the developing case law and best practices on medical marijuana and employment including: OSHA's new rules on drug testing injured workers, ADA test for "reasonable accommodation" and the "direct threat to safety" defense, how to determine "impairment" and proactive solutions on how to address medical marijuana in policy and through supervisor oversight.

Learning Objectives:

1. Apply the ADA "Direct Threat to Safety" and "reasonable accommodation" analyses to workplace situations involving workers using legal medical marijuana
2. Evaluate situations where OSHA's e-recordkeeping rule will allow drug testing of injured workers under the agency's revised policy
3. Ascertain whether a state medical marijuana law also provides employment protections
4. Identify how medical marijuana use interfaces with workers compensation and unemployment insurance issues



Adele L. Abrams, Esq., CMSP
Law Office of Adele L. Abrams PC

Adele L. Abrams is an attorney and Certified Mine Safety Professional who is president of the Law Office of Adele L. Abrams P.C., a multi-attorney firm with offices in Beltsville, MD, Denver, CO, and Charleston, WV. The firm represents employers in OSHA and MSHA litigation nationwide, and she also provides employment and safety law consultation, safety audits, industrial hygiene assistance, and training services to companies in a variety of industries.

Adele is a graduate of the George Washington University's National Law Center (JD degree), received a Graduate Certificate in Public Relations from American University, and earned her B.S. in Journalism from the University of Maryland, College Park. She serves on the adjunct faculties of the Catholic University of America in Washington, DC, and the University of Colorado-Boulder, where she teaches on employment, labor and occupational safety law. She has been a professional member of ASSP since 1997 and has been a SPY award recipient at the practice specialty, chapter, and regional level multiple times.

Breakout Session #2A - 11:15 AM - 12:15 PM
Safety Management Track
Safety As A Customer Service: Effective Communication
For The Safety Professional
Daniel Boreman

The saying goes, "it's not what you say but how you say it". In this presentation we explore some effective communication techniques for both delivering and receiving information in safety, work and even at home. We will discuss how a few customer service experiences, both good and bad, helped the presenter to redefine and improve his approach to positive and effective communication.

Learning Objectives:

1. Identify effective communication techniques.
2. Categorize the "dos and don'ts" of safety interactions.
3. Examine some effective listening tools.

Daniel Boreman
HSSE Director
EMSI

Daniel Boreman is a safety, health and environmental leader with more than fourteen years of experience in safety, rescue and emergency response. Daniel is a committed safety professional with a proven background in; program development and execution, training, compliance and team building. Daniel combines his years of practical experience and high energy to deliver informative and entertaining training sessions. Daniel is a Husband to one, Father to five, writer, veteran, safety nerd and a "People Enthusiast".

Breakout Session #2B - 11:15 AM - 12:15 PM

Ergonomics Track

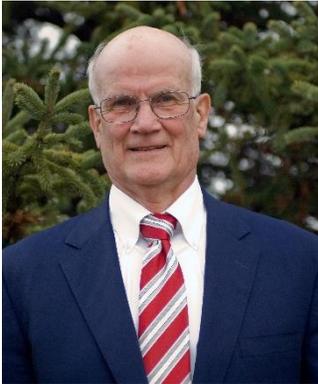
Hiring A Healthier And More Fit Worker: Wouldn't Be Nice Not To Hire The Claim

Thomas B. Gilliam, Ph.D.

IPCS offers muscular strength evaluations to employers for new hire, return to work, and the incumbent workforce. In business for more than 20 years, IPCS has transitioned from majority new hire evaluations to incumbent worker evaluations. We not only prevent employers from "Hiring the Claim" or "Returning to Work" to soon after injury, but have allowed employers to maintain a healthy and more productive workforce. Our evaluations include an individual analysis for employees and an aggregate report for employers that not only educates but provides direction in where to focus their efforts in designing a successful health and benefits program.

Learning Objectives:

1. Participants will learn how to legally select a healthier and more fit worker to safely perform the essential functions of the job which will lead to fewer injuries.
2. Participants will learn why muscular strength is a serious risk factor impacting the health and safety of every worker.
3. Participants will learn that the worker's absolute strength is 23% weaker today compared to 10 years ago and weighs 13 pounds more which is impacting performance and safety.



Thomas B. Gilliam, Ph.D.

President/Founder

IPCS

Thomas B. Gilliam, Ph. D. – Dr. Gilliam is founder and president/owner of Industrial Physical Capability Services, Inc. (IPCS).

Since 1982, Dr. Gilliam has provided isokinetic physical capability evaluations (PCE) for Fortune 1000 companies and most recently through his company IPCS, (www.ipcs-inc.com) which was founded in 1998. Through Dr. Gilliam's proprietary mathematical model, the IPCS technology has dramatically reduced worker's compensation costs and healthcare costs for its clients by legally selecting a healthier worker matched against a job task analysis. Dr. Gilliam has created a Physical Strength Risk Assessment PSRA® as a new wellness initiative that will identify an individual's risk for injury and disease. Dr. Gilliam has presented at many scientific meetings on the PCE™ procedure and process, has written scientific papers on this subject and has been a guest speaker at many medical and risk management conferences.

Dr. Gilliam is also the co-author of the book *Move It. Lose It. Live Healthy. The Simple Truth About Achieving & Maintaining a Healthy Body Weight.*

In 1973, Dr. Gilliam earned a doctorate degree from Michigan State University in exercise physiology with a minor in graduate statistics and research design. From 1974 to 1982, Dr. Gilliam was a tenured faculty member at the University of Michigan. Before resigning from his tenured faculty position, he was involved with numerous funded research projects (i.e. N.I.H., Kellogg Foundation, State of Michigan and others) that resulted in many refereed, scholarly publications.

Breakout Session #2C - 11:15 AM - 12:15 PM
Developing Trends Track
Slips/Trips/Falls: Using Technology To Go
From Awareness To Prevention
David Natalizia

Slips and trips are a major cause of injuries and losses across injuries. Many companies struggle to control these risks. This session will explore how various technological advances can help an organization move from awareness to prevention and develop actionable strategies.

Learning Objectives:

1. Identify major elements of slip and trip risks
2. Contrast awareness and prevention concepts
3. Apply technology solutions to slip and trip risk profiles

David Natalizia
National Practice Leader, Safety
Bureau Veritas

David Natalizia is a consultant specializing in safety and risk management. David began his career with the Walt Disney Company, where he spent over 17 years in a roles ranging from operations, to process improvement, to safety. David has provided safety and risk control programs to major insurance entities, Fortune 500 companies, and associations, and has helped many companies navigate through Cal-OSHA and federal OSHA inspections and enforcement activity including high-profile fatality cases. David's work centers on reducing risks in the workplace and helping companies improve safety and risk control approaches. David has served as Professional Development Conference Chair for the American Society of Safety Professionals, is a Trustee for the ASSP Foundation, is and speaks regularly on safety and risk management topics.

Breakout Session #3A - 1:15 PM - 2:15 PM
Safety Management Track
Employee Pre-Testing: What Could Go Wrong?
Jim Briggs, OTR

This fast paced and informative session is appropriate for any Risk or Safety Consultant. You will leave the session with increased knowledge of how to select employment testing vendors, when it is and is not legal or appropriate to recommend an employment test and how to determine if employment testing will create a negative or positive ROI. This session will also review the “What Went Wrong” with recent case history involving physical ability and other employment testing. So, bring your note pad, you will have questions and want to take notes.

Learning Objectives:

1. Examine Primary Federal Laws Governing Employment Test
2. Identify Validation vs Non-Validation: Why does it matter
3. Selecting an employment test: Do and Don'ts



Jim Briggs, OTR (Retired)
VP Operations
Advanced Ergonomics Inc

VP Operations; Specialty-legally defensible screening programs.

Briggs presents and publishes articles related to employment testing for a number of industry, HR magazines and the peer-reviewed journal “Work”.

His consulting work has taken him from manufacturing plants, warehouses, trucking companies, turbine generators and underground mines to the crab boats in the Bering Sea.

BS Degree in Occupational Therapy from Tennessee State University
BS Liberal Arts Degree in Criminal Justice and Business Law from the University of Tennessee. After Law Enforcement, worked in healthcare since 1978 in management and as a therapist in industrial rehab, inpatient, outpatient, orthopedics, geriatrics and traumatic brain injury.

Prior to joining Advanced Ergonomics in 2001, Mr. Briggs was the National Director of Employment Testing for HealthSouth.

Breakout Session #3B - 1:15 PM - 2:15 PM

Ergonomics Track

Design For Ergonomics: Concepts To Eliminate Risk & Boost Productivity Brock Anderson, MS, CPE, CIE, LSSBB, CSCS, SGE

In everyday life people interact with tools, devices, equipment and facilities. The design of these items impact our ability to accomplish specific goals and to do so in an efficient manner. For the most part, design engineers have limited exposure to ergonomics and human performance in their academic studies and thus, find themselves designing for function vs. usability. Designing for Ergonomics must include examination of physical and mental capacities of people and designing or changing things (tools, devices, equipment, etc.) rather than trying to change people. This presentation will provide insight to human capabilities & limitations, standard phases of the design process and specific examples of successful ergonomics design implementations.

Learning Objectives:

1. Considerations that Impact Design: Limitations and Benefits
2. Effective Phases of the Design Process
3. Examples of the Positive Benefits to Designing for Ergonomics: Productivity, Quality and Risk Reduction

Brock R. Anderson: MS, CPE, CIE, LSSBB, CSCS, SGE Founder and Principal Consultant Ergo-ology, LLC

Brock Anderson is the Founder & Principal Consultant of ergo-ology. His passion for enhancing human performance and establishing operation efficiency has landed the attention of leaders in both Sports and Industrial settings. Before launching ergo-ology in 2015, Brock worked for organizations like the Atlanta Falcons, NASA, Coca-Cola, Gulfstream Aerospace, USA Olympic Weightlifting Team and conducted several years of Muscle Fatigue Research at Auburn University. He has a dual Master's degree in Biomechanics and Physiology and post-graduate stamped Certification in Occupational Ergonomics from Auburn University. Brock is a Certified Professional Ergonomist (CPE), a Strength and Conditioning Specialist (CSCS) and Certified Lean Six Sigma Black Belt (LSSBB).

Breakout Session #3C - 1:15 PM - 2:15 PM
Developing Trends Track
Fostering Real Engagement With Those Closest To The Work
Dan Saddler, CSP, CRIS & Barry Nelson

JHA and PreTask Plans have stopped being fun. Some would argue in many cases they are not even very effective. During this session the speakers share how they are helping construction teams engage those closest to the work while at the same time bringing back the fun and value of this very important safety process.

Learning Objectives:

1. How to modify the daily planning conversations in the JHA and PTP.
2. Show how capturing videos improves the JHA/ PTP.
3. Employing artificial intelligence to flag great conversations.

Daniel Saddler, CSP, CRIS
Vice President, Safety
Structure Tone Southwest

Barry Nelson
CEO
FactorLab

Breakout Session #4A - 2:45 PM - 3:45 PM
Safety Management Track
Risk, Reliability, And Root Cause Analysis
Loyd Hamilton

The typical model for root cause analysis is problems are eliminated by solving the "root cause". It seems straightforward, but the logic is flawed. Focusing on "root cause" limits the analysis to select causes that get special emphasis as the source of the problem. Impassioned individuals will explain "without this root cause the incident never would have occurred." While their statement is true, it's not the whole truth.

An incident actually requires all of its causes, not just the ones labeled as "root cause." A thorough analysis identifies all of the causes required to produce the issue. Each cause becomes a control point for proposing solutions.

Problems don't have to be restricted to a single right answer or root cause. The best solution to a complex problem is usually a combination of a few different actions. That combination produces a cumulative reduction in risk, also known as layers of protection. Right-answer thinking incorrectly assumes that an analysis with fifteen causes requires fifteen action items. A large, detailed analysis is sometimes necessary so that the action list is small.

This presentation will cover the simple, but frequently overlooked concepts of cause-and-effect analysis and provide an example of a basic and detailed- level well integrity investigation.

We will also provide links for everyone to be able to download our Excel Cause Map template.

Learning Objectives:

1. Fundamentals of Risk Evaluation with respect to Solutions/Corrective Actions
2. Characteristics of Highly Reliable Organizations and how they use Root Cause Analysis
3. How to Expand on a 5-Why Root Cause Analysis Methodology



Loyd Hamilton
Cause Mapping RCA Investigator & Instructor
ThinkReliability

Loyd has a Bachelor of Science in Mechanical Engineering from Lamar University. Loyd has 20+ years of experience as an Engineer, Manager, Instructor and Investigator. Loyd was also a journeyman pipefitter. He has managed teams for maintenance and capital projects.

He has facilitated teams through their investigations in a variety of industries including oil refining, oil production, chemical plants, power generation, food processing, healthcare and marine.

Breakout Session #4B - 2:45 PM - 3:45 PM
Ergonomics Track
Committed To Comfort:
Your Roadmap To Creating An Effective Ergonomics Program
Lisa Harris

Ergonomics is a critical part of modern business operations. But, it can be hard to know exactly how to address ergonomics issues in your workplace. It may seem like addressing one problem creates 10 more! There are 7 critical elements of a successful ergonomics program and we will talk about each of these and discuss various ways to implement them into your organization – in a way that suits your particular needs. We will discuss common issues that arise in office ergonomics – like managing doctor’s notes, providing training and evaluations, determining what is really needed, and using policies and procedures to direct the scope of the program. At the end of this session, you will understand how these 7 elements work together to create an effective and manageable program.

Learning Objectives:

1. Attendee will be able to identify the critical components of a comprehensive ergonomics program.
2. Attendee will be able to understand the function of policies and procedures related to the ergonomics program.
3. Attendee will be able to evaluate different types of training and evaluations related to ergonomics and will understand when each is needed.
4. Attendee will be able to identify ergonomic risk factors in an office setting.

Lisa Harris, OT, CEAS
Co-Owner
Healthworks Ergonomics

Lisa Harris is a co-founder of Healthworks Ergonomics and is an occupational therapist who has specialized in ergonomics and injury prevention programs for the past 20 years. She has a special interest in helping companies implement ergonomics programs. Her experience with multiple types of organizations has allowed her to create customized programs that help employers of all sizes benefit from a good ergonomics program. In addition to program development, Lisa provides evaluations for office and non-office settings, consults in accommodations requests, creates training programs and manages ergonomics teams.

Breakout Session #4C - 2:45 PM - 3:45 PM
Developing Trends Track
An Introduction To ISO 45001
Craig E. Litton, Dr.P.H. FLS

Session Overview:

- Why did ISO 45001 come into being
- How does ISO 45001 fit into the ISO Management System Standards
- What was the process
- Who were the nations and people involved
- What is the structure
- What are some key considerations for an organization

Learning Objectives:

1. Overview of the ISO Standards System – what it is and is not
2. How ISO 45001 Developed
3. Key Concepts in the document



Craig E. Litton, Dr.P.H. FLS
Consultant and Retired Professor
Craig E Litton Consulting LLC

- Born and raised in Lubbock Texas, moved to Houston 1969 to stay
- BS Biophysical Sciences; MPH [Management], Dr.P.H. [Occupational Health and Aerospace Medicine]: Dissertation – Establishing Occupational and Environmental Design Requirements for Lunar and Mars

Settlements

- Fellow Linnaean Society of London
- 1970s Computer Operator/Programmer/Applications Manager UT M.D. Anderson Hospital
- 1980s-90s Supervisor computer science/data group then Assistant to Project Manager then Safety Manager for Tech Inc./KRUG/Wyle Labs at NASA/JSC
- 1980s founding trustee Montrose Clinic, first Corporate Treasurer, fourth Administrator
- 1980s on health services panel United Way of the Gulf Coast, point man for AIDS care funding
- House Resolution 16, 71st Legislature, First Called Session, House of Representatives, State of Texas, June 1989
- 2001-2002 Safety Manager Houston Grand Opera
- 2003-2017 Adjunct Assistant Professor Embry Riddle Aeronautical University, Houston Campus then Worldwide Online
- 2004-2017 Assistant Professor and Program Coordinator for Safety, Health and Environmental Management at Brazosport College; represented BC on USA TAGs ISO 31000/45001
- Developed ~35 courses; overall teaching ~300 course sections with ~6,000 students