



AMERICAN SOCIETY OF SAFETY PROFESSIONALS

Midnight Sun Chapter

Newsletter April to June 2019

P.O. Box 72703 Fairbanks, AK
<https://midnightsun.assp.org>

PRESIDENT'S MESSAGE

Midnight Sun Chapter President: Seth Wilson sawils064@gmail.com

It's hard to believe that my year as chapter president has already come to a close, and....well...I am being given a second chance at leading this dynamic organization with some new people on the executive committee. We have lots of work to do and I look forward to being more hands on with this upcoming year. We are saying goodbye to a very productive year that wouldn't have been possible had we not had a great executive committee going the extra mile to ensure the continued success of our chapter. This year we welcomed several new members to the chapter and said good bye to some key members who will be sorely missed. I look forward to keeping the Midnight Sun Chapter actively engaged to support both our members and our community.

Moving forward I have been thinking a lot about leadership, and not just the type that involves individuals willing to take the reins and make decisions. I mean the type of leadership where a person chooses to commit so strongly to a cause, or a belief, that they inspire others to change or think differently. When it comes to Leadership as a safety professional I feel I often let myself become distracted with the less pertinent forms of the work we are doing and maybe choose not speak up or commit to what being a safety professional means. While the written programs, and monitoring key performance indicators (KPIs) are part of the job, it isn't where I believe the heart of safety really exists. We have the opportunity every day to lead by example. We do this by going out and putting our own eyes on where the hazards exist to ensure that the people we work with on a daily basis go home as good or better than when they arrived at our places of business. Figuring out what this looks like within our own individual organizations is often the tricky part and a challenge I have faced before. However, part of being a leader in safety is overcoming these challenges through a variety of methods like actively engaging workers in problem solving, advising managers on worksite hazards and their abatement methods, or even soliciting help from outside our own organizations.

#SafetyMatters

Chapter Officers

President:

Seth Wilson

President Elect:

Don Maynor

Treasurer:

Scott MacDonald

Secretary:

June Moore

Delegate:

Tina Holland

Member At Large:

Patti Sellner

Past President:

Tyler Bones

Upcoming Chapter Meetings:

- ◇ **July 11th, 2019**
- ◇ **August 1st, 2019**
- ◇ **September 5th, 2019**

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"My goal as President is to generate meaningful membership engagement through quality training and professional development"

Seth Wilson
ASSP Midnight Sun Chapter President



Midnight Sun Chapter



Midnight Sun Chapter

President's Message Continued...

My personal goal for this upcoming 2019/2020 ASSP executive committee is being to be a visible leader by more actively pursuing our chapter goals (i.e. more training and professional development). I hope this inspires our members to not only attend meetings and other ASSP functions, but also to have a desire to be involved. As a Safety Professional I aim to commit further to the profession by staying actively engaged with the individuals who perform the daily operations. I will achieve this by actively working with them to develop solutions to everyday safety issues, and by advocating for their ideas to management. What are your goals for this year?

Here are some other questions I would like you, as ASSP Midnight Sun Chapter members, to consider for this upcoming year: What does being a Safety Professional (or affiliated business member) mean to you? What goals would you like your ASSP chapter to pursue this year to help you with your own professional development?

As always the Executive Committee always looks forward to hearing from the members so please feel free to email us should you want to be more involved. Thank you, and I hope to see all of you at the next member lunch meeting.

- Seth Wilson ASSP, Midnight Sun Chapter President

Chapter Officer Election Results for the 2019/20 Chapter Year

Our elections closed on April 28th, 2019 and results were announced at our Chapter meeting on May 2nd. The new Executive Committee will begin their term on July 1st, 2019. Here are our newly elected officers:

Rob Morris: Vice President/ President Elect

Treasurer: Patti Sellner

June Moore: Secretary

Member at Large: John Marquart

Delegate: John Clendenin

Thank you to all that volunteered to serve their Chapter by running, and thank you to everyone who took the time to vote! The results were extremely close; every vote really counts. Thanks to all that participated!

A special thank you as well to our outgoing Delegate, Tina Holland, and Treasurer, Scott MacDonald. Thank you for all your time and dedication to serving our Chapter!

The primary goal of the Midnight Sun Chapter Executive Committee is to bring meaningful training to our Chapter members and our community. Our outgoing and incoming Executive Committees have already met and are dedicated to providing beneficial training in the very near future. We expect to offer several training opportunities this coming Fall. Thank you to all that participated in our member survey and gave input on training needs. Stay tuned!

Midnight Sun Chapter Training Events





Member Spotlight - Mr. Mike Repasky, President of Summit Logistics



Mike Repasky is currently an ASSP Midnight Sun Chapter member whose career in Engineering, Management, and Leadership have exposed him to the importance of safety in the workplace and the critical role safety plays in operational and financial success.

His early Engineering career included product design, quality, and manufactur-

ing roles with a leading manufacturer of residential water treatment products. Early in his career Mike designed a motor and gear train which was used on over 80% of water softeners sold in North America between 2004 and 2014. You can find the same design still in use on products sold today. As his career advanced Mike moved into management overseeing design, manufacturing, quality, and production teams in factories throughout the US as well as overseas in Singapore and China. It was during these experiences that he learned the importance of incorporating safety considerations into projects early in the development cycle to maximize success.

Mike and his wife Christy moved to Fairbanks in 2014 to purchase Summit Logistics Inc. which specializes in the manufacture and rental of mobile office trailers, custom conex conversions, and remote camp facilities to support Alaska's oil/gas,

mining, and construction industries throughout the state. As a business owner/operator Mike has taken advantage of the many benefits of ASSP membership allowing him to effectively incorporate safety best practices across all functional areas of the business.

Mike has found that ASSP membership adds significant value to his organization providing access to the extensive network of local Safety Professionals, opportunities to learn about technical safety topics, access to emerging industry trends, and exposure to new safety and health technologies. He also likes that our chapter is supportive and willing to assist one another in solving safety and health issues experienced at our individual work places.

Thanks for being a member Mike!



WISE

Women in Safety Excellence

WISE Updates from our Chapter WISE Representative, Tina Holland

WISE update: The WISE retreat was a huge success with a record number of attendees. The retreat was sold out and the networking event and retreat were both well attended.

The PPE fashion show showcased some innovative and high quality items. Visit the WISE Facebook page for some of the highlights.

WISE member Sharon Kemerer, COHN-S received a 2019 Charles V Culbertson Outstanding Volunteer Service Award alongside our very own Region I RVP, James Boretta, CSP.

I'm seeking additional Chapter WISE members or Volunteers for the new Chapter year initiatives. If you're interested, please e-mail me at sandtholland@gmail.com

ASSP's Women in Safety Excellence (WISE) Common Interest Group advances ASSP members and the safety profession through education, mentorship, networking, collaboration, research and innovation.

ASSP's Annual Leadership Conference

The 2019 Leadership conference will take place October 10 – 12, 2019 at the Hyatt Regency O'Hare in Rosemont, IL. Registration will open Summer 2019. Volunteer leaders are critical to ASSP's success, our many member communities and the occupational safety and health (OSH) industry in general. That's why we invest in opportunities like this conference — complete with networking, leadership training, and team-building and problem-solving sessions — to enhance your success both with ASSP and in your careers. Volunteer leaders are critical to ASSP's success, our many member communities and the occupational safety and health (OSH) industry in general. That's why we invest in opportunities like this conference — complete with networking, leadership training, and team-building and problem-solving sessions — to enhance your success both with ASSP and in your careers. Volunteer leaders are critical to ASSP's success, our many member communities and the occupational safety and health (OSH) industry in general. That's why we invest in opportunities like this conference — complete with networking, leadership training, and team-building and problem-solving sessions — to enhance your success both with ASSP and in your careers.



American Society of Safety Professionals is your source for insights on trends in the safety profession, including developments in safety management, worker safety, government and regulatory affairs and standards.

SEVEN SKILLS EVERY SAFETY PROFESSIONAL NEEDS By Henry Skjerven

Many of the certifications that safety practitioners require involve learning and demonstrating a solid foundation in the technical side of occupational safety. In addition, safety professionals must be able to interpret and apply the countless legislations, standards and regulations applicable to their workplace and industry.

For example, those who wish to be certified as a Canadian registered safety professional must demonstrate knowledge in areas such as auditing, management systems and occupational hygiene.

While that technical knowledge and skills that come with it are critical to the work safety professionals do, they do not cover every aspect of the profession.

Effective safety professionals must, among other things, collaborate with executives, secure buy-in from workers, and present and deliver projects within a reasonable budget and time frame. This requires a set of soft skills generally not found in textbooks or on exam reading lists.

With that in mind, this article presents seven skills that every safety professional needs. While not found on certification exams, these skills are essential for safety professionals who want to excel and truly create a safe work environment.

1) Corporate Finances

To some degree, financial management is part of every safety professional's job.

We are given a safety budget to manage, and we must be able to put together a rough estimate of expenses required for proposed safety initiatives or programs.

That is essential, but is it really enough? Safety professionals know the cost of the necessary equipment and materials, but do they typically have an understanding of the actuarial tables that are used to calculate a company's risk exposures and insurance premiums? We can run a fairly accurate set of numbers to give estimators or financial planners the information they need for a bid or next year's budget, but do we also know the financial impact an aging workforce will have on the organization or the costs associated with risk mitigation of an aging workforce?

We also need to become comfortable with and adept at using the language and jargon of the boardroom and financial officers. Money drives business and we must be able to speak at that level. Often, safety professionals addressing the boardroom will discuss the consequences of investing or not investing in safety. Learn to discuss return on investment, cost-benefit analysis and risk-reward models as well. If these concepts are mystifying to you, rest assured that it is within your reach. Taking a course in basic business finance will give you the tools needed to make a business case for safety.

2) Compassion & Empathy

Compassion and empathy are guiding principles in the safety business. The majority of what safety professionals do concerns people (e.g., injured, ill or greatly distressed people) and we need to be able to relate to them. If a workplace fatality occurs, an OSH professional can run the numbers and calculate the exact costs of the event.

S/he can perform an inspection and analysis to determine what went wrong and what it would take to prevent such an event from recurring. But the safety professional must also practice empathy and demonstrate great compassion when dealing with those affected by the event.

We may not be trained as ministers, grief counselors or nurses, but we still must make compassion and empathy part of our work.

3) Ergonomics

A safety professional who has not had much exposure to ergonomics should add it to the study list. It is one of the most important subjects when it comes to proactively preventing injuries.

In the late 1990s, workers' compensation boards and large insurance carriers became increasingly concerned with the high incidence of carpal tunnel injuries. They predicted that this

would be one of the most common conditions workers faced because of the overuse of hand assembly in the electronics industry and as people became more reliant on computer use in the workplace. They were right.

Now, soft-tissue and musculoskeletal injuries are a daily occurrence in most organizations. Unless assembly tasks can be automated, employing sound ergonomic designs and processes is the best method for preventing these types of injuries.

Having a professional ergonomist in the workplace is a great asset. However, safety practitioners must have an applied level of knowledge and must be competent at two things:

- 1) managing a successful ergonomics program element in a safety management system;
- 2) explaining to management why ergonomic interventions are cost effective and why ergonomic equipment is worth investing in.

4) Fatigue Management

Tired at work? That is not surprising; studies show many workers are. Fatigue may be common but that does not make it benign. It can result in everything from poor production and quality of work to catastrophic failures and high potential for sentinel incidents (CCOHS, 2017).

Safety professionals must be able to explain the cause-and-effect relationship between fatigue and workplace incidents to an organization's decision-makers.

They must understand why it is important for workers to get enough rest. Consider a 10-day mechanical maintenance shutdown at a coal-fired power plant. Employees who take part in that shutdown will work a series of 10-, 12- or even 14-hour shifts. Not only are these employees working extended hours, they are also potentially operating on as little as 6 hours of sleep.



SEVEN SKILLS EVERY SAFETY PROFESSIONAL NEEDS Continued..

By Henry Skjerven

We must teach our peers and bosses that fatigue has a cumulative effect. The longer people stay awake and go without solid sleep, the higher the risk of fatigue-related incidents. Fatigue can kill.

It also costs millions in losses, results in low product quality and causes problems with work-life satisfaction (RMT, 2017). Safety professionals must understand this and effectively communicate the facts and the prevention methodology across organizations and the industry.

5) Labor Relations

Labor relations is no longer the sole purview of human resources and labor relations departments. More safety professionals are in the thick of it with respect to complaints, investigations, and even grievances and arbitration. This skill matters because safety and health issues are frequently included in collective agreements. Even organizations without official union affiliation are required to compete with the articles in agreements to attract staff.

As basic demands hit the bargaining table, we have to be ready to provide our senior management teams with information that will become the position we take at the table. Safety professionals may even be at the table or be called to testify at arbitration. We will also be called upon by human resources, labor relations or legal teams to produce and provide information related to the latest safety rulings from mediators, arbitrators and human rights tribunals. That means safety professionals must know where to look and how these systems operate procedurally.

For example, in some jurisdictions in Canada, it can cost as much as \$70,000 to register a case for arbitration and can involve teams of human resources and management staff in the preparation and delivery of cases. As workplace harassment and human rights complaints increase, a sound understanding of labor relations, their processes and the related laws is becoming essential. Safety professionals will be a part of, or even take the lead on, investigating complaints and be involved in collective bargaining in relation to OSH.

6) Records & Information Management

Records and information management

is not a soft skill; it is a hard-dollar skill. The safety professional who can manage and mine information is well ahead of the game. Software and data entry cannot answer all the questions, but a highly educated and well-trained safety professional can use the information to be:

- legislatively compliant;
- proactive in system and program development;
- purposefully and successfully reactive to incidents;
- accurate and professional when presenting information and data to decision-makers;
- an able assistant to human resources in job document development, defining safety-sensitive work and being proactive in recruitment;
- capable of version and document control as well as due diligence.

It is no longer enough to simply have or use information as statistics. Safety professionals must tie it to budgets, training and education as well as to the hiring process. Keeping records related to safety is simple legal due diligence; using them appropriately in a company is a best practice.

7) Leadership

Being a great safety professional means being a great leader. This means possessing and exercising leadership skills such as being a great listener, a great communicator and even being likeable. But these skills on their own are not enough. Having them will make a competent professional, but being a true leader also means knowing that the number-one job is to create more leaders. Why is this so important? A single person can drive improvements to workplace safety but ensuring a truly safe work environment and a functioning safety culture will re-

quire leaders throughout every level of an organization who take on the responsibility of keeping themselves and others safe.

As safety professionals, one of our greatest skills is knowing how to react to a situation to mitigate loss and prevent the recurrence of incidents. But true leadership also requires the emotional maturity to recognize how we lead, why we lead the way we do, and how that shapes and influences the safety leaders we create and influence within our organization.

The business world is full of people who consider themselves leaders. They value leadership and often work to develop the skills they think are needed to bring others on board with their beliefs and vision. It should be no different in the world of safety. Not everyone is convinced of the value and importance of safety systems management and, unfortunately, this is true from the boardroom to the shop floor.

Safety professionals have to be great leaders; the good news is that people are not born to lead. Leadership, like any other skill, is something that can and must be learned and practiced. Leaders are made by education, experience, professional development and the desire for personal growth. We learn to lead by being mentored and supported by our leaders, and we create new leaders by mentoring and supporting others in turn.

References

Canadian Centre for Occupational Health and Safety (CCOHS). (2017). Fatigue. Retrieved from www.ccohs.ca/oshanswers/psychosocial/fatigue.html

National Union of Rail, Maritime and Transport Workers (RMT). (2017). Fatigue kills! Long hours limit life. Retrieved from www.rmt.org.uk/about/health-and-safety/health-and-safety-resources-for-reps/fatigue-kills

Henry Skjerven has worked in safety since 1985. He has worked on the private and regulatory side of safety for union and management, and has worked on major projects across Canada, including enterprise software systems implementation projects. Skjerven has provided expert and legal opinion in OSH, human resources and labor relations, and is a regular contributor to Safeopedia (www.safeopedia.com). He is a member of Canadian Registered Safety Professionals, Board of Canadian Registered Safety Professionals and Canadian Society of Safety Engineering, which he serves at the board, national and local levels.

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AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Midnight Sun Chapter

<https://midnightsun.assp.org>

1. The purpose of the Midnight Sun Chapter is to promote the advancement of the safety profession and safety professionals in the geographical area served.

2. In fulfilling its purposes, the Chapter shall have the following objectives within the geographical area:

- To develop and/or promote educational programs for obtaining the knowledge required to perform the functions of a safety professional.
- To develop and/or disseminate locally, information and materials that will carry out the purposes of the Chapter, the Society, and serve the public.
- To provide and/or support forums for the interchange and acquisition of professional knowledge among its members.
- To foster liaison with local organizations of related disciplines.
- To inaugurate and implement such other programs and projects that are consistent with the purposes of the Charter and the Society.
- To conduct its affairs in a manner that will reflect the standards, purposes and objectives of the society.

Upcoming Chapter Meetings

The Midnight Sun Chapter meets on the first Thursday of the month at 11:45am to 1:00pm. All meetings take place at the [Westmark Hotel](#), located at 813 Noble Street #1, Fairbanks, AK 99701

- ♦ Thursday, July 11th, 2019
- ♦ Thursday, August 1st, 2019
- ♦ Thursday, September 5th, 2019

Member Milestones

The following Members are recognized for their continued dedication and service to the Profession and our Chapter as we recognize ASSP membership anniversaries (and member years as calculated by Society) this quarter:

Shane Burnett - 23 Years	Sheila Gwizdak - 12 Years	Mitchel White - 5 Years	Christine Lindquist - 2 Years
Charles Cain - 14 Years	Gregg Smith - 9 Years	Will Brophy - 2 Years	

New Members Welcome

The Midnight Sun Chapter continues to grow! The following individuals recently joined our Chapter. On behalf of our Membership, Welcome!

Gregory Hoffman Jessica Lipscomb Gregg Smith