



Spring 2018

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Snake River Chapter Newsletter

<http://snakeriver.asse.org>

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Willie Piispanen Professional Education Grants and Region II Scholarship were awarded!

The ASSE Foundation awarded the first Willie Piispanen Professional Education Grants to two of our members for their professional development: Anthony Bongiovano with Industrial Hygiene Resources, and Sondra Lavoie, a Risk Control Specialist with PayneWest Insurance. *(Photo below: Brad Giles notifies Sondra Lavoie of her award.)*

In addition, Colleen Brents, a graduate student in occupational ergonomics and safety at Colorado State University was awarded the ASSE Region II Willie Piispanen Scholarship.

Congratulations to these deserving awardees and thank you to everyone who donated! You are all helping Willie's legacy live on!



Upcoming Meetings

Executive Committee Meeting	
6-10-18; 10:30-12:00 Barrelhouse, Boise	Please confirm date and location with snakeriverasse@gmail.com
Chapter Meetings	Technical Session
5-15-18: 11:30 to 1:00 Idaho Pizza Co. 6724 N Glenwood St, Boise RSVP: snakeriverasse@gmail.com	Program Coordination on Harmful Algae Blooms in Idaho by Maureen Pepper and Brian Reese, Idaho Dept. of Environmental Quality
6-19-18: Payette Brewing???	Possible Technical Tour of Payette Brewing with Student Chapter and Idaho AIHA. More details to come.
6-26-18: 6:30 to 8:00 pm No host bar at 6:00. Sockeye Grill, 3019 N Cole Rd, Boise RSVP: snakeriverasse@gmail.com	Special Mentorship and Student Roundtable.
July	No Meeting. Happy Summer!
8-21-18: 11:30 to 1:00 Idaho Pizza Co. 6724 N Glenwood St RSVP: snakeriverasse@gmail.com	To be determined

Chapter News

Learn about harmful algae blooms in our May meeting!



Every year many of our lakes, reservoirs, and ponds across the state are closed due to toxic algal blooms, which pose a very serious health concern for people, wildlife, and pets.

Maureen Pepper and Brian Reese from the Idaho Department of Environmental Quality (DEQ) will talk about the causes, effects, and impacts of harmful algae blooms (cyanobacteria) at our May 15 lunch meeting. They will discuss current problem areas in the state, past experiences, and what DEQ and others are doing to combat this growing problem.

When: 5-15-18: 11:30 to 1:00

Where: Idaho Pizza Co., 6724 N Glenwood St, Boise
Everyone is invited so please bring a friend and join us! Please RSVP to snakeriverasse@gmail.com. We hope to see you there!

Brad Giles shared Cowboy Ethics

Brad Giles, CSP, PE, STSC, G-IOSH, and ASSE Fellow, shared his insight on leadership, stressing that good leadership is about managing yourself and advancing the team. He covered six things he believes about leadership. First, leadership is an action, not a title. Employees want leaders to actually do something and help the team work together. Character and attitude matter as much as skill and knowledge. Surround yourself with great people and turn them loose—be a facilitator. Leaders walk the talk; bosses talk the walk. Don't expect people to do things you wouldn't do. Leadership drives culture and culture drives safety.

Brad then talked about Cowboy Ethics, a book by James Owen, and explained how the cowboys were the heroes in the past and how they led by the Code of the West. As Brad discussed the Code, he added personal stories, experiences, and safety examples, driving each point home (and embarrassing several of us with his stories 😊).

Brad stressed that we should live each day with courage. Don't be afraid to make a decision. Always take pride in your work—anything worth doing is worth doing well. Consistently finish what you start and follow through. Do what has to be done. As safety people, we have people's lives in our hands. It is not always easy to do the right thing—you can't get flustered, Be tough, but fair. It goes back to the Golden Rule. Ask yourself, "How would I like to be treated?"

When you make a promise, keep it. People need someone they can count on. Ride for the brand. You have to be loyal. If you don't believe in what your company is doing, leave. Remember that employee safety always comes first. Talk less and say more. You don't have to validate yourself. Remember that some things are not for sale. Know where to draw the line—do the right thing.

James Owen has a second book, Cowboy Values—Seven Core Values that Define America. The first value is courage and how you develop it. The second is optimism. Brad noted that if you are a safety professional, you had better be an optimist! He emphasized how to focus on the good in our lives. Self-reliance means depending on your own skills and persistence to get the job done. You also need to find satisfaction in every accomplishment. You have to be authentic and honorable. Duty means actions, not words, and a willingness to sacrifice self-interest. The last core value is heart, and seeing the good in people and the beauty in life.

Brad brought everything to life with his anecdotes and real-life examples. I think we all left the meeting looking for ways to apply cowboy ethics and values to our work and personal lives. Please view the recording on our website: <https://snakeriver.asse.org/>; Technical Session Videos.



Underreporting of Workplace Injury and Medical Errors Due to Blame Culture

By Jessica Guy, Boise State University

A suffering economy may be to blame for losing your home to foreclosure. The current president may be to blame for the latest policy adoption or rejection. Chocolate may be to blame for unwanted weight gain. Blame is easy to assign to circumstances, events, and results.

Authors Gurdal, Miller, Rustichini (2013) define blame as, "The channeling of negative feelings produced by an undesirable event toward someone associated with that event." Another definition of blame is provided by Brene Brown (2015), "Blame is simply the discharging of discomfort and pain. It has an inverse relationship with accountability."

Blame can occur in the workplace, in personal relationships and interpersonal conflict as well. In the workplace, assigning fault to an individual can cause underreporting of injuries and errors and noncompliance with safety policies. An employee may neglect to report an injury or illness due to fear of being blamed and fear of retaliation from their employer.

Nick Walters, an Occupational Safety and Health Administration (OSHA) regional director discussed employer retaliation during a speech in 2013, "When employees are disciplined for injuries and the reporting of safety concerns, worker safety becomes a serious concern." ("Grand Trunk", 2013) In the healthcare setting, employees may avoid admittance of error or injury due to fear of lawsuits and blame. A culture of blame in the workplace leads to underreporting and increases injury risk to employees and medical patients.

In 1970, the Occupational Health and Safety Act was adopted to ensure that working conditions are safe and pose no health risk to employees. The Act also requires that employers of ten or more employees document injuries and illnesses that occur in the workplace. In 2015, Dr. David Michaels discussed underreporting of injuries in a speech, "Every year, employers record more than three million serious injuries on their OSHA log. And we know that is an underestimate."

Workplace relationships suffer when a blame culture is significant. Workers may be unwilling to report an injury if they fear doing so will negatively affect their job security or compensation. Michaels (2015) states in his speech, "Employers blame too many injuries on "careless workers"

when we know the real cause of most incidents in which a worker is hurt is the presence of an unabated hazard." Underreporting of workplace injuries can occur if an employee is afraid of being blamed for the incident.

Underreporting is an issue in the medical field and other professions. An OSHA fact

*"Blame . . . has an inverse relationship with accountability."
—Brene Brown*

sheet on hospital worker safety admitted, "Many industries-including healthcare-underreport injuries and illnesses. ("Facts About," 2013, p. 24) Blame culture hinders the incentive for a medical professional to document their errors and injuries.

As concluded by researchers Gorini, Miglioretti and Pracettoni (2012), "Blame culture is considered one of the main causes of the poor incident and error reporting in medicine." Authors Gorini et al. (2012) also found that nursing students experienced more fear of blame when reporting an error than senior nurses, suggesting that the hierarchy of authority and experience contributes to fearfulness of being blamed in the workplace. OSHA declares that culture impacts reporting statistics, "To reduce underreporting, safety and health managers can ...create a culture that encourages transparency and avoids instant assignment of blame ..." ("Facts About," 2013, p. 24) Unfortunately, underreporting injury and illness stagnates or intensifies unsafe conditions and procedures in the workplace.

It is important for all workers to report injury and illness as required by state law, OSHA, and company policy. Injury reporting statistics are often used to identify systems and procedures that pose high risk. Once identified, those systems and procedures of high risk can be addressed and made safer. There is significant data reported by OSHA to suggest that the medical field poses health risks to workers, "In 2011, U.S. hospitals recorded 253,700 work-related injuries and illnesses, which computes to a rate of 6.8 work-related injuries and illnesses for every 100 full-time employees. ("Facts About," 2013, p. 5) Hospital workers deserve a safe workplace and must take responsibility in reporting injury and illness as required by federal law.

To eliminate blame culture in the workplace, management systems will need to be improved and personal accountability will need to increase. Brene Brown (2015) states that blame and accountability have an inverse relationship. When responsibility increases, blame decreases.

A business system cannot function without the individuals that make up the system. An analysis of blame culture by M. Walton (2004) supports the claim that personal responsibility is a factor in workplace safety systems, "Systems issues usually accompany breaches of professional responsibility (weak regulations, reporting requirements, or inadequate training)," Even employees with notable integrity may choose to underreport if their work environment is accusatory rather than supportive.

Nursing textbook authors Wolf and Hughes (2008) state that a supportive work culture can console fears associated with incident and injury reporting, "Clinicians' fears of lawsuits and their self-perceptions of incompetence could be dispelled by organizational cultures emphasizing safety rather than blame." The adoption of the Occupational Health and Safety Act of 1970 was a significant acknowledgement of worker safety but the system will not foster active involvement if personal accountability is neglected. A workplace culture of blame can frustrate an individual's desire to be truthful, follow safety procedure and satisfy OSHA reporting requirements.

Assigning blame is a form of conflict that appears in personal and professional relationships. Blame culture in the workplace is likely to cause underreporting of injuries and medical errors in a hospital setting. Employees fear being blamed for the injury or error and distress over the risk of retaliation from their employer and patients. Occupationally, hospital settings are high risk environments for worker injury and illness. Underreporting interferes with the ability to address and mitigate workplace hazards. Altering a culture of blame involves both the individual and the management system that employee is responsible for executing. A supportive work culture that avoids assignment of blame will reinforce accurate OSHA reporting, thus increasing worker safety.

April meeting featured fraud prevention

Dennis Rockwood with the AARP Idaho shared how to protect yourself against fraud at the April meeting. He pointed out that losses from scams have reached almost \$60 billion per year!

Scammers generally scam by phone, but they also use the mail, computer pop-ups or email, or even knock on the door. For all phone scams it is very important that you hang up, don't engage, and verify.

Here are some of the common scams.

- IRS scam. They claim you underpaid taxes in a past year and you must pay now or they will take action. Remember, IRS never calls; they always mail. Contact

IRS directly at 1 800 829 1040. Never call a number scammers provide.

- Tech scams. They claim your computer is infected and they'll fix it. Just hang up. Never give them access to your computer. Never click on pop-ups.
- Grandparent scam: Someone calls claiming to be a grandchild needing money to be wired. If this happens, contact your family to verify.
- Sweepstakes, lotteries, grants: They call informing you that you've won, but they'll need a percentage to pay taxes so they can release the cash. Never send money to claim a prize. Any payment by gift cards, wire transfers and cash sent by mail are signs of a scam.
- Medicare scams. Generally someone has your Medicare number and buys equipment on your account. If your card has your social security number on it, do not carry it. Protect your card and review your statements carefully for errors.

Dennis provided packets with valuable information and phone numbers. He also suggested getting a credit check every few months to review activity on your accounts. You can also order a free identity theft recovery plan from www.ftc.gov, 877-438-4338. The recording of this presentation is available at <https://snakeriver.asse.org/> under Technical Session Videos.

ASSE News

Region 2 President Tim Page-Bottorff named ASSE's 2018 SPY!

Our ASSE Region II President, Tim Page-Bottorff, CSP, CET, has been named ASSE's 2018 Edgar Monsanto Queeny Safety Professional of the Year.

Tim volunteers with Phoenix Children's Museum to assist children with special needs and works with high schools to coach speech and debate teams. During his time in active duty as a U.S. Marine, Tim and his unit worked to convert sea water to drinking water for Micronesian islands that experienced droughts. They also worked to maintain a water plant for the islands and earned the U.S. Marine Corps Humanitarian Service Medal. He serves as deputy vice president for the Council on Region Affairs, has been active in the Training and Communications Practice Specialty and previously served on the Leadership Conference Committee.



SH&E News

BCSP will raise education requirement for CSP certification

Continuing to lead as the Gold Standard of safety, health, and environmental (SH&E) certifications, BCSP will require those who apply for the CSP to hold a minimum of a bachelor's degree beginning July 2, 2018.

This update reflects the growth in SH&E knowledge, an integral component in the advancement of the profession. BCSP will continue that advancement by raising the bar, keeping CSPs at the forefront of SH&E practice.

The Associate Safety Professional® (ASP®) certification's requirements will not change. Any person who applied, or will apply, for the CSP with an associate degree before July 2, 2018, and is found eligible for the CSP examination will have several options to comply with the change in the education requirement. These options are open through December 31, 2020.

It is BCSP's goal to ensure all certified professionals meet professional standards. Email notifications with all options explained have been sent to those affected. More information on this change can be found on the BCSP website.

Trainer list is now available online

OSHA's website now has a searchable list of authorized Outreach trainers to assist the public in finding authorized instructors for the 10- and 30-hour Outreach classes (https://www.osha.gov/dte/outreach/outreach_trainers.html). The list provides trainer names and contact information, and indicates which course the trainer is authorized to teach (construction, general industry, maritime, or disaster site worker classes). OSHA expects the list to grow as more Outreach trainers are added. If you are a trainer who is interested in having your information listed, contact your Authorizing Training Organization.

Check out the revised CPWR book of construction statistics

CPWR – The Center for Construction Research and Training, an OSHA Alliance participant, has revised its free Construction Chart Book (<https://www.cpwr.com/publications/construction-chart-book>). Produced with support from the National Institute for Occupational Safety and Health, the book provides extensive statistical information covering economic, demographic, employment/income, education/training, and safety and health issues in construction.

Check out new OSHA bulletins on drilling hazards and chemically induced hearing loss

OSHA has released two new Safety and Health Information Bulletins warning of potentially serious workplace hazards. "Preventing Hearing

Loss Caused by Chemical (Ototoxicity) and Noise Exposure" was published in conjunction with the National Institute for Occupational Safety and Health. This bulletin provides

recommendations to employers and safety professionals about identifying ototoxicants in the workplace and establishing hearing conservation programs where these chemicals cannot be replaced.

"Avoiding Underground Utilities during Horizontal Directional Drilling Operations" highlights the hazards associated with striking different underground utilities. Horizontal directional drilling has reduced visibility compared to vertical drilling. The bulletin was based on an incident that led to an explosion at a nearby restaurant that resulted in a worker fatality. They are available at

<https://www.osha.gov/dts/shib/>



OSHA will enforce beryllium standard starting in May

OSHA will start enforcement of the final rule on occupational exposure to beryllium in construction, shipyard, and general industries on May 11, 2018. The start of enforcement had previously been set for March 12, 2018. In response to feedback from stakeholders, the agency is considering technical updates to clarify and simplify compliance. In the interim, if an employer fails to meet the new exposure limits, OSHA will inform the employer and offer assistance to ensure compliance. For more information, read the [news release](#).



Classes & Conferences

ASSE Webinars

For more information, go to:

<https://learn.asse.org/live-webcasts>

Ergonomics of Non-Patient Care Tasks. 05/16/2018 at 12:00 AM (EDT)

Fall Protection Virtual Symposium. 05/29/2018 at 10:00 AM (EDT).

60 Minutes on 35 Microseconds: Impulse Noise from Weapons Fire. 05/30/2018 at 12:00 PM (EDT)

Free ASSE webinars for students

ASSE student members have free access to ASSE webinars. Enter your ASSE student member number when you register to automatically receive the free registration. <http://www.asse.org/education/virtualclassroom.php>

ASSE's LearnEx Courses

ASSE's LearnEx fully online course delivery provides you with a flexible, engaging, and immediately applicable learning experience! Gain the knowledge necessary to fast-track your career as a safety professional. LearnEx courses will teach you how to drive results through interactive video lectures, course discussions, interactive games, and scenario-based/real-world assessments.

Check out the courses available at:

<https://learn.asse.org/learnex-online-courses>

Job Opportunities

Construction Safety Consultant, Boise

First Link Safety is looking for a Construction Safety Consultant for a full time permanent position in the Boise area.

Requirements: Minimum of OSHA 30-Hour Construction and 5 years of construction experience with safety responsibilities (Safety Coordinator, Superintendent, Foreman, etc.), CHST, CSP, and/or OSHA 500 preferred.

Please contact Brent Smith at

brent.firstlinksafety@gmail.com and attach a resume and copies of all safety training certifications and certificates of completion to be considered for an interview.

Internship Available, Nampa

Sorrento Lactalis has a safety internship available. The person should be a student in Occupational Safety & Health or a related field in order to fully implement an EHS software program, to include accident reporting and all safety related audit activities. The person will also train the management team in its use and application. Those interested can complete an application on line at: <https://recruiting.paylocity.com/recruiting/jobs/List/2438/Lactalis> or send a resume to Wendy York, CSP; Safety & Environmental Manager; Sorrento Lactalis: wendy.york@lactalis.us.

Safety Engineer, Boise

OSHA has an opening for a Safety Engineer (JOA# DE-18-SF-OSHA-024) with possible advancement to GS-12 level. It opened May 10 and closes on May 25. For more information, please see the following links.

Here is the link for the public:

<https://www.usajobs.gov/GetJob/ViewDetails/499331200>

Here is the link for federal employees:

<https://www.usajobs.gov/GetJob/PrintPreview/499330700>

Safety/Health Consultant, Boise

BSU has a junior level position to provide occupational safety and health consultation services to private employers throughout Idaho. Through inspection of workplaces, identification of hazards, development of safety and health programs and issuance of reports to clients on Occupational Safety and Health Administration (OSHA) standards, the consultant assists those clients in protection of their employees and avoidance of enforcement actions by the federal compliance agency. For more information go to:

<https://boisestate.taleo.net/careersection/ex/jobdetail.ft?job=180366&tz=GMT-06%3A00>

Check out ASSE career resources

ASSE career resources provide extensive support to your career advancement needs. Whether you are searching for the top candidate or your next professional opportunity, H&S Jobs enables you to find the best candidates and opportunities in the field. Members can post jobs at a discounted rate. Go to: <http://jobs.asse.org/>

Go to: <http://jobs.asse.org/jobseeker/search/results/> and search by Idaho (or other state) or by job function.