



**2017 Puget Sound ASSE
Professional Development Conference**

May 5, 2017

Central Washington University, Student Union Building
Ellensburg, WA

8:00 AM – 9:00 AM

**Welcome / Introductions / Opening Keynote Speaker
Matt Pomerinke**



Matt Pomerinke of Longview, Wash., was just 21 and working at a lumber mill, a job he could not wait to start, when his arm was caught in an unguarded conveyer drive chain and ultimately amputated just below the elbow.

It was 1998 and he was 21, living with his girlfriend, and life was humming. Unfortunately, his future also included an accident that would crush his left arm and shred his youthful innocence. His injury also open a door to an opportunity to educate people around the state about workplace safety.

Today, Pomerinke is a papermaker and safety rep at Longview Fibre, a husband and a father who takes time out to share his experience with workers and students around the state as part of a safety awareness program through L&I, Washington's Labor and Industries department called Injured Young Workers Speakers Program.

Come and listen to Matt tell his tale, and learn from his experience.

11:45 AM - 1:15 PM
Lunch & Keynote Speaker
Bob Adams



Bob Adams

Bob Adams has been with Guy F. Atkinson Construction, LLC for over 45 years and, in that time, has traveled across the country and the globe to support the multiple projects—including Venezuela to complete the \$1 billion Guri Dam.

In 1989, he relocated back to his native Seattle to manage Atkinson's highway and heavy civil projects in the region. In this role, he helped secure and deliver notable projects including the I-90 Mercer Island Tunnel, the Mud Mountain Dam Rehabilitation, the I-5 Everett HOV Design-Build, I-405 Bellevue Braided Ramps, and the I-90 Hyak Snowshed. Under his leadership, Atkinson is now one of the state's leading design-build transportation contractors and has a long-standing relationship with the Washington State Department of Transportation.

Mr. Adams is active with the Associated General Contractors of Washington, having served as the organization's president and on the group's government affairs, labor relations, and public affairs subcommittees, as well as the AGC-WSDOT task force. He was named the AGC Contractor of the Year in 2009.

Mr. Adams firmly believes in the importance of Safety in the workplace. From his experience constructing bridges and roads throughout the state of WA, Bob recognizes a significant need to focus on increased work zone safety and awareness.

Hear from an upper management perspective on how to address our work zone safety and increase overall safety awareness.

Breakout Session #1A - 9:15 AM - 10:15 AM
Safety Management Track
Effective Leadership Traits For
Professional Safety And Health Instructors
James Haniuk

Learning Objectives:

1. Adults vs. Adolescent Learning
2. Active Training Leader Techniques
3. Leadership Traits for Professional Safety & Health Instructors



JAMES A. HANIUK, CSHM, CSMP

“SAFETY...THE FIRST MEASURE OF SUCCESS”

Occupational Safety & Health Instructor, JNL Safety Solutions, LLC, Lacey, WA

20 years USAF – Retired Senior Non-Commissioned Officer, Aviation Production Superintendent

NV State OSHA Consultant & Trainer, USAF Safety/Risk Manager, WA State Loss Control Specialist

10 years' Occupational Safety & Health Professional,

General Industry/Construction

James A. Haniuk, CSHM, CSMP, is the co-owner of JNL Safety Solutions, LLC. James' passion for safety in the workforce makes him a champion for all employees. He believes organizational success starts with effective training. James has 20+ years of training experience with extensive knowledge in OSHA General Industry and Construction Industry standards. He has performed duties as a safety supervisor, safety manager, risk manager, OSHA safety consultant, and loss prevention technician for numerous state and federal agencies. James background in aviation, general industry, construction, and OSHA consultation & training has provided him with a variety of skills and techniques needed to effectively convey educational materials to other professionals through training seminars, workshops, and classroom instruction.

As a certified Occupational Safety & Health professional, James offers competency-based instruction which aligns with the OSHA Training Institutes' educational model syllabus to a variety of organizations. James currently provides safety/health concepts and safety methodologies instruction at the University of Washington Department of Environmental & Occupational Health Sciences School of Public Health.

Breakout Session #1B - 9:15 AM - 10:15 AM
Claims Management Track
Red Flags On Worker's Comp
Karen Galipeau Forner

Learning Objectives:

1. Learn to spot the most common "red flags" on workers' compensation claims (there are over 30 that every employer should be aware of).
2. What to do if a workers' comp claim is a "red flag". How to get claim rejection and what to do if the claim is compensable. What to do if you suspect fraud or abuse of time loss or if the claim is allowed but tis ballooning out of control.
3. How to build a defense team. Levels of legal representation - file review versus full representation. The differences between fighting a claim and the Department of Labor and Industries versus fighting a claim at the Board of Industrial Insurance Appeals.



Karen Galipeau Forner is the founder and managing member of K-Solutions Law in Bellevue, Washington. Karen represents employers in the areas of workplace safety, workers' compensation, administrative appeals and employment law. She is a frequent presenter at continuing legal education seminars and to employer groups. Karen has over 25 years' experience defending and resolving a wide range of workers' compensation, WISHA and employment law matters. Prior to starting K-Solutions Law, Karen worked as senior attorney at a law firm in Seattle and for the Washington State Attorney General's Office. She was the Program Advisor for the Industrial Insurance and Washington Industrial Safety and Health Act (WISHA) Discrimination Programs for more than ten years and the Program Advisor for the Workers' Compensation Self-Insurance Program. Karen also litigated complex WISHA, Industrial Insurance, Third Party and Crime Victims Compensation Act cases. She recently served on the Washington State Bar Association Character and Fitness Board.

Breakout Session #1C - 9:15 AM - 10:15 AM
Safety Culture Track
Near Miss Reporting And Incentive Programs
Lisa Hill, MS CIH

Learning Objectives:

1. Components of a Near Miss Program
2. Barriers of an effective Near Miss Program
3. Benefits of a Near Miss Program



Lisa Hill, MS CIH

Lisa Hill has been a safety and health professional since the 5th grade when she volunteered on the School Safety Patrol. Little did she know then that her entire life would be devoted to the safety of others. After college, she got a job with Utah OSHA and decided she liked it so much she went back to school to get her MS in Industrial Hygiene. Following that she worked for OSHA Consultation Program, in private industry, and as a contractor on 3 DOE sites. For the last 5 years, she has worked for Alaska National Insurance Co helping customers improve their risk management programs. Lisa is currently the President of the Idaho Local Section of AIHA.

Breakout Session #1D - 9:15 AM - 10:15 AM

Wellness Track

Why Mental Health And Suicide Prevention Are The Next Frontier In Safety Cal Beyer

Learning Objectives:

1. Why mental health and suicide prevention are safety imperatives
2. What employers can do to address mental health and suicide prevention
3. How employers can weave mental health and suicide prevention into safety, health and wellness programs



Cal Beyer is the Director of Risk Management since 2014 at Lakeside Industries, Inc. in Issaquah, WA. Cal has 30 years of experience in the serving the construction industry in various capacities. He worked with over 250 contractors on strategic risk improvement and risk management best practices. He joined Lakeside Industries to transform his mission of saving lives into his career legacy.

Cal is a thought and action leader. He frequently presents at national and regional construction, safety and risk management conferences. He has written over 40 articles for various industry publications.

Cal is a member of the National Asphalt Pavement Association (NAPA) Health and Safety Committee. Lakeside Industries is a 2015 recipient of the NAPA Operational Excellence in Safety Innovation Award. Cal is the Co-Chair and facilitator of the Washington Asphalt Pavement Association (WAPA) and Washington Department of Transportation (WSDOT) Joint Committee on Paving Work Zone Risk Reduction.

Cal is active in the Construction Financial Management Association (CFMA) and served as National Secretary for 2009-2010. He speaks regularly at CFMA's Annual Conference & Exhibition. Cal is an established author for CFMA Building Profits with 17 authored and co-authored articles since 2006. He participates on the Heavy/Highway Task Force and regularly contributes to the Talking Heavy newsletter. He is the recipient of the Danny Parrish Outstanding Leadership Award in 2016 for career achievement.

Cal has served on the Workplace Task Force of the National Action Alliance for Suicide Prevention since inception in 2010. He was appointed as Co-Lead of this Task Force in 2015 and to the Executive Committee in 2016. He spoke at the pre-meeting of the White House Conference on Men's Health in January 2016 to the Department of Health & Human Services on the construction industry initiative he is leading on mental health and suicide prevention.

Cal is the 2016 recipient of Volunteer of the Year by the Denver-based Carson J. Spencer Foundation. Cal was a driving force in this Task Force being awarded the 2016 Gary Bird Horizon Award for Innovation from the International Risk Management Institute (IRMI). In February 2017, Cal was named one of the 25 Newsmakers for 2016 in the global construction industry by Engineering-News Record (ENR), the leading voice of the construction industry.

Breakout Session #2A - 10:45 AM - 11:45 AM
Safety Management Track
Workplace Disaster Preparedness
Kelly Kasper

Learning Objectives:

1. Importance of Staff Preparedness
2. Types of Recommended Plans
3. Types of Hazards in the Pacific Northwest



KELLY KASPER is the owner and principal consultant for HT2 Consulting Services, LLC. Where she offers a full spectrum of solutions based services. Empowering people within our community to mitigate risk, promote safety and become more resilient to natural and day-to-day disasters.

Kelly has been delivering effective educational and consultative services to individuals and organizations for her entire career. She earned her Master's Degree in Audiology from Western Washington University and began her career in hearing loss prevention. In 1997, Kelly experienced an on-the-job accident, wherein she was hit by a 500 lb. door and walked away with only one scar to remind her of the incident.

Afterwards, safety became her top priority and she never looked back! Over the years she added experience in occupational safety and health in the Construction Industry, served as an Adjunct Professor teaching Effective Methods of Delivering Safety Information and in 2014 ended nearly a decade of work with the American Red Cross, wherein she mastered delivery of services related to disaster preparedness and business continuity.

She volunteers as the Past-Chair and current executive board member with the Partners in Emergency Preparedness Conference and as an Advisor for the Shoreline Public Schools Career and Technical Education General Advisory Committee.

In 2015, Kelly joined forces with Intuitive Safety Solutions, Inc. and Edmonds Community College in partnership to develop an innovative apprenticeship program in the Occupational Safety and Health profession. The program received approval from the Washington State Apprenticeship and Training Council in January 2017.

Kelly is someone who truly walks the walk, often referred to as the "Safety Queen" or "Disaster Geek" by friends and colleagues. She is passionate about safety and preparedness, which is evidenced in HT2's process and in her educational seminars. She simply delivers dynamic presentations and motivates participants to act!

Breakout Session #2B - 10:45 AM - 11:45 AM
Claims Management Track
Department Of L&I's Return To Work Incentive Programs
Tuyen Manikhoth

Learning Objectives:

1. Benefits of early return to work
2. Stay at Work Program
3. Preferred Worker Program



Tuyen Manikhoth began her state career with L&I in 1991. She has worked as an industrial insurance underwriter, risk manager, and most recently as an outreach specialist for L&I's Return To Work Partnerships. Tuyen has long been an advocate for Early Return to Work philosophies and enjoys working closely with the Employer Community. This work has allowed her to educate the Employer

Community about the benefits of safety, return to work, and utilizing L&I's Stay at Work and Preferred Worker Programs. In her free time, Tuyen enjoys spending time with her husband and two children.

Breakout Session #2C - 10:45 AM - 11:45 AM
Safety Culture Track
The Big Hug And The Bottom Line
Julie Hile



Julie Hile, founder and President of the Hile Group, acts as an external colleague to safety professionals, enhancing our role and building our relationships with key players in the companies where we work. She draws upon her 30 years in safety and performance consulting to ensure safety's place at the center of operations. After all, as we know, a safe company is a high-performing, profitable one.

Ms. Hile is well-known for her ability to draw out people's best safety intentions and put them to work. She comfortably improves safety leadership from the Executive suite to the morning safety meeting. Hile Group is a known resource in high-risk environments: general and marine construction, railroad, and maritime companies large and small.

Julie's team expanded its footprint in Seattle two years ago, when leaders at Lease Crutcher Lewis engaged them in its safety culture transformation. The connection between the way Hile thinks and the values of the Pacific Northwest offers a promising dynamic for safety improvement throughout the region.

Breakout Session #2D - 10:45 AM - 11:45 AM
Wellness Track
Skin Cancer "Cause And Effect"
Fletcher Rich

Learning Objectives:

1. How to prevent skin cancer in outdoor workers
2. Skin cancer facts and statistics
3. The cause of skin cancer



R. Fletcher Rich is Director of Operations for his family's FDA Registered Cosmetic Manufacturing Company. Working for his family since age 13, Fletcher has had the experience of learning how to formulate and compound numerous cosmetic products including sunscreens, lotions, and barrier creams. He has given presentations across the US educating safety managers and workers on Sun Awareness and works with Arizona Cancer Center at Tucson Arizona, who is one of the leading researchers for Melanoma. More recently, Fletcher attended the Sun Protection Conference in London to gain more knowledge of sunscreen formulations from some of the top chemists in the world. Fletcher is an active member for safety organizations such as ASSE, VPPPA, NSC, and AIHA.

Breakout Session #3A - 1:30 PM - 2:30 PM
Safety Management Track
Making Your OH&S Training Come To Life
David Casavant

Learning Objectives:

1. What is “PTE” and Why Should I Always Incorporate it in my EH&S Training?
2. Using Free Technology to Get the Audience Involved
3. Death by PowerPoint – And How to Avoid it
4. Professional looking graphics without being a graphic artist



David Casavant is the Executive Director at the Sustainable Workplace Alliance, a non-profit adult training organization. He is a member of the Central Florida ASSE Chapter in Orlando.

The Sustainable Workplace Alliance supports the health & safety community by conducting no-cost outreach training sponsored by Federal grants from OSHA and DOT.

In the last 15 years David has personally trained over 10,000 EH&S professionals in such difficult topics as OSHA & DOT regulatory compliance. David is an Authorized OSHA Trainer in both Construction and General Industry programs. He is a regular presenter and keynote speaker at dozens of industry conferences and trade shows, including dozens of ASSE Chapters and PDC's across the U.S.

You'll read his articles in your favorite trade magazines and he was awarded the Distinguished Author designation for his book *Emergency Preparedness – A Guide to Safety Planning & Business Continuity*.

David's latest book, *Surviving the OSHA Audit - Common Sense Solutions to Your Most Feared OSHA Compliance Issues* will be released in May 2017 and is helping organizations achieve compliance while better protecting the organizations most valuable asset - its employees.

David can be reached at david@sustainablewp.org.

Breakout Session #3B - 1:30 PM - 2:30 PM
Claims Management Track
Initial Claims Management: How To Avoid Pitfalls
Lauren Oda

Learning Objectives:

1. Case studies with good outcomes and bad with analysis and tips
2. Initial claims management check list
3. Important deadlines with relevant WACs and RCWs for reference



Lauren Oda joined Sather, Byerly & Holloway, LLP in 2011. Lauren represents Oregon and Washington employers and insurers in worker's compensation and related employment matters. Prior to joining Sather, Byerly & Holloway, LLP, Lauren practiced law in Hillsboro where she handled criminal and plaintiff personal injury matters. Lauren studied abroad in Santiago, Chile, and is fluent in Spanish.

Professional Activities:

Member of the Workers' Compensation Section of the Oregon State Bar, Oregon Women Lawyer's Society, Washington County Bar Association, Washington State Bar Association, Washington Self-Insurers Association, WCCA and RIMS Oregon Chapter.

Education: Willamette University College of Law, J.D. (2010); Lewis & Clark College, B.A. (2007).

Background: Born in Hillsboro, Oregon.

Breakout Session #3C - 1:30 PM - 2:30 PM
Safety Culture Track
Building A Positive Safety Coaching Culture
Ashlee Conner

Learning Objectives:

1. Why positive relationships matter
2. Techniques on how to have a non "safety cop" approach to safety
3. That there is a direct correlation between positive safety culture and the result of positive relationships that is formed



Ashlee Conner

Ms. Conner brings to BSI EHS Services and Solutions a focus on general industry and construction safety as an Associate Consultant. She is a Certified Safety Professional (CSP) and Construction Health and Safety Technician (CHST) with over 6 years of construction and general industry safety experience. She specializes in general industry manufacturing, general contractor support, and heavy civil and mechanical construction. Ms. Conner has over 5 years of experience supporting EHS at semiconductor facilities where she's performed industrial hygiene (IH) surveys such as ventilation, noise, and confined space audits. Ms. Conner has updated corporate control of a hazardous energy program by updating client-specific energy isolation procedures for industry-specific systems. She has directly supported manufacturing in renewable energies, in wind resources. Ms. Conner also has experience in supporting general contractors and owners for new construction and heavy civil construction, with a focus on light rail. Her manufacturing and general industry facilities experience includes enforcing OSHA 1926 and 1910 regulations, delivering site-specific trainings, and performing various health and safety assessments. Ms. Conner's specialized training in construction consists of EM385, OSHA 30, OSHA 10, OSHA 510, and OSHA 40-Hour HAZWOPER trainings.

Breakout Session #4A - 3:00 PM - 4:00 PM
Safety Management Track
Interdisciplinary Accident Prevention
Bob Hauk

Learning Objectives:

1. What is Interdisciplinarity Accident Prevention and why it is necessary for optimum safety performance
2. Identification and explanation of the three interdisciplinarity factors - Accident Prevention, Psychosocial, and Risk Management.
3. A discussion of selected elements of the Interdisciplinarity Accident Prevention process



BOB HAUK
Risk Options & Solutions

Mr. Hauk has a diverse background and work with many industry groups including manufacturing, healthcare, insurance, construction, utilities, trucking / warehousing and public entities. He has gained extensive insight, knowledge, skills, background and professional experience in accident prevention and

Washington State workers' compensation and retrospective rating management. Mr. Hauk graduated from the University of Cincinnati with a BS in Electrical Engineering. He has attained the distinction as a Certified Safety Professional (CSP) by examination and earned the designation of Associate in Risk Management (ARM). Bob has been a member of the American Society of Safety Engineers for 40 years and a past president of the Puget Sound Chapter.

Breakout Session #4B - 3:00 PM - 4:00 PM
Claims Management Track
The Elephant In The Room You Are Afraid To Prod -
Addressing The IW's Behavioral Barriers To Recovery
David Hoffmann, MD

Learning Objectives:

1. Identifying the main behavioral "red flags"
2. Communicating your concerns with the provider
3. What to expect from a proper behavioral consult



David J. Hoffman, MD

Dr. David J. Hoffman joined U.S. HealthWorks Medical Group in Seattle, Washington as a Managing Physician in February 2011 before transitioning into his role as the Area Medical Director in December 2012 and promotion to Regional Medical Director in 2013. He has been practicing medicine for over 20 years. He earned his medical degree at Temple University in Philadelphia, PA in 1990 and completed his residency at Williamsport Hospital and Medical Center in Williamsport, PA. Dr. Hoffman was chosen by Washington Labor & Industries to assist with the promotion of the "Stay at Work" program in 2012; he is currently a participating provider in the Washington State Labor & Industries Medical Provider Network. Dr. Hoffman performs fit to dive exams for commercial divers. He is also the Medical Review Officer for the City of Seattle and King County. He provides care/case management for select claims.

Dr. Hoffman's practice history includes:

- Regional Medical Director at U.S. Health Works, WA state
- Area Medical Director at U.S. HealthWorks, in South Puget Sound, WA
- Managing Physician at U.S. HealthWorks, in Seattle, WA
- Urgent Care Physician at Great Falls Clinic, in Great Falls, MT
- Partner & Physician at The Bozeman Clinic, in Bozeman, MT
- Founder & Board Member at Family Doctors' Urgent care, in Bozeman, MT

Dr. Hoffman has extensive knowledge and experience treating patients involved in work-related injuries. He is certified by the American Board of Family Medicine and is a member of the Christian Medical and Dental Society. In addition, Dr. Hoffman is on staff at Swedish Hospital and has taught occupational medicine to their residents.

Breakout Session #4C - 3:00 PM - 4:00 PM
Safety Culture Track
Safety Culture Motivation & Improvement
Zak Collins

Learning Objectives:

1. Safety Culture / Motivation Techniques
2. Safety Culture / Competency Training Ideas
3. Coaching Leadership Improvement



Robert Zakariah (Zak) Collins

As an Environmental Health & Safety (EHS) professional Zak has effectively developed, implemented and managed worker accident prevention and safety training programs for military, construction, manufacturer and environmental consulting organizations. As an Industrial Hygienist and Subject Matter Expert, his achievements include:

- Award-winning EHS Programs delivering competency-based motivational training
- Refunds of over \$2 Million in worker compensation premiums
- Reduced Injury Rates and the Costs of compliance, quality control and litigation
- Dynamic Safety Programs that consistently lower organization EMRs

Work Experience:

Environmental Health & Safety Director - 2003 to 2017

For a heavy highway construction and utility contractor - Developed, implemented and managed comprehensive programs for Accident Prevention; Competency-Based OSHA Worker Training; Fleet Management; DOT & EPA Hazardous Waste Operations, Risk Control and Litigation and Worker Compensation Program Management.

EHS Consultant, Industrial Hygienist, OSHA Trainer - 1991 to 2003

Consulted and trained for agencies, manufacturers and contractors including Boeing, Battelle, Shell, Texaco, UNOCAL, WSDOT, Ecology and EPA. Consulted on multiple contracts managed by Jacobs Engineering for the Department of Defense and Army Corps of Engineers' on large HAZWOPER Projects under the Total Environmental Restoration Contracts in Alaska.

Professional Memberships:

American Society of Safety Engineers (ASSE)®
American Industrial Hygiene Association (AIHA)®
National Fire Protection Association (NFPA)®
National Association of Safety Professionals (NASP)®
American Conference of Governmental Industrial Hygienists (ACGIH)®