46th Annual Iowa Governor’s Safety & Health Conference

November 2 & 3, 2017
The Meadows Events & Conference Center, Altoona, IA
November 2, 2017

Dear friends:

On behalf of the State of Iowa, it is our pleasure to welcome you to the 46th Annual Governor’s Safety Conference hosted by the Iowa Occupational Safety and Health Advisory Council. We hope that you enjoy your time at these meetings hosted at the Prairie Meadows Event and Conference Center in Altoona.

The Iowa Occupational Safety and Health Advisory Council has a rich history of community involvement and we are pleased to hear of all of the wonderful endeavors being pursued by this organization as you continue to encourage your members to share best practices and learn how to better serve your clients and communities. Your participation in this conference is a great benefit to our state as you work tirelessly to protect our workforce and provided a safe working environment for all. The knowledge and skills that you will gain through the help of the Governor’s Safety Conference are invaluable as your work to save lives and promote workplace safety across our state.

Again, we would like to thank you for your participation in the Governor’s Safety Conference. We hope that you enjoy your time in Altoona and wish you the very best in the future.

Sincerely,

Kim Reynolds
Governor of Iowa

Adam Gregg
Lt. Governor of Iowa
Conference Sponsors

Scholarship Sponsors

Jack Beno Scholarship Foundation

The Jack Beno Scholarship Foundation was established in 1998 to provide scholarships for safety-related education in Iowa colleges. In honor of his memory, many former colleagues, friends, and students have made a contribution to support this cause. If you are interested in supporting the Beno foundation, please visit with one of the conference board members or check at the registration desk. We thank you for any and all support.
2017 Board of Directors

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Iowa Division of Labor

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UnityPoint Health at Work

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John Deere Waterloo
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Smithfield Foods

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Organizer
UFCW, Local 431

RHONDA STRAIGHT,
BA, RN, COHC, CEAS II
Occupational Health Services
MidAmerican Energy

CODY HUTT
Student Representative
Iowa State University

Circle of Safety

The Circle of Safety logo was adopted by the Occupational Safety and Health Advisory Council in 1974. Since then, it has served as a symbol of purpose for all of their endeavors in Iowa.

Just as the wagon train was drawn into a circle for the mutual protection of the pioneers, the circle of safety is provided by the cooperative efforts of all concerned and surrounds the figure representing the employees of the state. The employee is not just the central figure, but is a part of the circle itself. This embodies the intent of the Occupational Safety and Health Act whereby the government, employers and employees must share in the rights and responsibilities for a safe and healthful environment.
Continuing Education Credits

Purpose
The Iowa Occupational Safety & Health Advisory Council is exclusively dedicated to promoting and providing continuing education concerning Iowa workplace safety & health regulations and best practices.

Intended Audience
The Iowa Governor’s Safety & Health Conference is intended for occupational safety professionals, risk managers, consultants, business executives, supervisors, occupational health nurses, workers, or anyone that may have interest in, or impact on, workplace safety and health.

Continuing Education Credits

Certified Safety Professional (CSP)
Continuance of Certification (COC) points for Certified Safety Professional (CSP) may be claimed by attending this Governor’s Safety and Health Conference, as authorized by the Board of Certified Safety Professionals. For more information please go to bcs.org.

Certified Industrial Hygienist (CIH)
Certification Maintenance (CM) points for Certified Industrial Hygienist (CIH) may be claimed by attending this Governor’s Safety and Health Conference, as authorized by the American Board of Industrial Hygiene. For more information please go to abih.org.

Nurses
Application has been made for nursing CEU’s with the University of Iowa College of Nursing, Iowa Board of Nursing Approved Provider, Number 1.
### Schedule – Thursday, Nov. 2

<table>
<thead>
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<th>Time</th>
<th>Event</th>
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<tr>
<td>7:00 – 7:30 am</td>
<td>Registration and Exhibits</td>
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<td>7:30 – 8:00 am</td>
<td>Exhibitor and Networking Break</td>
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<td>8:00 – 8:40 am</td>
<td>Conference Opening</td>
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<td>Presenting Colors – Polk County Sheriff’s Honor Guard</td>
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<td>Performance – Carlisle High School Choir</td>
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<td>Opening Remarks – Michael A. Mauro, Labor Commissioner</td>
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<td>Leading with Levity”</td>
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<td>9:25 – 9:40 am</td>
<td>Exhibitor and Networking Break</td>
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<td>9:40 – 10:35 am</td>
<td>Breakout Session 1</td>
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<td>Skinner A Human Performance in Safety</td>
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<td>Salon 2-3 A Comprehensive Approach to Welding Safety</td>
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<td>Skinner B High Voltage You Need to Know</td>
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<td>Polk County Resources for the New Safety Professional</td>
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<td>10:35 – 10:50 am</td>
<td>Exhibitor and Networking Break</td>
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<td>10:50 – 11:45 am</td>
<td>Breakout Session 2</td>
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<td>Skinner A Lightning Round: Silica, Hexavalent Chromium, and Beryllium</td>
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<td>Polk County Slip and Fall Prevention</td>
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<td>11:45 am – Noon</td>
<td>Exhibitor and Networking Break</td>
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<td>Noon – 1:00 pm</td>
<td>Lunch, Gary Hawk Award Presentation, Scholarships, and OSHA Update</td>
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<td>1:00 – 1:10 pm</td>
<td>Exhibitor and Networking Break</td>
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<td>1:10 – 2:10 pm</td>
<td>Breakout Session 3</td>
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<td>Skinner A Lightning Round: Onboarding Today for a Safe Tomorrow;</td>
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<td>Walking and Working Surfaces, Fall Protection Regulatory Update,</td>
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<td>Polk County How Companies Can Influence Safety in the Home and in</td>
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<td>2:10 – 2:25 pm</td>
<td>Exhibitor and Networking Break</td>
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<td>2:25 – 3:25 pm</td>
<td>Breakout Session 4</td>
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<td>Skinner A Interventional Orthopedics</td>
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<td>Polk County OSHA Incidents</td>
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<td>3:25 – 3:40 pm</td>
<td>Exhibitor and Networking Break</td>
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<td>4:40 – 6:00 pm</td>
<td>Reception Event</td>
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Schedule – Friday, Nov. 3

7:00 – 8:00 am Registration & Breakfast Buffet

8:00 – 9:00 am Keynote Speaker – Dave Swanson, “Why Safety Is Important to Me”

9:00 – 10:00 am Breakout Session 5
   Skinner A Hexavalent Chromium Biological Monitoring Case Study David Havick
   Salon 2-3 Ergonomics and the Mobile Work Environment: How to Avoid Cumulative Trauma by Using Simple Preventive Habits Dustin Briggs

9:00 – 10:00 am Breakout Session 6
   Skinner A Identifying Safety Risks Using Wearable Technology Mark Frederick
   Salon 2-3 Protecting Our Working Youth: What Parents and Employers Need to Know about Iowa’s Child Labor Laws Jim Harris Diana Norman
   Skinner B Partnering with OSHA to Improve Safety and Achieve VPP Patrick Neuzil
   Salon 1 Prioritizing Your 8-Hour Day David Bougger

10:00 – 10:10 am Break

10:10 – 11:10 am Drawing Game & Closing Announcements

Special Demonstrations
The following special demonstrations will be available throughout the day on Thursday, November 2nd:

**Skinner C: Scaffolding – All-American Scaffold**

**Skinner C: Hands-On Welding, Virtual Reality – David Landon, Vermeer**

**Outdoors: Emergency Response Trailer – Polk County Emergency Management**

Exhibitor Reception

Thursday, Nov. 2
4:40 pm – 6:00 pm

You don’t want to miss this exciting event hosted by the conference exhibitors.
Keynote Speakers

**Tami Evans**

Motivational Speaker Tami Evans shares her energy, passion and humor to create an unforgettable experience for audiences.

Recently appearing on *The Dr. Oz Show* (where she taught him to chair dance) Tami lives her belief that laughter is a vital part of learning. Her entertainment-based content celebrates and motivates participants, engages and empowers employees, creates communication cohesion, boosts confidence and busts stress!

She has a broad professional history that includes working as a university professor, communications specialist, professional actress in NYC, fashion designer for Banana Republic, personal assistant to Nell Carter, every kind of waitress you can imagine, stand-in for Melanie Griffith (pre-Antonio), accidental illustrator, and author of *Half Full of It: Activating Optimism and Other Hard Core Soft Skills*.

Tami is an energetic motivator and performer, with both corporate and independent experience. She holds an MFA in Performance, and BAA in Broadcasting Communications, and Theatre.

Awarded TOP 5 New Speakers 2012 by the National Speakers Association, and President of the New York City Chapter 2015-2016, Tami was also recently honored with the distinction "Best Avocado Sandwiches on the Planet" by her young son.

Originally from the beautiful state of Michigan (show me your hand map!) Tami now lives on a lovely hill just outside NYC.

**Dave Swanson, CUSP, USOLN**

Dave Swanson was born on December 25, 1949 and raised on a farm in southwest Minnesota. After high school Dave attended the power lineman course at Southwest Minnesota College, graduating in 1968. He has worked his entire adult life as a power lineman. From 1968 to 2003, he worked for Apprenticeship Lineman Training. From 2003 to 2008, he worked for Alliant Energy. In 2008 he retired from Alliant and was employed by International Transmission Company as the power lineman safety trainer, conducting field safety observations and training for the power linemen in Michigan, Iowa, and Minnesota. At age 66, after 9 years of employment with ITC, he decided to retire. Using his extensive knowledge of safety and training in the electric utility industry, he started the company SwanHi Safety Consultants LLC with his longtime lineman friend Bob Hiatt. He is currently working for Iowa Association of Municipal Utilities in Ankeny, Iowa, conducting field training for a number of municipal utilities throughout Iowa. He is also conducting apprenticeship training as a consultant for ITC within Iowa.

Dave says, “Even though I am 67 years old, I feel I may be of some value to other employees with my past knowledge and past experience in safe work practices.”
Keynote Descriptions

Thursday, 8:40 – 9:25 am & Continued 3:40 – 4:40 pm
We can all agree we want a workplace where employees are actively engaged in the company and its results. As customers we have all experienced the powerful impact of happy workers. Research shows that team members thrive within a positive workplace.

The challenge is understanding levity, leadership, positivity and professionalism are not mutually exclusive. To solve that problem we need to understand the most compelling hard skills in business are in fact soft. Which means, to achieve our goal, we have to initiate positive practices to create positive people which leads to positive profits.

Dave Swanson : “Why Safety Is Important to Me”
Friday, 8:00 – 9:00 am
Dave Swanson will speak about his real career near miss, his son’s work-related accident, and why he has a passion to continue working in the industry at 67 years old.
Breakout Session Details

Thursday, Nov. 2 : Breakout Session 1

**Skinner A : Human Performance in Safety**
Jim Withers, PhD, CIH, CSP, Corporate HSE Director, American Packaging Corporation
This presentation will outline a few basic principles for understanding human behavior and its role in safety. Strategies will be presented that are easy to understand and can be applied to the various elements of a traditional safety program.

**Salon 2-3 : A Comprehensive Approach to Welding Safety**
David Landon, SCWI, AWSC, 2015 President of American Welding Society, Weld Engineering Manager, Vermeer
This session will look at several areas related to welding safety and ergonomics and provide some unique solutions that can be applied as part of a comprehensive welding plan.

**Skinner B : High Voltage You Need to Know**
Willie Dennis, Assistant Business Representative, IBEW Local 55
Cody Eigenheer, Head of the Safety Committee, IBEW Local 55 Journeyman Lineman
Have you ever thought about how electricity gets to your business or home? During this session, we will explain the electrical grid, the hazards to the public and workers, how and why we set up the trucks in traffic, the tools we use during normal operations, and emergency restoration situations to get and maintain electrical services to you. The session will include both classroom and outside demonstration.

**Salon 1 : Low Back Pain, Is It Really a Consequence of Employment?**
David Berg, DO, UnityPoint Health
Over the past ten years, more research has been done on the lumbar spine than in the previous thirty years combined. Are we focusing on an imaging diagnosis or a clinical diagnosis for treatment and causation? What causes low back pain when it’s not coming from the back? Degenerative disease of the spine is genetically determined. Does work or non-work activity result in an aggravation of degenerative disease or simply a temporary exacerbation of a preexisting condition? Does minor trauma result in low back disability? We will discuss the latest peer-reviewed medical literature with respect to low back pain, impairment, and disability.

**Polk County : Resources for the New Safety Professional**
Margaret Meade, Safety Specialist, Iowa Association of Municipal Utilities
This presentation will help the safety professional find reliable and accurate information and resources. The session will also discuss the importance of developing hazard recognition skills and conducting accurate job safety analyses.
Breakout Session Details

Thursday, Nov. 2 : Breakout Session 2

**Skinner A : Lightning Round**
**Silica, Hexavalent Chromium, and Beryllium**
Craig Black, MS, Industrial Hygienist, EMC Insurance
This session will provide updates on several regulations, as well as some insights on compliance with the silica regulation.

**Salon 2-3 : New Changes in Iowa Workers’ Compensation**
Chris Scheldrup, Attorney, Scheldrup Blades Law Firm PC
This session will be a review of the recent Iowa legislative changes and how they will impact the evaluation and handling of claims occurring after July 1, 2017.

**Skinner B : Front Line Risk Management**
Steve Kieffer, CSP, Risk Manager, Fareway Stores
We will provide key tools that will not only help you better understand risk at your organization, but will also provide the tactical framework to mitigate this risk utilizing a proven system.

**Salon 1 : Illicit Drugs in the US – Are We Making Progress?**
Linda Van Dillen, RN, BA, CCM, Chief Communications Officer, CompAlliance
Information will be provided as to an update on the current opioid crisis and use of other illicit drugs in the US, current research on best practices for weaning and successfully staying off these drugs, as well as which medical groups are adopting their own regulations to address the opioid epidemic.

**Polk County : Slip and Fall Prevention – Standards, Strategies, and Best Practices**
Larry Readout, CSP, ARM, Senior Engineer, EMC Insurance
Slips and falls occur in many places. There is a science to preventing falls and this presentation aims to increase your awareness of slip, trip, and fall hazards as well as proven prevention strategies. While no environment can be made “fall proof,” an appreciation of the risks and consequences of falls and an understanding of how to correct hazards goes a long way toward prevention.
Breakout Session Details

Thursday, Nov. 2 : Breakout Session 3

**Skinner A : Lightning Round**  
**Onboarding Today for a Safe Tomorrow**  
Auby Ninemire, CSP, EHS Manager, Vermeer  
The presenter will share onboarding ideas used at Vermeer to assist team members with transition into their new roles. Discussion will include how to effectively engage different age groups, varying experiences, and different perspectives.

**Walking and Working Surfaces, Fall Protection Regulatory Update, and Timeline for Compliance**  
Ron Stanhope, CSP, Senior EHS Manager, Vermeer  
This session will feature a discussion of the numerous changes to the OSHA walking and working surfaces and the fall protection standard. The session will cover each of the changes including past, present, and future dates for compliance.

**Salon 2-3 : “Training Ain’t Learning”**  
Paul Smith, Talent Development Manager, The Waldinger Corporation  
Words mean things. Terms such as “education,” “learning,” and “training” get interchanged over time because we mistakenly believe they all mean the same thing. They do not. Too often we offer “training” to employees without confirming whether they are actually “learning” anything. Such a scenario produces a great deal of busywork and time away from job duties, but often fails to produce the desired impact. In this session we will look at why each of these terms is different and important. We will also explore why “training” is at best a short-term solution, but “learning” is the goal which truly impacts both the employee and the business in the long run.

**Skinner B : Rotator Cuff Tears and the Aging Shoulder**  
Nazee Jabbari, MD, MPH, UnityPoint Health  
This session will review the causes of tears, signs of a tear, treatment of tears, and effects of age on tears.

**Salon 1 : Arc Flash Awareness**  
Jeffrey G. Bennett, Director of Corporate Safety, TEC-Corp/Thompson Electric Companies  
This session will cover some of the OSHA and NFPA regulations relating to arc flash and what they mean to employers, as well as sharing some real examples of the damage that arc flash can do. The speaker will also share his experience as a former electrician and arc flash survivor.

**Polk County : How Companies Can Influence Safety in the Home and in the Field**  
John Anderson, Sr. SHE Consultant, DuPont Pioneer  
This session will focus on safety in the home and how companies such as DuPont Pioneer try to be an influence in improving this. In addition to discussing general key safety items in any home we will also explore several agricultural related concerns as well.
Breakout Session Details

Thursday, Nov. 2 : Breakout Session 4

**Skinner A : Interventional Orthopedics**
Michael Jackson, Lead Physician, MD, FAAPMR, Regenexx
This session will feature a Discussion of the appropriate use of orthobiologics in the treatment of acute and chronic musculoskeletal conditions.

**Salon 2-3 : Bridging the Gap**
Chris Tschida, Safety Director, Mortenson Construction
Communication is the key to success, especially on construction projects. Communication between the office and field is critical to accomplishing the ultimate task: delivering a quality project, on time, on budget, and with zero injuries. This seminar will discuss cultures, philosophies, and tools to enhance the two-way communication between both office and field to aid in greater project success.

**Skinner B : Safety Management of a Multi-Employer Worksite**
Aubrey Robinson, Health and Safety Manager, Cargill
Jeff Frederick, Construction Supervisor, Cargill
This class will explain best practices regarding safety management in a large industrial environment that contains multiple employers. Whether your focus is selecting qualified contractors to hire, or how to ensure safe work practices during construction, if you work with contractors this course will apply to you. Topics to be covered include contractor pre-qualification guidelines, pre-mobilization best practices, safety activity plans, behavior based safety, human performance, safety inspections, and audits.

**Salon 1 : Basics of Infrared Thermal Imaging**
Daniel Pfeffer, UL, CRP, Risk Management Property Engineer, Property Engineering Group
This session will discuss preventative maintenance on electrical and other maintenance applications using thermal imaging, best practices, and lessons learned.

**Polk County : OSHA Incidents**
Jens Nissen, CIH, IOSH Administrator
Barry Hill, CSP, Senior Industrial Hygienist, Division of Labor
Richard Anderson, Senior Industrial Hygienist, Division of Labor
We will review three Iowa cases involving lockout/tagout, electrical, and caught-in, as well as the lessons learned for preventing these incidents in your facilities.
Breakout Session Details

Friday, Nov. 3 : Breakout Session 5

**Skinner A : Hexavalent Chromium Biological Monitoring Case Study**
David Havick, CIH, Environmental Health Services Manager, EMC Insurance
This session will present an interesting case study of hexavalent chromium exposure, air monitoring, and biological monitoring gone wrong. We will discuss air monitoring mistakes that can be made when assessing exposure potential as well as biological monitoring pitfalls that can and did occur which caused unwarranted concern to employees. But through it all, employees were properly protected.

**Salon 2-3 : Ergonomics and the Mobile Work Environment: How to Avoid Cumulative Trauma by Using Simple Preventive Habits**
Dustin Briggs, ATC, CSCS, NRAEMT, FMS, Kinetic Edge Physical Therapy
Now more than ever, people are required to work while on the go. Using all of the technologies at our disposal enhances productivity but also exposes us to physical work stressors that can take a toll on the human body. This session will share some simple but not-so-common pearls of wisdom that will help you maintain your both productivity and your health.

**Skinner B : Industrial Workplace Monitoring Detection Strategies**
Andy Scanlan, QSSP, Regional Sales Manager, Drager
We will provide key tools that will not only help you better understand risk at your organization, but also will provide the tactical framework to mitigate this risk utilizing a proven system.

**Salon 1 : Joint Safety Committees – Improved Safety Culture Working Together to Reach One Goal**
Steven Bradley, UAW Safety Rep., John Deere Des Moines Works
Lonnie W. Hostens, UAW Local 79 Safety Representative, John Deere North American Parts Distribution Center, Milan, IL
Mark P. Bandy, Safety Manager, John Deere North American Parts Distribution Center, Milan, IL
Zachary J. Waters, Safety Manager, John Deere Davenport Works, Davenport, IA
Bradley J. Snyder, UAW Safety Representative, John Deere Davenport Works, Davenport, IA
Susan Larson, UAW Local 838 Safety Representative, John Deere Waterloo Works, Waterloo, IA
This session will be a panel discussion involving both company and union representatives from a number of John Deere Manufacturing locations.
Breakout Session Details

Friday, Nov. 3: Breakout Session 6

**Skinner A: Identifying Safety Risks Using Wearable Technology**
*Mark Frederick, Co-Founder and Chief Technical Officer, MakuSafe*

Wearable technology is becoming increasingly valuable in our everyday lives. This technology is now changing the way companies identify safety risks before they happen. MakuSafe is developing leading edge technology that allows safety managers and insurance companies to predict when and where accidents could happen through advanced data collection and analytics. Come to this session to see how this new era in safety is unfolding in the workplace.

**Salon 2-3: Protecting Our Working Youth – What Parents and Employers Need to Know about Iowa’s Child Labor Laws**
*Jim Harris, Wage and Child Labor Investigator, Iowa Division of Labor*
*Diana Norman, Wage and Child Labor Investigator, Iowa Division of Labor*

Overview of Iowa Child Labor Laws, Child Labor Permit requirements and procedures, permitted and non-permitted occupations for 14 and 15 year olds, hours permitted under/over 16 and prohibited occupations for all minors.

**Skinner B: Partnering with OSHA to Improve Safety and Achieve VPP**
*Patrick Neuzil, CSP, Technical Manager, EHS, Zoetis*

This session will include a presentation of the Zoetis journey to achieve VPP and will include a discussion of the value of partnering with OSHA to enhance team awareness resulting in enhanced safety.

**Salon 1: Prioritizing Your 8-Hour Day**
*David Bougger, Corporate Safety Manager, The Waldinger Corporation*

Everybody is busy. As safety professional our schedule is regularly impacted by the needs of others and their schedule, after a while, everything starts to feel like a top priority. This can make it challenging to get through the day with a feeling of accomplishment. In order to maximize our use of time and, ultimately, our effectiveness we have to learn to set priorities, create a schedule and budget for unexpected interruptions otherwise your “to do” list will never get done!
Memorial Scholarships

Since 1977, the Governor’s Safety & Health Conference has awarded more than $150,000 in scholarships to students in occupational safety at five Iowa colleges. We are proud to announce that in 2017 we are awarding $7,500 in scholarships to Iowa students.

These scholarships will be presented during lunch on Thursday, November 2. Please join us in supporting the educational efforts of these fine people.

Darrin Thompson
University of Iowa
Jack Beno Scholarship

Shaunae Alex
University of Iowa
Bill Dickinson Scholarship

Ria Gasaway
Iowa State University
Iowa Occupational Safety & Health Advisory Council Scholarship

2016 Scholarship Award Winners

The 2016 scholarship award winners were Laura Hallett, Mahmoud Metwali, and Sai Ramaswamy (not pictured).
About the Scholarships’ Namesakes

Jack Beno

When Jack Beno, age 60, lost a long battle with cancer in 1997, the safety world lost a truly inspirational leader. His ideas, guidance and tenacity contributed greatly to the many successes of the Iowa Governor’s Safety Conference and to workplace safety and health throughout Iowa.

Jack was appointed to the Occupational Safety and Health Advisory Council in 1979 after accepting a position at Iowa State University. Jack’s former students continually speak of the profound impact he had on their education and life experiences, and will never forget him or the lessons they learned.

The Jack Beno Scholarship Foundation was established in 1998 to provide scholarships for safety-related education in Iowa colleges. In honor of his memory, many former colleagues, friends, and students have made a contribution to support this cause.

Bill Dickinson

Bill Dickinson served the State of Iowa through his work with the Iowa-Illinois Safety Council, ASSE, and Nationwide Insurance. His work with the council often overlapped with the Governor’s Safety Conference, as he spoke and provided expert speakers on many topics.

Bill Dickinson and Bruce McCann were instrumental in the establishment of the ASSE golf outing that has funded much of the Jack Beno Scholarship fund. More importantly, Bill was constantly mentoring safety professionals throughout the state, encouraging them to excel in their work. Bill and Jack met on a number of occasions to discuss many safety issues affecting the state and the nation.

Gary Higbee captured the spirit and thoughts of many other EHS professionals and colleagues best, stating, "Both men (Jack Beno and Bill Dickinson) were men of honor and stature; I was fortunate to be their friend."
Gary Higbee Safety Award Winner

Gary Higbee
President/CEO, Higbee & Associates, Inc.
Principal, North American Management Institute
Senior Consultant, SafeStart/SafeTrack

Gary Higbee has over 50 years of experience ranging from working on the factory floor to upper management. His assignments include positions in production engineering, safety and environmental engineering, production management, corporate director, vice-president, and president/CEO.

Gary has an MBA from the University of Iowa and is a board certified safety professional. Gary is a past recipient of the Safety Professional of the Year Award for Region IV of the American Society of Safety Engineers. In 2010 Gary received the Distinguished Service to Safety Award from the National Safety Council. The DSSA is the National Safety Council’s highest individual award.

He is considered an expert in traditional and behavior-based safety technologies as well as complex organizational change initiatives.

Gary’s book, coauthored with Larry Wilson, entitled Inside Out: Rethinking Traditional Safety Management Paradigms, was released in 2010 and is already in its third printing.

In addition to his consulting, Gary has published many articles and is a frequent keynote speaker around the world. His recent topics include “Guaranteeing the Success of Safety Committees,” “Managing Complex Change Initiatives,” “Nine Steps for Changing your Safety Culture,” “Breaking the Cycles of Risky Behavior,” “Predicting Human Performance,” “Frustrations in Safety,” “Five Stages to World Class Performance,” “Visionary Leadership,” and “Managing Complex Change.”

Using his over 50 years of experience and a sense of humor, Gary has become an internationally known speaker on safety, health, environmental and business issues.

2016 Gary Hawk Award Winner

Cindy Baldwin was honored with the 2016 Gary Hawk Award. Cindy has been one of Iowa’s leading health and safety experts for more than 30 years.

About the Gary Hawk Award

In 1996, the annual Governor’s Safety & Health Conference safety award was renamed to the “Gary Hawk Safety Award” in honor of long-time OSH Advisory Council member Gary Hawk, who passed away after a long battle with cancer.
Educational Objectives

Upon completion of the offering, participants should be able to...

**Tami Evans**: Explain the connection between happy employees and positive occupational safety and health outcomes.

**Jim Withers**: Outline basic principles for understanding human behavior and its role in safety.

**David Landon**: Explain how to enhance welding safety without sacrificing quality or productivity.

**Willie Dennis & Cody Eigenheer**: Summarize the process of electricity mapping and its associated hazards. Describe the tools used by electrical workers in normal daily operations as well as emergency power restoration situations.

**David Berg**: Differentiate normal age-related findings of the lumbar spine and findings that result in back pain and impairment. Identify the factors that result in low back pain that are not secondary to lumbar spine pathology. Describe non-anatomic and non-pathological causes of low back pain.

**Margaret Meade**: Describe the role of the safety professional in the working environment. Outline how to find and use safety resources. Explain the importance of developing and implementing a safety and health management system, and OSHA’s hierarchy of controls.

**Craig Black**: Summarize the state of current OSHA regulations relating to hexavalent chromium, beryllium, and silica.

**Chris Scheldrup**: Summarize the recent changes to Iowa workers’ compensation laws. Discuss potential impacts of workers’ compensation law changes to employers, employees, and claims specialists.

**Steve Kieffer**: Explain a process for identifying, prioritizing, and managing risk to ensure understanding throughout their organization.

**Linda Van Dille**: Summarize the policies that have been effective in addressing the use of illicit drugs in the workplace. Identify issues that still need to be addressed in Iowa regarding illicit drug use in the workplace.

**Larry Readout**: List common slip and fall hazards in workplace environments. Describe best practices for controlling slip and fall hazards.

**Joe Mullen**: Summarize OSHA updates and how they affect employers in Iowa.

**Auby Ninemire**: Explain best practices for safety onboarding.

**Ron Stanhope**: Explain the regulatory changes and updates required.

**Paul Smith**: Identify the distinct functions of: education, learning, and training. Explain the significance of behavior change as the real measure of success. Identify the key elements of and participants in a learning program.

**Dave Swanson**: Relate a personal story that communicates the importance of workplace safety.

**Nazee Jabbari**: Identify the signs and symptoms of a rotator cuff tear. Describe the treatment and healing processes of a rotator cuff tear and how age affects those processes.

**Jeffrey G. Bennett**: Summarize the OSHA and NFPA regulations relating to arc flash.

**John Anderson**: Explain ways that their employer can influence safety at home.

**Michael Jackson**: Define interventional orthopedics and how it relates to regenerative medicine. Define orthobiologics (PRP vs. stem cells). Explain the use of orthobiologics vs. a surgical alternative.

**Chris Tschida**: Explain the importance of communication between office personnel and field workers and how the enhancement two-way communication leads to improved project success.

**Daniel Pfefier**: Explain the best applications for thermal imaging and best practices for thermal imaging use.

**Aubrey Robinson & Jeff Frederick**: Summarize the current best practices for safety management in a multi-employer worksite.

**Jens Nissen, Barry Hill & Richard Anderson**: Explain how failure to comply with regulations and guidance can lead to severe or fatal incidents.

**David Havick**: Recall the biological indicator for hexavalent chromium and when to monitor selected employees.

**Dustin Briggs**: Describe how the ABCs of cumulative trauma injury prevention should be applied to mobile work environments. Explain the importance of ergonomics, as well as the necessity of other safe work elements like work habits and "bio-ergonomics."

**Andy Scanlan**: Differentiate risks and dangers. Explain how to ensure that your gas meters meet your needs and function properly.

**Panel**: Describe the structure of Deere/UAW joint safety committees and the details of how they function.

**Mark Frederick**: Describe how emerging technologies like wearables, the “Internet of Things,” and predictive analytics are impacting the workplace safety space. Explain how predictive analytics is changing the way safety managers and insurance companies are doing their job.

**Jim Harris & Diana Norman**: Outline how to comply with Iowa’s Child Labor Laws. Explain how to ensure the safety of minors from hazardous duties/occupations for their health, education, and wellbeing.

**Patrick Neuzil**: List the four elements of VPP across an industrial site. Describe how to implement the four elements of VPP across an industrial site.

**David Bougger**: Describe how to plan for unexpected interruptions, prioritize their workloads, and set a realistic schedule to keep them moving in a positive direction.